

why LGBTQ+ employees feel included at work, and why they don't.



why inclusion at the workplace matters so much

being creative

"I don't think you can really access the best parts of you - creative, extraordinary, and perform amazingly well - if you're not allowed to be yourself."

Leena N, a 36 y.o queer person heading strategy and ops for an IT healthcare company

feeling safe

"Am I behaving in such a way that I might be giving away that this is my gender identity (if you're hiding) or this is my sexual identity? Those kinds of thoughts should not be there between you and your work."

Rakesh Kumar Duan, 29 y.o cis gay man, works in HR at Finastra, Bangalore

collaborative working

"I worked here for 2.5 years and I kept my personal and professional life separate. It was difficult for me to form connections..."

Annith Infanta, a lesbian woman employed with a global MNC

why people feel included at work

sense of growth

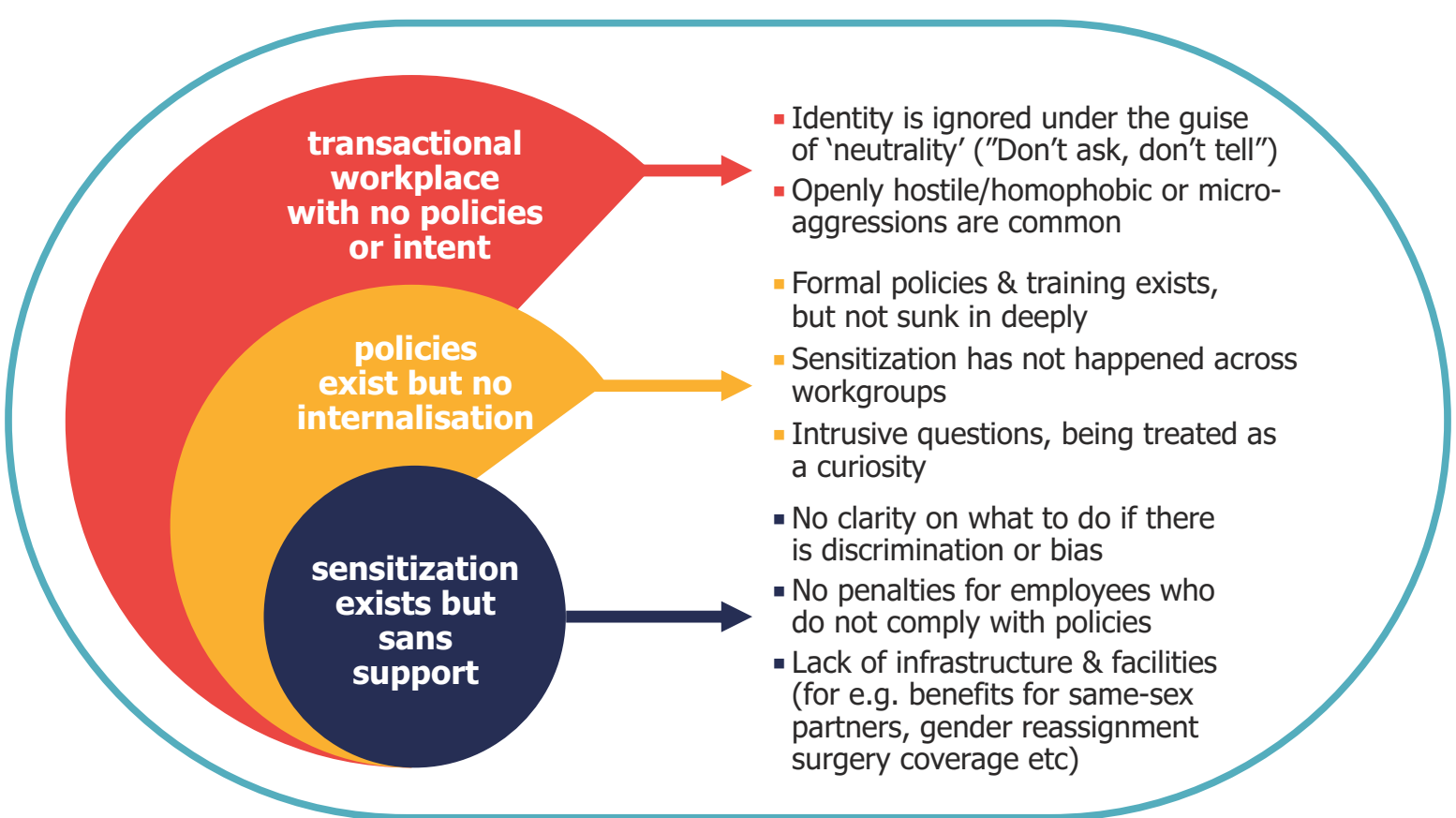
- Encouraged towards appropriate roles
- Considered for leadership, with necessary support
- Not encouraged to lead only LGBTQ+ related initiatives

sense of acceptance

- Genuine interest in me as a person, willing to learn even if not aware
- Disclosure at own pace, in confidence
- Team participates in PRIDE & company/ally initiatives willingly
- Invited into team members' lives

sense of safety & comfort

- Using preferred pronouns
- No homophobic comments or tolerance for the same
- Allowed to express gender identity
- Facilities/benefits easily accessed (gender-neutral washrooms, insurance coverage for same-sex partners etc)
- Competitive wage structure



"My manager, boss and super boss - no one reached out to me after my article came out. Nothing at all. They just ignored it."

Joe, 36 y.o, trans woman, media professional in Mumbai

"They should have awareness starting with their security person. We've already faced so much discrimination outside the society. When you enter the corporate you have to go through the security check where they don't understand the community."

Shanthi Muniswamy, Transgender Person