Methodology and global key messages

Key global findings:
Organizations have considerable scope to do more to demonstrate their commitment to LGBT+ inclusion. Many LGBT+ employees feel uncomfortable being out in the workplace and face non-inclusive behaviors. And when LGBT+ employees feel that their employers aren’t doing enough to support LGBT+ inclusion, many are prepared to look for a new employer.

One-third of respondents are looking to move to a more LGBT+ inclusive employer. This is even higher for ethnic minority respondents, with over half currently looking for a new role. When it comes to choosing their new employer, what matters most to respondents is seeing a diverse workforce.

Being out at work is important for many, yet less than half are out with all colleagues. Less than half of respondents feel comfortable being out with all of their colleagues, and another one-third of respondents say that they are only comfortable being out at work with select colleagues.

Concerns about being treated differently keep many from being out at work. Other factors, including concerns about personal safety, facing discrimination or harassment, and a preference not to discuss their private life at work, play a role with reasons varying by sexual orientation and gender identity.

Comfort being out decreases when it comes to being out with direct managers. Just under 60% of those who are out about their sexual orientation, and 54% of those who are out about their gender identity are comfortable being out with their closest colleagues, while only 37% are comfortable being out with their direct managers.

Allyship and role models increase comfort in being out. Allyship plays a part when it comes to comfort in being out at work, with many who are out at work to at least some colleagues saying that allyship helps them to be out. Comfort being out about also increases with the presence of LGBT+ role models.

Non-inclusive behaviors are being experienced at work. Four in 10 respondents (42%) have experienced non-inclusive behaviors at work and many say they are certain it is a result of their sexual orientation or gender identity.

The following deck examines how India’s LGBT+ employees stand out from their global counterparts on these key themes.

* LGBT+ was defined for survey respondents as the following: The LGBT+ acronym (which stands for Lesbian, Gay, Bisexual, Transgender and more) is used throughout this survey for consistency and includes anyone who does not identify as heterosexual and cisgender. Deloitte professionals were not polled as part of this survey. * We recognize that coming out is often an ongoing process rather than a single moment. For the purposes of the report, the phrase ‘out at work’ is intended to mean that people would be comfortable disclosing their gender identity or sexual orientation to colleagues should the opportunity present itself. *Gen Z is defined as born between 1995 – 2005, millennials as born between 1983 – 1994, and Gen X as born between 1967 – 1982.
Country profile: India

- 445 total respondents in India, 82% gen Zs or millennials, and 18% aged 40+. Almost eight in 10 are full-time workers.
- 6% of respondents identify as transgender or non-binary/gender queer. Around six in 10 respondents identify as bisexual, 7% as gay and 4% as lesbian, while 17% identify as asexual.

### Gender
- 58% Male
- 35% Female
- 4% Transgender
- 2% Non-binary/gender queer

### Sexual orientation
- 61% Heterosexual
- 7% Bisexual
- 4% Gay
- 17% Lesbian
- 6% Asexual
- 2% Queer
- 3% Other LGBT+ orientation

### Age
- 40% Gen Zs (aged 18 - 28)
- 42% Millennials (aged 29 - 39)
- 18% Gen X (aged 40 - 64)

### Employment status
- 78% Working full time (30+ hours per week)
- 22% Working part time (fewer than 30 hours per week)

* Charts exclude don’t know/prefer not to answer/unsure responses
** Due to rounding, percentages may not always add up to 100%
Examining employers’ commitment to LGBT+ inclusion

- Just over 60% of Indian respondents work for an employer that demonstrates commitment to LGBT+ inclusion both internally and externally, compared to 35% globally.
- Talking externally about the importance of LGBT+ inclusion is the most common way respondents say that employers externally demonstrate their commitment. The next most common commitments reported are membership of an external LGBT+ advocacy organization and signing up to UN standards – the least typical actions globally.

