

## Visibility as a Catalyst for Driving LGBT-Inclusive Growth in India: Rethinking the Diversity and Inclusion Model

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**Abstract :** This paper critically examines the role of 'disclosure and visibility' of sexual minorities in a heteronormative organizational setting. The paper wishes to comment on the importance of promoting 'visibility' as an important catalyst in increasing the efficacy of outreach programs as part of diversity management practices as well as increasing the efficacy of teams. The aim of the research is to assess the pitfalls of not bringing 'one's authentic or whole self' to work. In doing so, it will address whether Inclusive Leadership at the top propels employees to come out. The paper finally discusses and recommends strategies that could be helpful toward attaining and improving the visibility factor at a cross-functional level. This is a qualitative research with interviews and surveys conducted in inclusive workplace environments across various private sector companies in India.

**Keywords :** LGBT, diversity, organisation, leadership

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