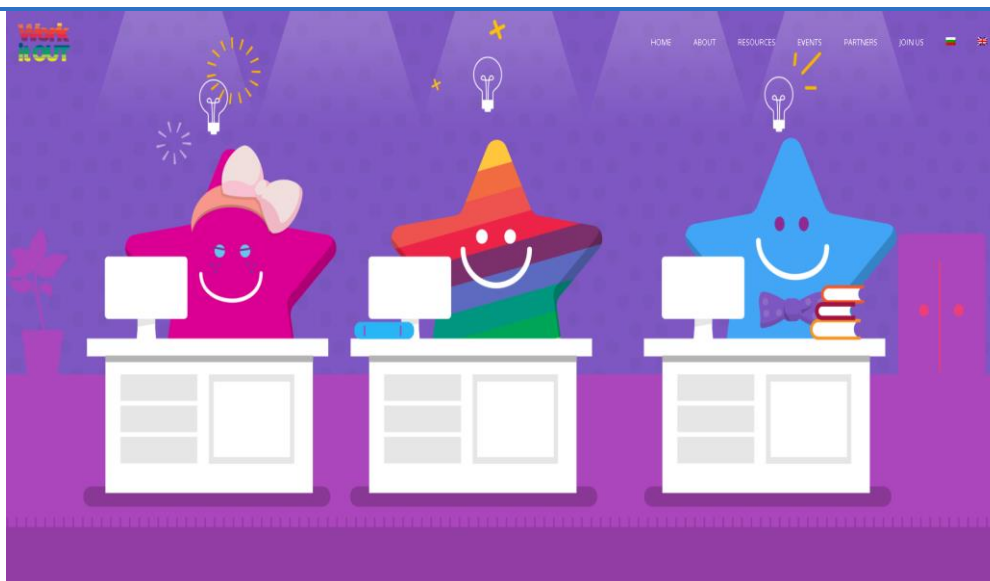


Work It OUT



Work It OUT is a business platform for a more diverse and integrated working environment in Bulgaria

Target groups: Employers, HR managers, employees, media

Focus: Policies

The business platform Work It OUT brings together local and global organisations, based in Bulgaria, that seek to make their corporate culture more accepting and diverse. The goal is to encourage the formation and development of a positive business and economic environment for equality and opportunity of every single employee in Bulgaria.

Objectives:

Work It OUT is a platform for Bulgarian domestic and international companies who want to make their workplaces more inclusive to embrace the benefits of diversity. The purpose of the platform is to promote a positive business and economic case for equality of opportunity for every employee in Bulgaria. It is not a formal organisation, but rather a community of companies all sharing the goals for the acceptance and inclusion of LGBTQ people.

Work It OUT regularly hosts virtual and in-person roundtable discussions and other events to learn about the innovative approaches to LGBTQ inclusion internationally, as well as the challenges in achieving the same levels of LGBTQ workplace inclusion as in other countries.

The platform was established in 2017 by the GLAS Foundation to support each business' effort to recognise their own LGBTQ employees and adopt inclusive policies, benefits and practices.

Methodology: Work it OUT embraces various initiatives, such as:



- [Corporate Equality Index of Human Rights Campaign \(HRC\)](#) - the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer employees
- seminars for HR managers and promotion of the LGBTQ Employer's Guide (in Bulgarian)
- introduce a code of conduct/non-discrimination declaration for LGBTQ employees which mainly follow UN standards¹
- External expertise and consultations for incorporating the principles of diversity and equality of LGBTQ employees
- Annual Work It OUT Index ranking how well companies respect the rights of LGBTQ people in their hiring, training and career development

LGBT Employer's Guide

This guide introduces employers to the practical steps they can take to make their work environment more inclusive for lesbian, gay, bisexual and transgender people. It outlines simple, cost-effective and, in most cases, free things you can do to create an environment in which all employees can be themselves and present themselves in an authentic way. The best employers recognise that by competing to find talent, they have to take advantage of the power of diversity.

Impact:

Work It OUT serves as a practical resource for companies, LGBTQ workers and their families facing challenges and offers strategies how to engage on-the-ground resources to better serve employees in-country. The platform helps and cooperates with companies in the structuring of long-term strategies for engaging resources in support of integrating this group of employees. Presently, Work It Out works in partnership with 18 organisations including Microsoft, Hewlett-Packard Enterprise, EY, British Council, SAP and others.

Contact:

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¹ STANDARDS OF CONDUCT FOR BUSINESS, United Nations Human Right Office - Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People <https://www.unfe.org/standards/>

