

# OPEN LETTER IN SUPPORT OF Diversity, Respect and Inclusion for LGBTQI+ People in the Workplace in Brazil



## EXECUTIVE SUMMARY:

\_\_\_\_ corporations and non-governmental organizations that jointly employ more than \_\_\_\_\_ people in Brazil come together to sign an open letter of commitment to diversity, respect and inclusion for LGBTQI+ people (lesbian, gay, bisexual, transgender, queer, intersex people, and others with marginalized sexual orientations and gender identities) in the workplace in Brazil to affirm their commitment towards valuing, respecting, and promoting diversity, equity, and inclusion in the workplace for everyone in the workplace.

Now more than ever, we must urge Brazil's 2022 presidential candidates to recognize and commit to these same values of diversity, respect and inclusion for LGBTQI+ people and all people in the Brazilian workplace by means of public policies and concrete actions.

## THE STATEMENT IS AS FOLLOWS:

- We represent a diverse group of Brazilian and multinational corporations and Brazilian and international civil society organizations committed to the values of diversity, respect and inclusion of all people;
- Companies all over the world, particularly in Brazil, are taking more initiatives to promote diversity and inclusion in their workplaces and many leading businesses have shown strong public support for LGBTQI+ inclusion.<sup>i</sup> According to the World Economic Forum, there is a strong positive correlation between LGBTQI+ inclusion and economic resilience.<sup>ii</sup>
- Because we invest in policies and practices that allow our employees to feel that they are welcome, belong, and can bring their authentic selves to work — we have seen the positive impact across all of our employees, clients, and community partners, as well as in our business results;
- Such initiatives have a positive effect on attraction, recruitment, and retention of employees, and effectively promote a culture of collaboration, empathy, productivity, and innovation.
- This first-ever **Statement of Support** was signed in 2018 by corporations and non-governmental organizations that jointly employ more than 110,000 people in Brazil, reaffirming their belief in and commitment to diversity and inclusion in the workplace for all people in Brazil, including LGBTQI+ people.

In light of the upcoming 2022 election, the values we stand for may be at stake and our actions will be witnessed by the entire world, including companies that are considering whether to invest and do business in Brazil. In this respect, we believe it necessary that the presidential candidates shall consider the importance of the values of diversity, respect, and inclusion for our companies, our employees, and our country.

<sup>i</sup> Miller, J. & Parker, L. "Open For Business: Strengthening the Economic Case." Open For Business. 2020.

<sup>ii</sup> Miller, J. "Great Reset: Why LGBT+ inclusion is the secret to cities' post-pandemic success." World Economic Forum. 2020 June.

<https://www.weforum.org/agenda/2020/06/lgbt-inclusion-cities-post-covid-reset-recovery/>