

Business offer

FESTIVAL BEYOND LABELS

The First Inclusive Job Fair in Poland

4
edition

Occupation:
Revolution!

23-24/05/2025

Klaster Innowacji Społeczno-Gospodarczej
Zabłocie 20.22 Krakow



Partner media:

OUTFILM **replika**
JOYNE CZASOPISMO LĘSTOIA W POLSCE

2

times more transgender people are unemployed compared to a similar group of cisgender people.



only **46%**

LGBT+ people speak openly about their orientation and gender identity at work

65%

people consider LGBT+ inclusiveness to be an important aspect when choosing a job

FESTIVAL BEYOND LABELS

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About the project

We are pleased to invite you to co-create the next, fourth edition of our innovative project - Beyond Labels!

Beyond Labels is a pioneer format in Europe that connects inclusive workplaces with talents from the LGBTQIAP+ community looking for safe, inclusive companies. Both LGBTQ+ people entering the job market and people with robust experience in a diverse work environment attach great importance to ensuring that the company they work for is a safe and inclusive. **As many reports in this field have shown, reduced stress levels lead to better focus on work, innovation, developing competencies and building lasting relationships within the company.**

The success of the **Beyond Labels** project is based on synergy between non-governmental organizations and the business sector, thanks to which it was awarded, among others, the **Polish Diversity Award 2024** and the **Aspiring Excellence Award** at the Diversity&Inclusion Changemakers Conference 2024. The **Equality Signs Federation**, representing the local LGBTQ community, guarantees authenticity and a holistic understanding of the target group, and taking action that responds to its needs.

Collaboration with companies like yours is crucial for us! Your involvement in the project is a demonstration of support for equality and diversity in the workplace. Your company can once again be seen as a leader in creating a modern and open work environment, which will further enhance its reputation and ability to attract and retain diverse talent.

Our project consists of several pillars:

- Inclusive Job Fairs,
- NGO zone,
- Educational Zone,
- Relaxation Zone,
- Accompanying events as part of the Beyond Labels Festival,
- BLOOM employee network incubator.

We invite your company to collaborate with us in the **Beyond Labels** project. Together we can create a space that not only promotes acceptance, but also provides real career and development opportunities for queer people. Together we will elicit a **gentle revolution** in the labor market and build a better, more inclusive future.



Emanuela Lewandowskx
(they/them)
Equality Signs Federation

June Wysocky
(they/them)
Equality Signs Federation

Dawid Wojtyczka, MBA
(he/she)
Equality Signs Federation

JOB FAIR



We are pleased to introduce the Inclusive Job Fair for LGBTQIAP+ people. This is where the business world meets the local community, and project participants have the opportunity to connect directly with companies that value diversity and actively strive to create an inclusive workplace.

The vision of the Inclusive Job Fair is to create a space where companies, NGOs and queer people can meet face to face, build authentic relationships and together create a future of work based on acceptance and respect. It is not only an opportunity to find great talent, but also to build sincere and long-lasting relationships with diverse members of the community, not only entering the job market, but also having many years of experience and unique skills.

Our past partners include: UBS, StateStreet, HSBC, Intel, LSEG, Aon, UNHCR, uPacjenta, Akamai, IG, Jacobs, Sylvamo, PepsiCo, BBH and more!

Boutique and Quality: Beyond Labels Career Fairs focus on quality, not quantity. Participation is limited to invited, socially engaged companies. This ensures that those attending the fair have access to the most progressive employers – like you!

Selection: Each company invited to the project goes through a selection process that ensures alignment with the goals of the Beyond Labels project.

This guarantees attendees that they will meet companies and corporations that truly care about diversity, development and building a culture of inclusion.

Free Stands: A company invited to participate in the fair receives a free exhibition stand as part of the basic package. This is a platform where you can present your values, organizational culture and job offers.

Networking and Knowledge Exchange: Beyond Labels Job Fairs are a great opportunity to network and converse with job seekers and other organizations. Companies have the opportunity to learn about the unique skills and experiences of those attending, which can lead to finding the perfect candidates for open positions.



A few shots from
previous editions!

FAIR SCHEDULE

Location: Klaster Innowacji
Społeczno-Gospodarczych,
Zabłocie 20.22

Thursday - 22/05/2025 (11-18)

Technical day - setting up the stations

Your day!

Friday - 23/05/2025 (10-18)

Job fair, educational and relaxation events



Saturday - 24/05/2025 (10-18)

NGO fair, educational and relaxation events

During the inclusive job fair, we organize various trainings and workshops focused on the holistic development of the participants. The previous three editions focused on entering the job market, work-life balance and mental health, as well as the experiences the community. **The leading theme of the upcoming fair is the broadly understood experience of femininity.**

Our speakers have broad expertise in a variety of fields and represent our partner companies, entrepreneurs, leaders of non-governmental organizations and LGBTQIAP+ people presenting diverse perspectives and postulates regarding the labor market. This line-up provides practical knowledge and tools that participants can apply on the labor market - useful for both job seekers and your teams. Participating in Beyond Labels is a guarantee not only of acquiring talent, but also of learning the latest ESG trends and innovative practices of other companies focused on inclusion!

In previous editions, our expert group included Adriana Hyzopska from Top Model, MP Anna Grodzka, journalist Anton Ambroziak, neurodiversity expert Ewa Furgał, Future Simple Development Collective, writer and journalist Maja Heban, and associate of the Ministry for Equality Katarzyna Kotula, Magda Dropek.

