



Declaration of India “Call to Action”

21 March 2024

1. Employers must provide a safe, comfortable equal opportunity workplace and promote authenticity for LGBTIQ+ employees in India.
2. Employers should work closely with and benefit from the knowledge of other parties (employee networks and civil society organisations) dealing with LGBTIQ+ workplace issues in India to achieve improvements.
3. Employers should identify and support leaders and decision makers (LGBTIQ+ and non-LGBTIQ+) that actively strive to create LGBTIQ+ inclusive working environments in India.
4. LGBTIQ+ employees who choose to be visible at work should actively strive to collaborate with their employers on diversity and inclusion, leading the way for all employees.
5. LGBTIQ+ employees should guide their employers on measures to support this Declaration’s goals and implementing best practices.
6. Employers and LGBTIQ+ employees should create and support structures in the organisation that ensure progress.
7. Employers should embed the Declaration’s concepts in organisational principles, and include them explicitly in external communications such as Annual and Corporate Responsibility Reports.
8. Employers and employees should develop and establish measurements that identify the level and progress of LGBTIQ+ inclusiveness within the organisation and benchmark this externally.
9. Employers should dedicate a minimum of ₹100 per employee in India to support LGBTIQ+ programs such as Employee Resource Groups, mental health support, and prevention of workplace harassment.
10. Organisations should visibly support the improvement of working environments for their LGBTIQ+ employees wherever they are active in India.



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