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Bienio 2023/2024

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Standing Committee for the Promotion of Gender
and Race Equality of the Federal Senate

(Ordinance of the General Executive Board No. 2127, of 2021)

Working Group for the Preparation of the Gender
and Race Equity Plan 2021-2023

(Ordinance of the General Executive Board No. 2833, of 2021)

Race Affinity Working Group

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LIST OF ACRONYMS

Law Office of the Federal Senate - ADVOSF
 Standing Committee for the Promotion of Gender and Race Equality -
 Legislative Consultancy Committee - CONLEG
 Employee Health Care Coordination - COASAS
 Library Coordination - COBIB
 Qualification, Training and Teaching Coordination - COTREN
 General Executive Board - DGER
 Race Affinity Working Group - Race WG Research
 Institute Data Senado - Data Senado Brazilian
 Legislative Institute - ILB

Center for the Coordination of Social and Environmental Actions - NCAS
Observatory of Women Against Violence - OMV
Gender and Race Equity Plan - PEGR
Special Office of the Attorney General for Women - PROMUL
Program for the Integration and Modernization of the Brazilian Legislative Branch - Interlegis
Social Communication Secretariat - SECOM
Secretary of Publishing and Publications - SEGRAF
Secretary of Personnel Management - SEGP
Secretary of Legislative Police - SPOL
Information Technology Secretariat - PRDSTI (PRODASEN)
Senate Radio Secretariat - SRSF
Senate TV Secretariat - STVSEN
General Secretariat of the Board - SGM
Museum Collection Management Service - SEGAM
Internship Management Service - SGEST
Occupational Health Service and Quality of Life at Work - SESOQVT

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Gender and Race Equity in the Federal Senate

As Special Attorney for Women of the Senate, it is an honor to present this publication prepared by the Standing Committee for the Promotion of Equality of Gender and Race of the Federal Senate. This Gender and Race Equity Plan - PEGR 2021/2023 sets out goals and initiatives in five fields: communication, education, organizational culture, management and health, defined as crucial for the promotion of gender and racial equity.

We need to go beyond the strict meaning of the word “equity” and consider it essentially as the promotion of equality in practice, not just in the letter of the law. In 1988, the Brazilian Constitution made it clear that “men and women are equal in rights and duties” and established among its objectives “to promote the welfare of all, without prejudice of origin, race, sex, age and any form of discrimination”.

Yet we still suffer from the weight of discrimination, such as gender and race, that has shaped our institutions. As a senator elected to the 56th and 57th Congresses, I will be present at the celebrations of the Bicentennial of Independence, in 2022, and also the bicentennial of the Senate in 2026, but we are aware that independent Brazil and its legislative institutions lived for more than sixty years with slavery and, even longer, with a tradition that allowed only men to reach Parliament.

It is necessary that the participation of women and men in Parliament becomes more egalitarian, so that it is representative of women, whose presence in the Brazilian population is even slightly higher than that of men. We fight for the Constitution to be respected and for men and women to have the same opportunities guaranteed by citizenship.

With this Gender and Race Equity Plan - PEGR 2021/2023, the Senate shows its willingness to set an example to change, to shape another future, in tune with the 1988 Constitution and not with the legacy of the past.

Senator Leila Barros

Senate Special Women’s Attorney

Presenting the Federal Senate's Race and Gender Equity Plan for 2021-2023

The second Gender and Race Equity Plan (2021-2023), launched in 2021, is a source of great joy and pride for this Legislative House, since this year we complete 10 years of the promotion of Gender and Race actions in administrative practices. This milestone is especially significant for me, as in the last six years I have closely followed, as Director-General, the trajectory in the search for an organizational environment that emphasizes the values of equity, anti-racism and respect for diversity.

The Senate has been a reference on the issue of gender and race equity in the public sector since 2011, after joining the Pro-Equity Program, linked to the Federal Executive Branch, for which it won three seals of good practices. This seal is intended for institutions that are committed to equality between women and men in the world of work and to the promotion of citizenship.

Equity actions in the Federal Senate are planned and executed by a team linked to the General Board, the Permanent Committee for the Promotion of Gender and Race Equality, and count on the involvement of all units of the House and the important support of the Special Office of the Attorney General for Women. Through courses, debates, events and campaigns, we seek to promote the awareness necessary to achieve an environment with more equity and free from prejudice.

The Nurturing Mother Program for female public servants and the 2% Quota for women in situations of vulnerability due to domestic and family violence are examples of initiatives that change the institution internally, and that at the same time have effects on society, by reducing social inequalities that afflict women.

