



Created in 1990, the **Center for the Study of Labor Relations and Inequalities (CEERT)** is a Brazilian civil society organization that produces knowledge, develops and executes projects aimed at promoting racial and gender equality, working in four areas: **ESG and Work, Anti-racist Education, Racial Justice** and **Youth**.

## ESG and Work

**54% of the population** in Brazil is black and earns, on average, **72.5% less** than the white population.

Of the total number of unemployed, **64.6% are black** and **34.6% are white**. (IBGE, 2017)



## OUR FOCUS

CEERT bases its work in the field of **equity and diversity** in the world of work based on studies and projects carried out nationally and internationally. **Its methodology is composed of 6 areas:**

- ▶ Engagement of senior leadership and employees;
- ▶ Arrangement to mediate the different positions in the institution;
- ▶ Development of the Action Plan;
- ▶ Institutional diagnostics;
- ▶ Changes to internal processes for equity and diversity;
- ▶ Creation of a management instrument.

CEERT also works in partnership with labor unions and public institutions to **implement color data in public policy records.**

## IMPACTS

### BUSINESS DIAGNOSTICS

#### Diversity census

- ▶ 1,351,678 workers involved
- ▶ 55 institutions involved

#### Implementation of actions aimed at racial and gender equity

- ▶ 1,479,102 workers involved
- ▶ 110 job centers involved

#### Collection and dissemination of best practices and innovations in the promotion and management of racial and gender equity

- ▶ More than 100 experiences



## Anti-racist Education

In Brazil, **62% of children who are out of school** are black and they are **70% more likely to be poor** than white children. (UNICEF, 2018)

In 2016, **2.4 million children and adolescents worked**; black children and adolescents corresponded to **66.2% of this total**. (IBGE, 2016)



## OUR FOCUS

Since 1995, **CEERT's Education area** has proposed and developed a set of actions potentially replicable on a larger scale, aiming to **support the restoration and expansion of racial equity policies and practices in basic education**, with an emphasis on valuing black and indigenous peoples and the goal of **contributing to the elimination of forms of racism**, through:

- ▶ Exemplary educational experiences and practices;
- ▶ Continuing education in teaching and pedagogical management;
- ▶ Management and development of studies and research;
- ▶ Development of educational technology;
- ▶ Production and selection of affirmative teaching materials;
- ▶ Advocacy and communication actions.



## INITIATIVES

Educating with Racial and Gender Equity Award (Educar com Equidade Racial e de Gênero Award) ◀

ANANSI - Observatory of Racial Equity in Basic Education. (ANANSI - Observatório da Equidade Racial na Educação Básica) ◀

Educational Technology Education Management for Racial Equity (Tecnologia Educacional Gestão da Educação para Equidade Racial) ◀

Public call: Racial Equity in Basic Education; (Public call: Equidade Racial na Educação Básica) ◀

ENI app ◀

## IMPACT

- ▶ Direct training for more than 24,000 educators in 1,146 municipalities;
- ▶ Over 3,000 practices cataloged;
- ▶ Public call: Racial Equity in Basic Education (Equidade Racial na Educação Básica) – 9 studies and 15 award-winning projects;
- ▶ 52,000 directors involved in research on racial inequalities;
- ▶ 21 publications and 60 videos that were produced and distributed throughout the national territory;
- ▶ Educational Technology Education Management for Racial Equity (Tecnologia Educacional Gestão da Educação para Equidade Racial) - 51 municipalities.





## Racial Justice

### OUR FOCUS

The Racial Justice program aims **to produce knowledge, mobilize and support legal practitioners**, in addition **to proposing strategic legal actions against racism and religious intolerance**.

### INITIATIVES

- ▶ Drafting of a complaint against Brazil at the **International Labor Organization (ILO)**, for failure to comply with Convention 111, which **prohibits racial discrimination in employment and recommends an active role of the Brazilian State in promoting equality**.
- ▶ Incidence in the Brazilian and international justice system, with the goal **to promote a legal culture committed to equity, with the principle of affirmative action and the fight against racism**.
- ▶ In 2018, CEERT, together with **Intecab - National Institute of Afro-Brazilian Tradition and Culture and the Federal Public Ministry**, achieved one of the most important victories in the Judiciary: for the first time a collective right of response was guaranteed in the Justice system. The decision of the Federal Regional Court took place 15 years after the lawsuit was filed, becoming a precedent to be used by other organizations and human rights defenders in the country.
- ▶ **Legal advice to victims of discrimination**, among others.