**Percentage who say their employer demonstrates commitment to LGBT+ inclusion...**

<table>
<thead>
<tr>
<th>Commitment</th>
<th>Global score</th>
<th>India score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Both internally and externally</td>
<td>14%</td>
<td>12%</td>
</tr>
<tr>
<td>Neither internally nor externally</td>
<td>8%</td>
<td>11%</td>
</tr>
<tr>
<td>Only internally</td>
<td>35%</td>
<td>61%</td>
</tr>
<tr>
<td>Only externally</td>
<td>43%</td>
<td>16%</td>
</tr>
</tbody>
</table>

**Where there is external commitment, what does it look like?**

<table>
<thead>
<tr>
<th>Commitment</th>
<th>India score</th>
<th>Global Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talking externally about the importance of LGBT+ inclusion</td>
<td>48%</td>
<td>46%</td>
</tr>
<tr>
<td>Being a member of an external LGBT+ advocacy organization</td>
<td>46%</td>
<td>31%</td>
</tr>
<tr>
<td>Signing up to the UN standards of conduct for business tackling discrimination against LGBTI people or local equivalent</td>
<td>45%</td>
<td>30%</td>
</tr>
<tr>
<td>Participating in Pride celebrations</td>
<td>43%</td>
<td>37%</td>
</tr>
<tr>
<td>Referencing LGBT+ inclusion in its recruitment campaigns</td>
<td>39%</td>
<td>40%</td>
</tr>
</tbody>
</table>

Base: India= 445
LGBT+ inclusion influences job loyalty

- Almost three-quarters of Indian respondents say they are looking to change employer to find a more inclusive organization – more than double the global average.
- There are very few LGBT+ employees in India who “don’t know” the answer to this question, compared to more than one in 10 respondents globally.

Percentage who are actively looking to change employers to find an organization which is more inclusive of LGBT+ employees

Base: Global= 5474, India= 445
Top factors for LGBT+ respondents when considering a potential employer, and the generational divide

- Almost eight in 10 respondents in India consider the opportunity to take part in workplace inclusion and diversity initiatives the most important factor when applying for a new role.
- Leaders who are LGBT+ and out is the least important consideration across generations.

Top factors when applying for a new role:

- **India**: 78%
- **Gen Zs**: 72%
- **Millennials**: 84%
- **Gen X**: 80%

The opportunity to take part in workplace’s initiatives on inclusion and diversity

- **India**: 75%
- **Gen Zs**: 68%
- **Millennials**: 84%
- **Gen X**: 73%

The company’s external commitment to LGBT+ inclusion (e.g., presence at pride events/marches)

- **India**: 74%
- **Gen Zs**: 65%
- **Millennials**: 80%
- **Gen X**: 82%

A diverse workforce

- **India**: 74%
- **Gen Zs**: 69%
- **Millennials**: 78%
- **Gen X**: 74%

The company’s internal commitment to LGBT+ inclusion (e.g., presence of an Employee Resource Group (ERG))

- **India**: 70%
- **Gen Zs**: 64%
- **Millennials**: 74%
- **Gen X**: 71%

Base: India = 445, Gen Zs = 179, Millennials = 187, Gen X = 79
Level of comfort being out at work

- More than half of Indian respondents are comfortable being out about their sexual orientation with anyone at work – above the global level.
- Only 8% of LGBT+ employees in India are not out about their sexual orientation at work with anyone, compared to 14% globally.

Level of comfort being out at work about my sexual orientation

<table>
<thead>
<tr>
<th></th>
<th>India score</th>
<th>Global score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, with anyone</td>
<td>56%</td>
<td></td>
</tr>
<tr>
<td>Yes, but only with some people</td>
<td>35%</td>
<td>36%</td>
</tr>
<tr>
<td>No</td>
<td>8%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Note: Data for Gender Identity omitted due to low number of respondents within country

Base: Global= 5452, India= 445
How seniority and allyship impact comfort in being out at work

- In contrast to the global picture where comfort with being out increases with seniority, LGBT+ employees at the most junior and senior levels in India are out about their sexual orientation to a similar degree.
- Allyship plays an important role in helping people with being out about their sexual orientation at work, according to those who are out, both in India and around the world.