As of 2019, we went further, with the institution of the first Gender and Race Equity Plan, on the House's own initiative. The first edition of the Plan was recently completed and, despite having gone through the adversities and necessary adaptations resulting from the covid-19 pandemic, during its term, it achieved highly satisfactory results, with 86% of the goals met. In addition, it is important to mention the innovative actions that were implemented, such as the "Racism on the Agenda" project, conducted by the recently created Racial Affinity Group.

The elaboration of the 2nd Equity Plan for the period 2021-2023 was carried out in a collaborative way, involving 22 units of the House, under the coordination of the Standing Committee for the Promotion of Gender and Race Equality of the Federal Senate. The Plan is aligned with the Sustainable Development Goals (SDGs), defined by the UN 2030 Agenda and Strategic Goals of the Federal Senate. In total, it has 26 goals, divided into five themes: Communication, Education, Organizational Culture, Management and Health.

We hope that this plan guides the actions of the entire House, increasing awareness of the importance of building an inclusive environment, ensuring equal opportunities for everyone who is part of the Federal Senate community. We also hope that we can go beyond institutional boundaries, contributing to the strengthening of democracy, which only exists, in its fullness, where there is equality, equity and social justice

Ilana Trombka

Director General

METHODOLOGY

1. ELABORATION

For the purpose of collaborative construction of the 2nd Gender and Race Equality Plan 2021-2023, the Working Group was created, by Ordinance of the Director-General No. 2833, of June 21, 2021, with 17 representatives from 15 administrative units, which, under the coordination of the Committee's Team, for three months, in a joint effort, focused on the creation of a new proposal for gender and race equity actions, aligned with the Sustainable Development Goals (SDGs), defined by the 2030 Agenda of the United Nations (UN) and the strategic objectives of the Federal Senate.

The preparation of the 2nd Gender and Race Equality Plan 2021-2023 began with the monitoring of the previous Plan, through consultation with the units involved on the continuity of the objectives stipulated in the 1st Equity Plan (2019-2021), which, in response, informed that ten objectives would continue in the next Plan, some identical and others with some variation in the goals and indicators. After the creation of the Ordinance, a total of 19 meetings were held, five of which were general and 14 sectorial, resulting in the definition of 26 objectives, most of them innovative, with the respective key results, goals and indicators, distributed in five themes: Communication, Education, Organizational Culture, Management and Health.

It should be noted that during the elaboration of the Plan, a new planning methodology was adopted by the Federal Senate, in particular the objectives and key results system, based on a new reference matrix, joint publication of the performance report of the goals of the previous Plan, among other adjustments, which were partially incorporated into the current Plan. However, these changes will not affect the historical understanding of the development of equity actions in the Federal Senate.

2. MONITORING

After completion of the Plan, it was found that 22 administrative units were directly or indirectly involved in the execution of tasks related to the Plan, thus, monitoring will be carried out by the Standing Committee for the Promotion of Gender and Race Equality, with the collaboration of the responsible unit defined in each action, during the execution, based on the deadlines and goals defined by the key results of each objective.

3. PUBLICATION OF THE REPORT

Based on the new methodology, the final performance report on the targets will be published together with the new edition of the Plan for the next biennium.

General Framework of the Plan

THEMATIC AXIS	OBJECTIVE	RESPONSIBLE UNIT	DEADLINE
1. COMMUNICATION	1.1 Publish the web page "Observatory for Equity in the Legislative Branch".	Race WG/ Committee	3 months
	1.2 Provide content for the "Observatory for Equity in the Legislative Branch" web page.	Race WG/ Committee	21 months
	1.3 Broadcast the theme of inclusion and diversity, with a focus on gender and race, on the Senate Radio programs.	SECOM	24 months
	1.4 Broadcast on Senate TV the theme of inclusion and diversity, with a focus on gender and race.	SECOM	24 months
	1.5 Make available publications on the theme of gender and race.	COBIB	24 months
	1.6 Present the Program of Assistance to Women in Situations of Economic Vulnerability due to Domestic and Family Violence in the Legislative Assemblies.	PROMUL/DGER	24 months
2. EDUCATION	2.1 Publish works from the "Women Writers of Brazil" Collection.	COBIB/SEGRAF	24 months
	2.2 Encourage reading and knowledge on the topic of diversity.	COBIB	24 months
	2.3 Raise staff awareness about racial diversity through the Racism on the Agenda project.	Race WG/ Committee	24 months
	2.4 Create the Extension Course "On the trail of 200 years of Brazil's independence: the National Congress and the paths of social inclusion."	ILB	24 months
	2.5 Create an Extension Course on Structural Racism.	ILB	24 months
	2.6 Cooperate with the political training of female councilors.	ILB/Interlegis	24 months
3. ORGANIZATIONAL CULTURE	3.1 Carry out informative actions about color/race and ethnicity and the importance of self-declaration.	Committee/ Race WG	15 months
	3.2 Promote actions regarding respect for diversity.	Committee/ SESOQVT	24 months
	3.3 Raise staff awareness about harassment and other violence at work and in the domestic environment.	Committee/ SESOQVT/SEGP	24 months