Panel discussions and lectures are tailored to different experience levels and open to everyone, creating an inclusive educational event that supports both the professional development of people at all stages of their careers and business leaders.

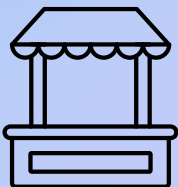
In addition, similarly to the previous edition, we will launch an additional space - the **Relaxation Zone** - where yoga, stress management and well-being classes will be held. The aim of the zone is to draw attention to the very important role of mental health on the way to success and in building efficient and harmonious teams!

PARTICIPATION COSTS

In the Beyond Labels project, the priority is to support queer people in finding inclusive workplaces and to create equal and diverse spaces for them. **That is why participation in our project is free.** Our goal is to promote a culture of inclusion and support the community, not to generate profit.

As part of free participation in the First Inclusive Job Fair in Poland, we provide exhibiting companies and organizations with a 2x2m stand, a table, chairs, access to the fair's infrastructure and our substantive support.

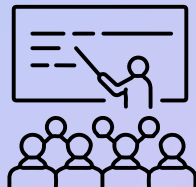
PAID COMPONENTS



Big Stand

Access to larger exhibition space (up to 15m²), lunch for people from the organization, substantive support.

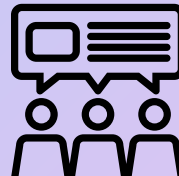
Price: PLN 5,000



Lecture/workshop

Possibility to give a lecture or workshop during the fair, record and add the lecture to the knowledge base on FZR and Beyond Labels channels.

Price: PLN 2,000



Expert Panel

Participation of an expert in one of the panels on diversity, employee networks or the labor market, recording and publication on the website.

Price: PLN 1,000



Matron of the Special Zone

Workshop Zone or Talk Zone or a tailor-made event as part of the Beyond Labels Festival under the sponsorship of your company.

Price: from PLN 10,000

The Equality Signs Federation, the organization responsible for the Beyond Labels project, accepts donations for statutory purposes and issues invoices.

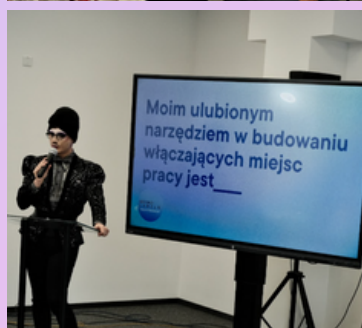
If you are looking for a different form of payment or other solutions, please contact us.

MATRONAGE OF THE SPECIAL ZONE

The Beyond Labels trade fair space consists of the Talk Zone and the Relaxation Zone. Each zone has its own unique atmosphere and a two-day schedule of events, panels and workshops. In this edition, in response to your needs and suggestions, we are introducing a formula of company matronage over these zones.

As part of the matronage, your visual identification will be on the doors of the zone, on TVs in the exhibition space, the professional educational video materials recorded during the event and available on Beyond Labels channels, and on selected promotional materials promoting the event. We will also invite you to open the event together and give a short speech. Additionally, **for the matronage price, you can conduct an event or workshop of your choice in the zone space**, without additional fees provided for other paid components. If you have ideas on how to make the zone you would take care of even better, we are open to your suggestions. Additionally, **for the matronage price, you can choose a training or another product from our business offer**, available on the website beyondlabels.pl/dla-firm/

By taking on the patronage of one of the zones, your company will permanently inscribe itself in the pages of Beyond Labels queer history. It is a chance to show support for the queer community and openly define yourself as an inclusive employer not only to those visiting the Fair, but also to the wider audience, branding the zones which are full of fantastic guests and captivating workshops with your logo. An inclusive company - a matron of initiatives for equality, is a title that sounds proudly.



WHY?

Dear Business Partners,

Innovation is revolution, and your companies are undoubtedly pioneers revolutionizing the perception of equality and diversity in the workplace! Supporting people from disadvantaged communities in the labor market is not only important, but also necessary and economically beneficial. Many times, statistics, reports and studies have shown that diversity brings measurable financial results, while at the same time improving the comfort of all employees.

According to a report by the Campaign Against Homophobia, 70% of transgender people hide their identity from their superiors and people working with them. Among those who are out, as many as 36% have been treated worse in the workplace. Meanwhile, according to the report "Safe Havens" prepared by Miłość Nie Wyklucza, people who work in a more accepting work environment enjoy better health – physical and mental, and are less likely to think about changing their workplace.

Today, when diversity is one of the key values of our society, as business leaders we have the opportunity to contribute to truly positive, significant changes. Initiatives such as Beyond Labels are shaping a new standard in which the future of work will be based on equality, respect and acceptance.

Supporting a marginalized group like LGBTQIAP+ people is a guaranteed way to gain new talent and fresh perspectives on your activities. By engaging exceptional people in your work, you open yourself up to innovation and building solid and lasting relationships with the people you employ.

This change is not only a matter of business, but also our shared responsibility.

In times of global turbulence in the DEI space, we must remember that behind every slogan there is a human being. It is up to us whether our actions will bring about real, positive change or will get stuck as slogans on populist banners.

We believe that our joint partnership within the **Beyond Labels** project has the potential to set new and better standards for workplace equality. We are confident and certain that **together** we can have a significant impact and open doors to new opportunities for queer people in the workforce.

Thank you for your openness and willingness to engage in this unique initiative. Our work together can truly change lives, positively impact the future and promote the best values of an inclusive culture.

**Have an equal day,
Dawid, Emanuela and June**

WRITE, CALL, E-MAIL.

WE ARE WAITING JUST FOR YOU!

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