

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



FÓRUM DE
EMPRESAS
E DIREITOS
LGBTI+



INSTITUTO
+DIVERSIDADE

OUT & EQUAL
outandequal.org

EXECUTIVE SUMMARY:

118 corporations and non-governmental organizations that jointly employ more than 510,000 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.ⁱ According to the World Economic Forum, there is a strong positive correlation between LGBTQI+ inclusion and economic resilience.ⁱⁱ
- 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.

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

ⁱⁱ 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/>

COMPANY SIGNATORIES



COMPANY SIGNATORIES



COMPANY SIGNATORIES



ORACLE



PINHEIRONETO
ADVOGADOS



ROOST Empowering at the edge



SANDOZ A Novartis
Division

sanofi



SERUR ADVOGADOS

SIEMENS
energy

SIEMENS
Healthineers



STOCHE FORBES
ADVOGADOS



Tozzini
Freire.
ADVOGADOS

Trench
Rossi
Watanabe.



Uber



VERACEL

VISA

Weber
Shandwick

ZENO

150 ANOS | ZURICH
www.zurich.com.br

COMPANY SIGNATORIES

3M do Brasil	Dow	Lear	Pride Bank
Accenture	DuPont do Brasil	Lefosse	PwC
Algar Tech	Edelman Brasil	LinkedIn	Roost
American Airlines	Electrolux	Localiza	Salesforce
Amgen	Elus Diversidade	Machado Meyer Advogados	Sandoz
Aon	EY Brasil	Magazine Luiza	Sanofi
Astellas Farma Brasil	FedEx	Mais Diversidade	SAP
Atento	Fiserv	ManpowerGroup Brasil	Serur Advogados
Avanade	Fitch Ratings	Máquina Cohn & Wolfe	Siemens Energy Brasil
Banco Inter	Gaiofato e Galvão	Mattos Filho	Siemens Healthineers
Banco Soci�t� G�n�rale Brasil	GE	MCM Brand Experience	Sompo Seguros
Barbosa, M�ssnich, Arag�o Advogados	General Motors	Medtronic	Stocche Forbes Advogados
BASF	Google	Merck S.A.	SumUp
Ben & Jerry's	Grupo BCW Brasil	Microsoft	TozziniFreire Advogados
BNY Mellon	Grupo Carrefour Brasil	Mikkel Mergener Consultoria & Tutoria	Trench Rossi Watanabe
Braskem	Grupo Publicis	Mondelez International	Twitter
Brown-Forman	Grupo SADA	Nokia Corporation	Uber
BVA Advogados	Grupo SEB	Novartis Brasil	UL Solutions
Citi	Habitasul	Novo Nordisk Brasil	Veirano Advogados
CNseg	IBM	NTT DATA Brasil	Veracel Celulose S/A
Cogna Educa�o	IFF	Oliver Press	Visa
Copastur Viagens e Turismo	Ingredion	Oracle	Weber Shandwick
Corteva Agriscience do Brasil	Irani Papel e Embalagem	P&G	Zeno Brasil
Deloitte	JPMorgan	Pinheiro Neto Advogados	Zurich Seguros
Demarest Advogados	KLA Advogados		
	KR2 Comunica�o		
	Kyndryl		

INSTITUTIONAL SUPPORT



INSTITUTIONAL SUPPORT

ABGLT – Associação Brasileira de Gays,
Lésbicas, Bissexuais, Travestis,
Transexuais e Intersexos

Aliança Nacional LGBTI

Associação Brasileira de Famílias
Homotransafetivas

Associação dos Profissionais de Propaganda

Casa Neon Cunha

Coletivo LGBT Prisma

Council for Global Equality

[DIVERSITY BBOX]

Grupo Dignidade

Instituto Ethos

Instituto Matizes

Instituto Modo Parités

INvolve

Open For Business

Rede Brasileira de Mulheres LGBTQ+

Rede GayLatino

The LGBT Chamber of Commerce (NGLCC)

TransEmpregos