

Building LGBT+ Communities at Workplace



Since 2009 we have been working to protect, strengthen and represent LGBT+ community in Poland. Our main goal is to ensure the right to marry for all, regardless of sexual orientation and gender identity.

We believe that full equality means marriage equality for all.

We believe that all families have the right to be happy, safe and respected.

We believe that Love Does Not Exclude.

As the national government fails to deliver equality, it is up to businesses to provide some degree of recognition, security and support to their LGBT+ employees. Although diversity policies and employee networks aimed towards a more inclusive and fair working environment are still fairly new to most companies in Poland, we already see plenty of good practices and benchmark examples of employers filling the gaps left by politicians.



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We work with

Diversity and “rainbow” employee networks – supporting and co-organizing events, animating and connecting networks

HR departments – providing training sessions on LGBT+ issues at workplace adjusted to the needs and expectations of each company

Ad and communication agencies – offering full workshop curriculum on building positive and alternative narratives in social campaigns with a strong focus on LGBT+ issues

Media outlets – offering training sessions and educational materials helping raise communication quality and sensitivity regarding LGBT+ issues in Poland



Our team participated in a two-day-long workshop on social campaigns concerning LGBT+ issues organized by Love Does Not Exclude. We collected insights, tools, and methods which will definitely prove valuable in our work especially when it comes to mission-oriented communication.



– Magdalena Kozanowska

What we offer

- **Presentations** and digital and printed **educational materials** tailored to client's needs
- Open **Q&A sessions** providing basic or advanced information on LGBT+ community in Polish context with emphasis on workplace as a safe space
- **Support** for diversity/ rainbow employee networks
- **Communication competence trainings** for parties interested in social campaigns

Companies we worked with so far include:
Google, NatWest, Pfizer, Accenture, UBS, ING, 180heartbeats + JUNG v MATT, Ben&Jerry's, Aviva, JP Morgan Poland Services, BNP Paribas, Unilever, BBH, Natwest, Roche



Topics of our trainings for business so far include

Unconscious Bias at Workplace

How to Talk about LGBT+?

Towards Marriage Equality in Poland

Focus on LGBT+ in CEE

Alternative Narratives and LGBT+ Hypertargeting

We invited Love Does Not Exclude to talk about marriage equality with our employees. It opened their eyes for inequalities in our society and therefore workplace. At this point our partnership with the association goes beyond sheer business relationship.



– Blanka Rozbicka

Contact us



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We work in
English & Polish

Our cooperation with Love Does Not Exclude started many years ago and we have been proud supporters of what the team does ever since. We participated in workshops and listened to speeches that informed our local community and helped spread the word globally within our LGBT+ network, called the Gayglers.

– Kuba Piwowar

Google



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the non-governmental organization of the year