

BMA receives Seal of Human Rights and Diversity

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Topics

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We are very proud to announce that, for the second consecutive year, we have been awarded the **Seal of Human Rights and Diversity** by the City of São Paulo. The initiative highlights organizations from a wide variety of sectors that engage in good diversity management practices and the promotion of human rights.

We were recognized in the "Transversality" category, which contemplates all the actions and advances our firm has carried out through BMA Diversity to promote racial plurality, LGBTQIA+, PWD, and gender equity.

Since **BMA Diversity** was created, we have worked daily to propose and promote actions that contribute to diversity and inclusion both within and outside BMA. We carry diversity, inclusion, respect and authenticity in our DNA, as part of our culture and values.

Here are some of the things we've been doing:

- In 2021 we joined the United Nations Global Compact, the largest business sustainability initiative in existence, and aligned our BMA Diversity initiatives with Sustainable Development Goals 5 (Gender Equality) and 10 (Reduced Inequality).
- We have strengthened the role of our diversity ambassadors, who are now active not only in promoting discussion, but also in designing and carrying out D&I initiatives. We currently have more than 100 people engaged as diversity ambassadors at our firm.
- We launched our diversity and inclusion newsletter BMA Plural, containing information, interviews and tips to engage and inform clients and our own people.
- We were invited by Instituto Ethos to participate in drawing up guidelines focused on promoting LGBTQIA+ rights. After more than a year of research, the guidelines were published in June 2021.
- As of October 2021, we waived the co-pay on women's routine screening exams (mammogram, breast ultrasound, and pap smear).
- We contributed to the Women, Business and The Law report by the World Bank Group, an annual study that examines legislation and regulations in different parts of the world that affect the women's opportunities and economic power.

We also reinforced our commitment to initiatives such as:

- Aliança Jurídica pela Equidade Racial (Legal Alliance for Racial Equality);
- Adherence to the Women's Empowerment Principles established by UN

Women and UN Global Compact;

- Adherence to the Fórum de Empresas e Direitos LGBTI+ (the Business and LGBTI+ Rights Forum);
- Partnership with Best Buddies Brasil, an organization that works for inclusion of persons with intellectual disabilities in society and in the workforce.

Learn more at: <https://www.bmalaw.com.br/en-US/bma-diversidade>

We are happy to be among organizations committed to change on these important issues. Our hope and belief is that individuals and organizations together will continue to work on practical actions toward building the future we want and eliminating all the forms of discrimination that are still found in our society.