Level of comfort being out at work about my sexual orientation by seniority

<table>
<thead>
<tr>
<th>Level</th>
<th>Junior- India score</th>
<th>Junior- Global score</th>
<th>Mid/Senior-India score</th>
<th>Mid/Senior- Global score</th>
<th>Leadership-India score</th>
<th>Leadership- Global score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, with anyone</td>
<td>62%</td>
<td>29%</td>
<td>52%</td>
<td>43%</td>
<td>64%</td>
<td>51%</td>
</tr>
<tr>
<td>Yes, but only with some people</td>
<td>37%</td>
<td>34%</td>
<td>37%</td>
<td>39%</td>
<td>31%</td>
<td>28%</td>
</tr>
<tr>
<td>No</td>
<td>7%</td>
<td>17%</td>
<td>9%</td>
<td>13%</td>
<td>4%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Does allyship help with being out?

- **Out for sexual orientation**
  - **India data**: 85% Yes, 11% No
  - **Global data**: 61% Yes, 20% No

Base: Global = Junior (1377), Mid/Senior (3195), Leadership (880)  
India = Junior (93), Mid/Senior(278), Leadership(73)
Exploring which groups respondents are most comfortable being out with regarding their sexual orientation

- Indian respondents follow the same trend as the global average in feeling most comfortable disclosing their sexual orientation with close colleagues, followed by HR and direct managers.
- In contrast to the global picture, respondents in India are more likely to be comfortable being out and open with their clients/customers (43% vs 21% globally).

Level of comfort being out at work about my sexual orientation with different groups - **Global score**

- Close colleagues: 9% uncomfortable, 28% comfortable, 59% comfortable and open
- My direct manager: 3% uncomfortable, 25% comfortable, 37% comfortable and open
- Human Resources (HR): 6% uncomfortable, 24% comfortable, 34% comfortable and open
- Our Employee Resource Group (ERG): 11% uncomfortable, 29% comfortable, 34% comfortable and open
- The leadership team/organization CEO or boss: 9% uncomfortable, 30% comfortable, 28% comfortable and open
- My clients/customers: 15% uncomfortable, 31% comfortable, 21% comfortable and open

Level of comfort being out at work about my sexual orientation with different groups - **India score**

- Close colleagues: 8% uncomfortable, 19% comfortable, 71% comfortable and open
- Human Resources (HR): 1% uncomfortable, 21% comfortable, 52% comfortable and open
- My direct manager: 1% uncomfortable, 22% comfortable, 50% comfortable and open
- Our Employee Resource Group (ERG): 4% uncomfortable, 17% comfortable, 43% comfortable and open
- The leadership team/organization CEO or boss: 3% uncomfortable, 27% comfortable, 47% comfortable and open
- My clients/customers: 4% uncomfortable, 21% comfortable, 43% comfortable and open

Base: Global=1965

Base: India=154

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What is preventing respondents from feeling comfortable being out?

- Just over four in 10 Indian respondents cite concern about career opportunities as the biggest barrier to being out about their sexual orientation at work.
- Around one-third of LGBT+ respondents in India say concerns about their personal safety are a barrier to being out about sexual orientation, compared to 19% globally.

Barriers to being out about sexual orientation at work

- 42% I worry it will affect my career opportunities
- 34% I worry about my personal safety
- 32% I prefer not to talk about any aspect of my private life at work
- 31% I worry I would face discrimination or harassment
- 30% I worry I would be treated differently
- 29% I worry I will not be treated with respect
- 19% My company doesn’t usually encourage openness

India score vs. Global score

Base: Global= 2748, India = 188

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Experience of non-inclusive behaviors

• LGBT+ employees in India are more likely to have experienced non-inclusive behaviors than the global average: 70% vs 42% globally.
• Two-thirds of Indian respondents believe these experiences were definitely because of their sexual orientation or gender identity.

Those who have experienced non-inclusive behaviors

- 70% in India
- 42% globally

People that believe they experienced non-inclusive behaviors because of their LGBT+ identity – India score

- 65% Definitely
- 27% I think so but am uncertain if this was the reason
- 7% No

- Sexual orientation
- Gender identity
Types of non-inclusive behaviors experienced

- Micro-aggressions are more common than harassment amongst those who have experienced non-inclusive behaviors in India and around the world. However, harassment is more frequently experienced in India than globally (83% vs 67%).
- In India, the most common form of non-inclusive behavior is feeling patronized, undermined or underestimated because of one’s gender identity or sexual orientation. Globally, the most common experience is receiving unwanted comments or jokes of sexual nature.

