

BMA receives the Seal of Human Rights and Diversity from the city of São Paulo

11.11.2020 3 min read

Topics

BMA Diversity **Institutional**

The city of São Paulo has awarded BMA Diversity its Seal of Human Rights and Diversity, an initiative that highlights organizations engaged in good diversity management practices and the promotion of human rights.

We were recognized in the “Transversality” category, for our work in questions related to racial plurality, LGBTQI+, PWD, and gender.

Through the interdisciplinary approach and converging values of initiatives such as BMA Women, BMA Inspiration and BMA Diversity, we have been able to make significant advances in building an increasingly plural, authentic and welcoming environment, committing ourselves to support these vital social issues both within and outside our firm.

In addition to conducting training sessions and education and awareness campaigns, our aim is to carry out and monitor practical actions that strengthen diversity and inclusion in various social environments.

What are we doing?

Here are some of the advances we have made at BMA:

- We have implemented blind selection processes, where only candidates' job-related skills are considered in the initial phases of the process;
- We have joined the Legal Alliance for Racial Equity (Aliança Jurídica pela Equidade Racial), which promotes diversity and inclusion (D&I) initiatives in law firms;
- We take part in D&I projects focused on racial equality, such as “Incluir Direito” (Inclusive Law), which helps young Black students prepare for selection process in law firms;
- We have made changes to our internal policies and increased maternity and paternity leave for everyone who works at the firm;
- We have installed lactation rooms in our offices;
- We have joined initiatives such as the Women's Empowerment Principles established by UN Women and UN Global Compact;
- We have signed the Letter of Adherence to the Business and LGBTI+ Rights Forum (Fórum de Empresas e Direitos LGBTI+);

- We have established a partnership with the NGO Best Buddies Brasil, an initiative that promotes plurality by encouraging inclusion of persons with disabilities in the workplace and in society in general.

Who participates?

BMA Diversity's projects are led by volunteers of varying seniority and different areas of our firm, and we seek to involve 100% of BMA's members in our initiatives. We also carry out campaigns directed to clients, so that actions like these can extend their reach beyond our firm and the legal market.

To help make all this happen, we have a team of diversity ambassadors who are members of our firm that are especially engaged in diversity issues and committed to spreading BMA Diversity's values throughout our firm and in our relationships.

Effective actions generate a plurality of people, life experiences and careers. We know that such actions enrich our workplace and enable exchanges of viewpoints and experiences, which help us in our business.

We are happy to be counted among the organizations that are dedicated on a daily basis to such important objectives, and to take this moment to look at the progress we've made so far and find new opportunities to keep working on solutions to these complex and compelling issues.

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