

Diversity & Inclusion Policy



Introduction

The Centro Brasil no Clima (CBC), founded in 2015, is a think-and-do tank that disseminates knowledge, develops strategic actions, engages and mobilizes society to combat the effects of climate change in an independent and non-partisan way. We understand that, in order to do all these measures mentioned above in an assertive way, we need to consider the fact that the climate crisis intensifies all existing social inequalities. In other words, its effects are perceived and experienced unequally by different social groups, especially from the race, gender, ethnicity and social class perspective.

Having said that, we understand the relevance of increasingly giving a voice and representation to people in situations of social and climate vulnerability, in order to achieve **Climate Justice** in their actions and relationships. In this sense, we have reviewed our "Diversity & Inclusion Policy", created in 2020 with the aim of mapping points for improvement and indicating new strategies to make our team increasingly diverse.



Remarks

We recognize that the internal structure of the workforce of Brazilian organizations generally does not reflect the demographic composition of the country in terms of gender, race, and age, as well as socially marginalized groups such as members of the LGBTQIA+ community.

It is important to remember that women represent more than half of the Brazilian population, the majority of whom are black. Even so, it is still usual to see few members of this social group occupying formal workplaces and/or earning decent salaries. We understand that this condition is the result of a historical process in which women and black people have been - and continue to be - excluded from significant decision-making processes in Brazil.

Moreover, according to data from the National Health Survey (PNS), in 2019 there were around 17.2 million people with some kind of disability in the country - with a higher concentration in the age group of 50 years or more - especially women and black people.

The data on members of the LGBTQIA+ community is starting to become inaccurate, since sexual orientation is still a taboo subject, mainly in a corporate environment. A recent study by Catho indicated that 45% of people do not talk about their sexuality to anyone - a reflection of the LGBTphobia still very present in Brazilian society.



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Furthermore, according to a survey carried out by LinkedIn, 43% of the people interviewed reported having already suffered some kind of prejudice or discrimination because of their sexuality, through jokes and mean comments. Not to mention the lack of training in the job market to welcome trans and non-binary people into their organizations, where bureaucracy and necessary documentation are given more importance than respect for a person's gender identity.

Each of the social groups mentioned above suffers in different ways from the social ills of a patriarchal and prejudiced Brazilian population. And the lack of representation of these marginalized sectors tends to get even worse when it comes to leadership positions, where there is a smaller presence of people belonging to these social groups.

In the Climate Agenda context, the situation is particularly complex, given that climate change has a different impact on different social groups, especially women, people over 50 (ageism), and black people, who are among the most vulnerable and are therefore likely to be the most affected.

We believe that the only way to overcome these current challenges is by promoting **Equity** in terms of access to opportunities. In this way, it will be possible to progressively reduce the significant disparities that exist and work towards a fairer and more equal society.



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Seeking to simplify, we could translate our mission into the following motto:

'Equity is our process and equality is the end result'

Since 2019, we have been working tirelessly to make the CBC a model in terms of Diversity and Inclusion. Currently, the participation of women in our board of directors and technical staff is extremely representative. However, it is necessary to recognize the relevance of making further progress on other social agendas, such as sexual orientation, gender identity and racial inclusion.

Given this context, we remain firmly committed to adopting strategic actions that contribute to the promotion of Diversity and Inclusion in our organization and in the country. This is being done through several approaches, including the development of projects and participation in events, the process of selecting and recruiting people, and daily institutional practices based initially on the following four axes of Diversity and Inclusion selected: racial ethnicity, age diversity, gender, and LGBTQIA+.



The Committee

Our Diversity Committee is empowered by our board of directors and is responsible for structuring, managing and monitoring diversity, equity and inclusion initiatives. The Committee includes people representing the social groups mentioned in this proposal: women, black people, people over 50, and members of the LGBTQIA+ community.



Actions

As a way of implementing our Diversity & Inclusion Policy, we have planned a set of actions to be implemented, aimed at contributing to the promotion of equity, diversity, and inclusion inside and outside our organization.

To this end, we highlight the following strategies:

- Maintain the Diversity Committee, created in 2022, as the body responsible for the institution's Diversity & Inclusion Policy;
- Promote internal discussions on the subject;
- Adopt Diversity and Inclusion criteria in selection processes, by implementing affirmative actions;
- Constantly update and evaluate the institution's figures in relation to integration related to gender, age group, sexual orientation and ethnicity in its workforce;
- Implement short-, medium- and long-term actions aimed at equity, diversity, and inclusion.