## ReIntegrate with Racial and Gender Equity Program (ReIntegrar com Equidade de Raça e Gênero Program)

Brazil has the **3rd largest prison population in the world**: 919,951 people, of which **67% are black**. Of this total, 45% are provisional prisoners who have not been tried. (Depen, 2022)

The **ReIntegrar program** aims **to promote decent work opportunities for those leaving the prison system**, through initiatives that **contribute to racial and gender equity**, based on articulations with civil society organizations, specialists and companies, through:

- ▶ Articulation with civil society organizations;
- ▶ National and international seminars;
- ▶ Forum ReIntegrate with Racial and Gender Equity (ReIntegrar com Equidade de Raça e Gênero).
- ▶ Public Call: ReIntegrate with Racial and Gender Equity (ReIntegrar com Equidade de Raça e Gênero);
- ▶ National and international research;
- ▶ Raising awareness through storytelling videos and documentaries;

### IMPACT



Training of more than 5,000 law professionals and students. ◀

Training of 1,100 professionals in the System for Guaranteeing the Rights of Children and Adolescents. ◀

## Youth

In 2017, **75.5% of young people killed by firearms were black**. (IPEA, 2019)  
Every 23 minutes a young black person dies in Brazil.

### OUR FOCUS

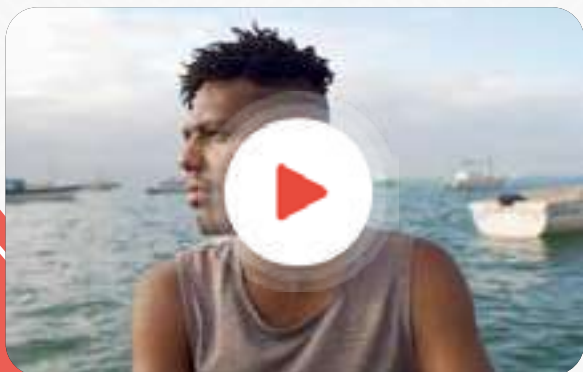
**Identifying and developing future black leaders who are in universities**, through strategies of strengthening and academic permanence, in addition to improving skills and establishing bridges with the world of work.

### INITIATIVES

The **Prosseguir** and **Trajetórias** programs implement a set of affirmative actions aimed at black undergraduate students in situations of socioeconomic vulnerability, residents of the metropolitan regions of Rio de Janeiro, São Paulo and Salvador.

The program focuses on **transforming the lives of participants and signals to society the importance of public and institutional policies of racial equity and diversity for black youth**. The strengthening of black leaders takes place through:

- ▶ Educational activities
- ▶ A monthly stipend of BRL 700,00
- ▶ English course
- ▶ Mentoring





## IMPACT

- ▶ 8,507 enrolled in the selection process
- ▶ 390 interviewed
- ▶ 1,862 selected
- ▶ 280 scholarship holders

## Humanitarian action

### PERIPHERY WITHOUT COVID: BLACK LIVES MATTER! (PERIFERIA SEM COVID: VIDAS NEGRAS IMPORTAM!)

According to the **Parliamentary Investigation Committee on the Pandemic**, the **black portion** of the Brazilian population **was more affected by the effects of the pandemic** than the white population. (Federal Senate, 2021).

**We provided assistance to families from communities of terreiros of African origin located in Brasilândia**, one of the neighborhoods most affected by the pandemic, as well as other peripheral neighborhoods in its surroundings. This action is promoted with partner organizations

## IMPACT

- ▶ 1,250 families received donations of basic food baskets, food stamps, masks and books (2020)
- ▶ 195 families benefited from five deliveries of meal vouchers of BRL 142.50 and organic baskets (partnership with the Tem Gente com Fome campaign, from the Black Coalition for Rights in 2021)

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## INSTITUTIONAL PARTNERS:



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