THEMATIC AXIS	OBJECTIVE	RESPONSIBLE UNIT	DEADLINE
4. MANAGEMENT	4.1 Establish the Present Father Program.	DGER/SEGP/ Commit	24 months
	4.2 Establish the Women's Leadership Program.	ILB/Committee	24 months
	4.3 To make a Report on the cases of moral and sexual harassment and the results of procedures adopted in the Federal Senate.	SESOQVT/SPOL	18 months
	4.4 Carry out actions about the representations of masculinities in the ideals of men and women in the Federal Senate.	OMV/Data Senado	24 months
	4.5 Monitor issues related to Gender Equity and Racial Diversity in the Federal Senate.	OMV/Data Senado	24 months
	4.6 Launch the Equity Network.	Committee/ DGER/ PROMUL	12 months
5. HEALTH	5.1 Promote health from a gender and race perspective.	SESOQVT	24 months
	5.2 Conduct a study on the possibility of adopting an assistance protocol for collaborators in cases of domestic and family violence against women in the Senate.	OMV/Committee/ SESOQVT	24 months
	5.3 Carry out preventive actions aimed at fighting fatphobia from a gender and race perspective.	SESOQVT/SECOM	24 months
	5.4 Encourage physical exercise together with sustainable mobility.	Committee/NCAS	24 months
	5.5 Establish the 50+ Woman Program.	COASAS/ Committee	24 months

Theme 1 - Communication

THEME 1. COMMUNICATION				
ALIGNMENTS:	Strategic Objectives - Senate:		03, 04 and 07	
	SDGs - Agenda 2030 (UN):		05, 10 and 16	
OBJECTIVE				
1.1 Publish the web page "Observatory for Equity in the Legislative Branch".				
Key Result	Deadline	Goal	Indicator	Units Involved
1.1.1 Develop and approve the hot site layout.	1 month	1	Layout done.	Race WG
1.1.2 Develop initial page content with data from the 2014 and 2018 elections to Congress and Legislative Assemblies.	1 month	1	Initial content developed	Race WG
1.1.3 Approve content to be published and make the necessary adjustments	2 months	1	Content approved	Race WG/Committee/DGER
1.1.4 Launch the web page in operation.	3 months	1	Page launched.	Race WG/Committee/DGER/SECOM
HISTORICAL SERIES				
This is an innovative initiative of the Race WG of the Federal Senate.				

THEME 1. COMMUNICATION				
ALIGNMENTS:	Strategic Objectives - Senate:		03, 04 and 07	
	SDGs - Agenda 2030 (UN):		05, 10 and 16	
OBJECTIVE				
1.2. Provide content for the "Observatory for Equity in the Legislative Branch" page.				
Key Result	Deadline	Goal	Indicator	Units Involved
1.2.1 Manage the observatory's website with the constant inclusion of new content	21 months	1	Management done	Race WG/PRODASEN
1.2.2 Gestionar la inclusión de accesos facilitados a los servicios relacionados con el tema de Género y Raza del SF en la página web del observatorio	21 months	1	Management done	Race WG/PRODASEN

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Key Result	Deadline	Goal	Indicator	Units Involved
1.2.3 Manage the publication of articles by specialists on Gender, Race and Elections on the observatory's website	21 months	1	Management done	Race WG/PRODASEN
This objective stems from the creation of the "Observatory for Equity in the Legislative Branch" page.				

THEME 1. COMMUNICATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03 and 04
	SDGs - Agenda 2030 (UN):			05 and 10
OBJECTIVE				
1.3 Broadcast the theme of inclusion and diversity, with a focus on gender and race, on the Senate Radio programs.				
Key Result	Deadline	Goal	Indicator	Units Involved
1.3.1 Broadcast the programs on Senate Radio (which may be in podcast, interviews or other formats).	24 months	44 programs about the subject per year	Programs aired	SECOM/SRSF
HISTORICAL SERIES				
The above objective, with little variation in goal and indicator, was planned and executed in the 2019-2021 edition, and will be continued in the current Plan.				