Top 10 most common forms of non-inclusive behaviors

1. Feeling patronized, undermined or underestimated because of my gender identity or sexual orientation
2. Being misgendered or dead-named even after sharing my gender identity and/or new name
3. Having someone else take the credit for my idea
4. Unwanted comments or jokes of a sexual nature
5. Consistently being addressed in an unprofessional or disrespectful way
6. Having more opportunities to speak up in meetings compared to colleagues
7. Unwanted inappropriate/ offensive/ suggestive emails or other communications
8. Disparaging/belittling comments about my gender identity or sexual orientation
9. Being interrupted and/or talked over in meetings
10. Repeated disparaging/belittling comments about the way I look/my physical appearance
### Reporting of non-inclusive behaviors

- More than eight in 10 Indian respondents who have experienced non-inclusive behaviors reported this to someone in their organization – most commonly, the HR department or the company’s anonymous support program/helpline.
- In India, asking the person reported to leave the company is the most common course of action, taken in half of reported cases. Providing support and/or counselling to the person who experienced non-inclusive behaviors is also a common action taken by just under half of employers.

#### Levels of reporting among those who experienced non-inclusive behavior because of being LGBT+

<table>
<thead>
<tr>
<th></th>
<th>India score</th>
<th>Global score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>84%</td>
<td>66%</td>
</tr>
<tr>
<td>No</td>
<td>15%</td>
<td>34%</td>
</tr>
</tbody>
</table>

#### Who did people report non-inclusive behavior to?

<table>
<thead>
<tr>
<th>Option</th>
<th>India score</th>
<th>Global score</th>
</tr>
</thead>
<tbody>
<tr>
<td>I informed my Human Resources (HR) department</td>
<td>51%</td>
<td>43%</td>
</tr>
<tr>
<td>Our company has an anonymous support program/helpline which I used</td>
<td>51%</td>
<td>30%</td>
</tr>
<tr>
<td>I informed my direct manager</td>
<td>47%</td>
<td>42%</td>
</tr>
<tr>
<td>I contacted our Employee Resource Group (ERG)</td>
<td>44%</td>
<td>28%</td>
</tr>
<tr>
<td>I informed my peers/close colleagues</td>
<td>42%</td>
<td>35%</td>
</tr>
<tr>
<td>Something else not listed above</td>
<td>2%</td>
<td>3%</td>
</tr>
</tbody>
</table>

#### Top 5 reasons for not reporting non-inclusive behaviors

<table>
<thead>
<tr>
<th>Reason</th>
<th>India score</th>
<th>Global score</th>
</tr>
</thead>
<tbody>
<tr>
<td>I didn’t think my complaint would be taken seriously</td>
<td>58%</td>
<td>40%</td>
</tr>
<tr>
<td>The person/group who displayed the non-inclusive behavior held a position of authority/leadership</td>
<td>39%</td>
<td>24%</td>
</tr>
<tr>
<td>I was concerned that reporting the issue would impact my career</td>
<td>33%</td>
<td>30%</td>
</tr>
<tr>
<td>I feared doing so would make the situation worse</td>
<td>28%</td>
<td>39%</td>
</tr>
<tr>
<td>There was no clear way for me to raise the issue with my employer</td>
<td>26%</td>
<td>18%</td>
</tr>
</tbody>
</table>

#### Top 5 actions taken by employer after non-inclusive behavior was reported

<table>
<thead>
<tr>
<th>Action</th>
<th>India score</th>
<th>Global score</th>
</tr>
</thead>
<tbody>
<tr>
<td>The person I reported was asked to leave the company, but this was communicated as a resignation</td>
<td>50%</td>
<td>27%</td>
</tr>
<tr>
<td>My employer provided me with support and/or counselling</td>
<td>47%</td>
<td>32%</td>
</tr>
<tr>
<td>The person I reported was provided with coaching/training and remains in their role</td>
<td>45%</td>
<td>29%</td>
</tr>
<tr>
<td>The person I reported was moved to another role in the company without any other action</td>
<td>42%</td>
<td>27%</td>
</tr>
<tr>
<td>The person I reported was dismissed from the company</td>
<td>40%</td>
<td>25%</td>
</tr>
</tbody>
</table>