

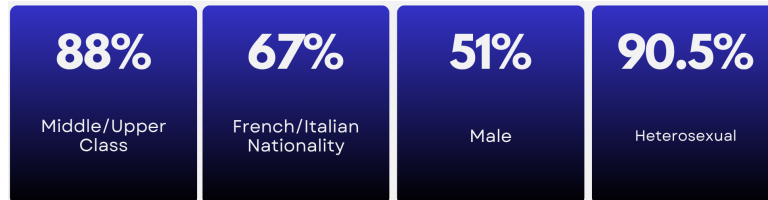
Invisible Identities Observatory: First Results

ESCP Leadership and Inclusive Management Institute

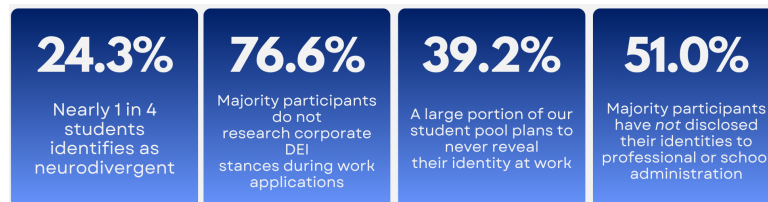
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Introduction

The team collected data from ESCP undergraduate and post-graduate students regarding their management of invisible identities (e.g., Neurodivergence, Religion, Sexual Orientation). The study analyzed a sample of 576 students (mean age 21.78).



Insights



Anticipated treatment at work

The cohort enters the workforce with a strong psychological foundation, reporting high global satisfaction (5.10/7) and a positive emotional baseline (5.06/7) that significantly outweighs negative anxiety (3.26/7). While students generally expect professional support to exceed mistreatment, a critical "Confidence Gap" exists for sensitive identities. Neurodivergence and Gender Identity show the narrowest safety margins, representing the highest areas of perceived professional vulnerability.

Identity Dimension	Status	The Inclusion Buffer
Gender Identity		Moderate Risk (+0.84)
Neurodivergence		Critical Priority (+0.49)

Qualitative Evidence



While students are resilient, their professional thoughts are dominated by the weight of managing mental health, neurodiversity, and the anxiety of disclosure. Students discuss masking as a way to cope, regardless of having an invisible identity. This is defined by a constant pressure to hide mental health struggles or neurodivergent traits, particularly while awaiting formal diagnosis or to avoid stigma. Overall, they view mental health, support, and personal beliefs as critical pillars of personal balance.

Strategic Recommendations

Create Safer Spaces and Normalize Partial Transparency: Create low-risk environments to reduce fears and taboos around informal identity disclosure

Targeted Well-being Support: Prioritize support for students with salient invisible identities to reduce entry-level professional anxiety

Facilitate Discussions with Educators: Organize discussions and trainings with educators to make classrooms safer and more flexible for student needs