THEME 1. COMMUNICATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03 y 04
	SDGs - Agenda 2030 (UN):			05 and 10
OBJECTIVE				
1.4 Broadcast on Senate TV the theme of inclusion and diversity, with a focus on gender and race.				
Key Result	Deadline	Goal	Indicator	Units Involved
1.4.1 Broadcast one program on the subject every two months on Senate TV	24 months	12	Programs aired	SECOM/STVSEN
HISTORICAL SERIES				
The above objective, with little variation in goal and indicator, was planned and executed in the 2019-2021 edition, and will be continued in the current Plan.				

THEME 1. COMMUNICATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03 and 04
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
1.5 Make available publications on the theme of gender and race..				
Key Result	Deadline	Goal	Indicator	Units Involved
1.5.1 Publish a Report on updated Bibliographies every 6 months.	24 months	4	Reports published	COBIB/SECOM
1.5.2 Publish the Women's Vote exhibition as an e-book.	24 months	1	<i>E-book published</i>	COBIB/SEGRAF
HISTORICAL SERIES				
This is a continuation of the actions of the 2019-2021 Plan, but with the objective expanded to receive not only the bibliographic reports, but also the publication of the "Women's Vote" exhibition.				

THEME 1. COMMUNICATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03 and 04
	SDGs - Agenda 2030 (UN):			05, 08 and 10
OBJECTIVE				
1.6 Present the Program of Assistance to Women in Situations of Economic Vulnerability as a Result of Domestic and Family Violence in the Legislative Assemblies.				
Key Result	Deadline	Goal	Indicator	Units Involved
1.6.1 Publicize the Program in the Legislative Assemblies, by means of informative materials, in events or other means, aiming at its dissemination in the state legislatures.	24 months	50% of the Assemblies attended	Program presented in 14 states	PROMUL/DGER/Committee/ INTERLEGIS
HISTORICAL SERIES				
This is a continuation of the actions of the previous edition, but with a specific focus on Legislative Assemblies.				

Theme 2 – Education

THEME 2. EDUCATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
2.1 Publish works from the “Women Writers of Brazil” Collection.				
Key Result	Deadline	Goal	Indicator	Units Involved
2.1.1 Publish at least two books of the “Women Writers of Brazil” collection - one in 2022 and the other in 2023	24 months	2	1 published work in 2022 1 published work	COBIB/SEGRAF
HISTORICAL SERIES				
The publication of works from the Women Writers of Brazil Collection was included in the 2019-2021 Plan, and six works were released in the period.				

THEME 2. EDUCATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
2.2 Encourage reading and knowledge on the topic of diversity.				
Key Result	Deadline	Goal	Indicator	Units Involved
2.2.1 Hold four reading meetings, two in 2022 and two in 2023.	24 months	4	2 Reading meetings in 2022 2 Reading meetings in 2023	COBIB/ Race WG/Committee
2.2.2 Hold two exhibitions, one in 2022 and the second in 2023.	24 months	2	1 exposition in 2022 1 exposition in 2023	COBIB/ Race WG/Committee
HISTORICAL SERIES				
The objective of promoting reading groups on the theme of gender and race equity, which was part of the previous plan, becomes a key result for a broader objective on the theme of education.				

THEME 2. EDUCATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
2.3 Raise staff awareness about racial diversity through the Racism on the Agenda project.				
Key Result	Deadline	Goal	Indicator	Units Involved
2.3.1 Publish at least three project actions per semester.	24 months	12	6 actions in 2022 6 actions in 2023	Race WG/Committee/ SECOM/DGER
HISTORICAL SERIES				
The Racism on the Agenda project started in July 2020, so it was not part of the 2019-2021 PEGR. However, it gained prominence in the promotion of racial diversity and, due to its relevance, will be continued in the current Plan.				

THEME 2. EDUCATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03 and 07
	SDGs - Agenda 2030 (UN):			04, 05, 10 and 16
OBJECTIVE				
2.4 Create the Extension Course "On the trail of 200 years of Brazil's independence: the National Congress and the paths of social inclusion."				
Key Result	Deadline	Goal	Indicator	Units Involved
2.4.1 Create and launch a 60-hour, tutor-free, online extension course for the general public.	12 months	2	1 course created 1 course launched	ILB/COTREN/Committee
HISTORICAL SERIES				
The Federal Senate makes available, on the ILB's Saberes platform, online courses "Talking about the Maria da Penha Law" and "Moral and Sexual Harassment at Work". This is another innovative action by the ILB that is now part of the Equity Plan.				

