



Responsible Business

# Living Library



Location: Poland

Web: [Equality Factory](#);  
[Dialogue Center in Lodz](#);  
[Fujitsu - Human Rights Policy](#)

People: 96 employees

**The Living Library is a worldwide movement aimed at inclusion and deepening the understanding of diversity. Real people can be “borrowed” to tell their story and answer questions. The “Living Books” originate from communities that often face exclusion or discrimination.**

## Challenge

Fujitsu Poland Global Delivery Center (GDC) wanted to enrich its diversity management program, to create a more inclusive workplace for all employees.

We looked to build a safe ground for conversations that tackle and dismiss stereotypes, and where difficult questions are expected, answered, and appreciated. This builds a more inclusive environment where teams can work together productively.

## Solution

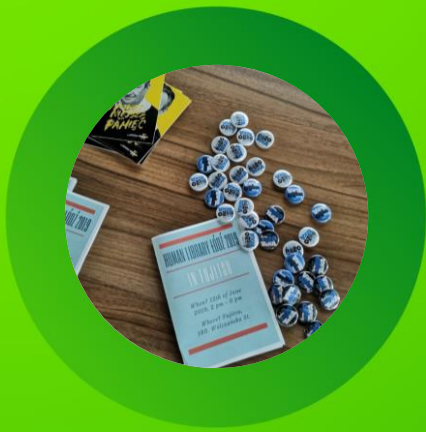
Fujitsu Poland GDC organized three Living Library events in partnership with the Marek Edelman Dialogue Center and Equality Factory in Łódź, Poland, who acted as a facilitator and invited volunteer “Books”.

We invited people from multiple different minority groups, including different religious groups, former drug addicts, persons managing mental health concerns, members of the LGBTQ+ community. Fujitsu employees were able to speak with the “Books” to expand their awareness and understanding.

## Outcomes

**126 borrowings:** The Living Books were “borrowed” to share their wisdom on how to deal with various, often challenging, situations in life. The event raised awareness among Fujitsu employees on need of inclusivity and the value of different perspectives.

This event is embedded in our corporate culture. By doing so, we not only encourage potential employees who are looking for a workplace that respect diversity and human rights, but we also retain employees who share the same values as our company.



**“Taking part in this event made me more conscious and empathetic with regards to problems which seemed minor or trivial for me”.**

Participant of the Living Library event



### Human Rights, Diversity, Equity and Inclusion

Openness to others contributes to a strong and inclusive community



### Community

An inclusive community is one that cares about all people and our shared future

### More about Living Library

The “Living Books” represent different minorities, with 1-2 representatives from multiple different minority groups. Taking part in the event emphasizes openness and inclusivity from both “Books” and “Readers” and teaches this skill through participation.

Our employees have the opportunity to become “Living Books”, as several of Fujitsu employees have decided to do.

At the beginning of each hour-long meeting session, we start with a short introduction and instructions. Then, “Books” and “Readers” have individual conversations, where they can ask questions related to individual experience and learn new perspectives first-hand. This is followed by a debriefing session, where all find out how it went what obstacles and barriers, if any, they encountered.

Living Library is repeated at least once a year in Poland GDC because employees have found it a valuable growth experience, and we have recognized a more inclusive corporate culture because of it.

### More about Fujitsu engagement in Diversity, Equity and Inclusion

At Fujitsu Global Delivery, we have a strategic objective to improve inclusion in the workplace. We want to support all employees by ensuring equal treatment at work. Fujitsu has both a [Human Rights Policy and an Equality, Diversity and Inclusion Policy](#). Both Policies ensure that the rights of all employees are respected, and employee voices are heard.

Our objective is to foster a culture that embraces diversity, equity and inclusion. We know that this enables innovation and creativity through bringing together a variety of perspectives. We want all of our employees be themselves at work and bring their best selves to work. This also improves our well-being and future outcomes, in line with Sustainable Development Goal (SDG) 8: Decent work and economic growth, in particular target 8.5: “(...) achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value” and 8.8: “Protect labour rights and promote safe and secure working environments for all workers” and SDG10: Reduced Inequalities. By inviting mother of trans children and people with disabilities to participate in the Living Library, we are raising awareness of women’s unpaid work in the line with SDG 5: Gender Equality.