



113.826 people led to the labor market

_Editorial



May 17th marks the International Day Against Homophobia, Transphobia and Biphobia and as an organization working for the inclusion of vulnerable people in the labor market, we couldn't help but talk about it on this newsletter. The advances made by the LGBTQIAP+ community are noticeable, but there are still many challenges they face, especially in the labor market.

Work represents an instrument of social transformation, so it's fundamental it is a healthy environment, for learning and constructive exchanges. Aspects of social relations regarding sexual orientation and gender identity have been increasingly debated in organizations, companies, and social media.

One of the latest surveys by the Great Place to Work points out that only 8% of company leaders are from the LGBT+ community. This data reveals that 92% of leadership positions are cis people (who identify with the sex assigned at birth) and heterosexuals. And the consultancy Santo Caos, in another survey on the same subject, showed that 65% of LGBT+ professionals say they have already suffered discrimination at work and 28% have already been victims of harassment.

Rates of discrimination against trans people are even higher. The obstacles to access, permanence and professional advancement of transgender people are alarming and the marginalization of these people proves inequality.

The organizational culture needs to be more inclusive. It's extremely important that investments are made in leaders within the diversity audiences, as they promote the exchange of experiences between professionals with different profiles and stimulate personal and professional growth. Happy people in healthy work environments increases productivity and motivation. Companies and organizations need to look more closely at this theme, as there's much to be done for this inclusion to be effective. It's necessary to develop engagement opportunities for the LGBT+ community by training leaders, so that we can build a truly inclusive labor market.

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_A word from who's benefited

See the testimony of Douglas, a young gay man, about his struggle to enter and remain in the organizational world.



Click here to read Douglas challenges as a member of the LGBT+ community at work

_A word from who embrace the cause

The LGBT+ community's full of competent and talented people who have a lot to add to the business world. Not seeing this is wasting a valuable workforce.



Click here to read how those who have noticed these talents value diversity among their employees.

_Accumulated results

Numbers will never reflect the depth of the changes that our programs and projects promote in people's lives, always and only because we have the support of our donors and partners.

But the following numbers can show the scope of what we've done together in the last 20 years.

And we count on your support to do much, much more in the coming years.

- 36.301 young and adults hired
- 73.908 apprentices hired
- 218 elderly hired
- 352 interns hired
- 3.047 people with disabilities hired
- 285 people from the LGBTQIA+ group hired
- 2.609 people living on the streets who were hired
- 1.698 small enterprises supported
- 2.699 volunteers
- 685 partner social organizations
- 3.588 partner companies

113.826 of total hirings

_Accumulated results

If you want to be part of this transformation, join hundreds of people and thousands of companies who support us by becoming a recurring donor or just by making a single donation at www.globalgiving.org/projects/transforming-lives-of-vulnerable-young-brazilians/.

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