Communication Strategies

Implementing a clear, transparent and inclusive **Internal Communications Policy** aimed at strengthening a culture of respect and appreciation for diversity and equality.

We therefore highlight the following strategies from this commitment:

- **Transparency:** Ensuring that communication is always transparent and open, providing clear and timely information to our in-house team and stakeholders.
- **Support channel:** Implementing a safe and effective communication channel to solve problems and clarify any doubts that may arise, through a dedicated email account for queries and complaints from our team members. The Diversity Channel (diversidade@centrobrasilnoclima.org) is managed by the Management Director and the Communications Manager, who are responsible for carrying out the procedures adopted on the basis of initiatives by members of the organization.
- **Capacity building and training:** Making sure that all team members in the organization are aware of the support channel and know how to use it. This includes training during the integration of new employees and regular reminders.



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- **Review and improvements:** Reviewing the effectiveness of the support channel regularly and making adjustments as necessary, including soliciting feedback from channel users to understand how it could be improved.
- **Consistent messages:** Ensuring that communication (internal and external) is consistent and aligned with the CBC's commitments, especially when sharing information regarding the organization's mission, vision and values.
- **Diversity and Inclusion:** Ensuring that communication is inclusive and accessible to all, including the provision of publicity materials in different formats according to the needs of different social groups.
- **External influence:** Bringing discussion and awareness to our networks and website, as well as to the councils and groups to which we belong. In addition, we will work with partner institutions, sponsors, representatives of public authorities, educators and civil society, to promote mobilization and engagement in the dissemination of more diverse and inclusive practices and actions, focusing on minority groups.
- **Language:** Use visual elements that are free of gender markers, racist, misogynistic, LGBTphobic, ableist and ageist expressions, and prioritize images that reflect diversity in all campaigns.



Leadership

The commitment and action of leadership and people management is essential for an organization to be more inclusive and for the work environment to be psychologically safe for all the people who work and are related to our organization. Therefore, the role of leadership is strategic and fundamental to the success of the Diversity & Inclusion Policy. The participation of our leaders will be based on their knowledge of this Policy and of the subject - Diversity and Inclusion - in general, working to minimize episodes involving prejudice and discrimination.

That said, we recommend that leaders adopt the following behaviors in the day-to-day running of the organization:

- ▶ Consider active listening and value all opinions, regardless of hierarchy;
- ▶ Communicate assertively, empathetically and inclusively;
- ▶ Make teams that are truly diverse;
- ▶ Work on, evaluate and contribute to the advancement of internal indicators related to diversity, equity, and inclusion.



Commitments

For there to be a real commitment to the objectives proposed by this Policy, we are going to implement a set of specific commitments capable of guaranteeing a permanent assessment of the reality of the context in which we live. We are an organization with solid social and environmental values and we seek to adopt appropriate methods and tools to promote equal rights and combat any kind of discrimination in our internal environment and in our relationship chain.

Therefore, the Centro Brasil no Clima's commitments are:

1) Fight against prejudice and discrimination

Adopting practices to prevent, investigate and combat situations involving humiliation, intimidation, exposure, hostility, embarrassment and aggression, whether related to ethnicity, race, gender, sexual orientation, physical and/or intellectual disabilities, social origin or any other nature.

We encourage anyone who may suffer or witness abusive conduct to report it to the support channel, so that we can maintain respect, promote diversity, and guarantee a harmonious and healthy coexistence between all team members.

2) Make the Committee and Diversity & Inclusion Policy official

Maintaining an active Committee to promote awareness and the adoption of best Diversity and Inclusion practices at all levels of the organization.



3) Attraction, selection and permanence

Providing access through affirmative actions for people who belong to the groups mentioned in this Policy, promoting selection processes that encourage diversity within the organization and implementing policies for attracting, selecting and retaining representatives of minority groups.

4) Training and capacity building

Holding training sessions, lectures and debates on Diversity and Inclusion, with specialists representing civil society, academia, the market and consultancies, with the aim of raising awareness and continuously training our team members and partners on the importance and benefits of an inclusive work environment.

5) Review and update

Reviewing the CBC Diversity & Inclusion Policy annually, ensuring that this document is up to date and effective. All versions involving new formulations of the text and its applicability will be duly recorded.

6) Reports

Working with transparency, reporting on the results of Diversity and Inclusion initiatives at monthly meetings and in the annual report.

