

BMA Women introduces Mentorship Program in 2022

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BMA Women (BMA Mulher) was created in 2016 with the aim of creating an environment that welcomes the women and promotes their professional development within our organization, reflecting our commitment to gender equality.

In the years since it was created, BMA Women has carried out various initiatives, including changes to some of our internal policies, such as increasing the length of maternity and paternity leave, roundtable discussions, women's networking events and events to raise awareness of the challenges faced by women in their professional and personal lives.

In 2022, BMA Women will launch a project that has been in the works for some time: the Mentorship Program.

The program will start as a pilot project aligned with one of BMA Women's main objectives, which is to realize the potential of women in our organization by helping them to overcome challenges and to boost their career progression, through dialogue and guidance with more experienced professionals.

Both men and women mentors will take part in the project and will take part in training sessions that will help them make the most of their experience and knowledge in their mentorships. We expect the program to promote networking between different areas within the firm, giving mentees greater exposure and confidence.

We believe we will have gains for our entire organization, by developing a more empathetic and inspiring leadership and strengthening the culture of diversity and BMA's values.

The BMA Women Committee will supervise the Mentorship Program, in conjunction with a specialized consulting firm that was engaged to help us implement the program.

At the end of the first pilot project, we will evaluate the program's impacts, along with its strengths and weaknesses so that we can improve it with the lessons learned during the initial stage.

We are excited about the launch of the Mentorship Program and the participation of our team of professionals for the success and growth of the program within BMA, in which we will all win.

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