THEME 2. EDUCATION				
ALIGNMENTS:	Strategic Objectives - Senate:			02 and 03
	SDGs - Agenda 2030 (UN):			04, 05,10 and 16
OBJECTIVE				
2.5 Create an Extension Course on Structural Racism.				
Key Result	Deadline	Goal	Indicator	Units Involved
2.5.1 Create and launch a 60-hour, tutor-free, online extension course for the internal public and society in general.	12 months	2	1 course created 1 course launched	ILB/COTREN/Zumbi dos Palmares University Committee
HISTORICAL SERIES				
The action is innovative and will count on the partnership with Zumbi dos Palmares University.				

THEME 2. EDUCATION				
ALIGNMENTS:	Strategic Objectives - Senate:			03 and 07
	SDGs - Agenda 2030 (UN):			04, 05,10 and 16
OBJECTIVE				
2.6 Cooperate with the political training of female councilors.				
Key Result	Deadline	Goal	Indicator	Units Involved
2.6.1 Create a cycle of online lectures aimed at contributing to the political education of female councilors.	24 months	1	Cycle of lectures created	ILB/Interlegis
2.6.2 Cooperate in the training of female councilors in Brazilian municipalities.	24 months	500	Participants/year	ILB/Interlegis
HISTORICAL SERIES				
This is an innovative action, with a focus on reducing gender inequality in politics.				

Theme 3 - Organizational Culture

THEME 3. ORGANIZATIONAL CULTURE				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
3.1 Carry out informative actions about the Color/Race and Ethnicity Question and the importance of self-declaration.				
Key Result	Deadline	Goal	Indicator	Units Involved
3.1.1 Create the Color/Race and Ethnicity Manual.	12 months	1	Manual Created	Committee/ Race WG
3.1.2 Create Informational Video.	15 months	1	Video created	Committee/GT Race/SECOM
HISTORICAL SERIES				
A campaign, with advertising pieces, was carried out to encourage self-declaration between 2012/2013, at the beginning of the adhesion to the Federal Government's Pro-Gender and Race Equity Program.				

THEME 3. ORGANIZATIONAL CULTURE				
ALIGNMENTS:	Strategic Objectives - Senate:			02, 03 and 04
	SDGs - Agenda 2030 (UN):			04,05 and 10
OBJECTIVE				
3.2 Promote actions regarding respect for diversity.				
Key Result	Deadline	Goal	Indicator	Units Involved
3.2.1 Develop and publish a booklet on the LGBTQIA+ theme.	12 months	1	Booklet published.	Committee/SESQOVT/ SECOM/ SEGRAF
3.2.2 Promote five asynchronous and synchronous actions on the theme (Gender, Race, Ageism, Person with Disabilities, LGBTQIA+).	24 months	5	Synchronous and asynchronous actions	Committee/ SESQOVT/ SECOM
HISTORICAL SERIES				
Several isolated actions have been carried out in the Federal Senate regarding the issue of respect for diversity, but, as a specific action, it integrates the Equity Plan for the first time.				

THEME 3. ORGANIZATIONAL CULTURE				
ALIGNMENTS:	Strategic Objectives - Senate:			02 and 03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
3.3 Raise staff awareness about harassment and other violence at work and in the domestic environment.				
Key Result	Deadline	Goal	Indicator	Units Involved
3.3.1 Develop a booklet for managers on bullying and sexual harassment.	12 months	1	Booklet produced and distributed	Committee/SESQVVT/ Race WG
3.3.2 Revise the Anti-Harassment Booklet to include a topic on harassment at home office.	9 months	1	Booklet revised	Committee/SESQVVT/ Race WG/ADVOSF/SPOL
3.3.3 Train managers from each Secretariat in the theme of harassment, through an online course, offered on the Saberes platform.	24 months	1	10% of managers from each secretariat were trained	ILB/SEGP/DGER
3.3.4 Continuously distribute introductory materials to trainees, young apprentices and staff, with publications on harassment and other equity-related topics.	24 months	100% attended	Materials distributed	Committee/SEGP/SGEST
3.3.5 Hold a lecture to welcome interns and young apprentices on harassment and other kinds of violence.	24 months	8	Lectures held	SGEST/SESQVVT
3.3.6 Carry out the 4th. Phase of the Campaign against Harassment, through the creation of publicity materials on the theme.	24 months	1	Campaign carried out	DGER/SECOM/ Committee/SESQVVT
3.3.7 Promote two roundtable discussions about harassment and other violence in the workplace.	24 months	2	Roundtable discussions were held	Committee/SESQVVT/ Race WG
HISTORICAL SERIES				
The goal of raising awareness on the issue of harassment is strengthened by various advocacy actions, in addition to the campaign that integrated the previous Plan.				

Theme 4 - Management

THEME 4. MANAGEMENT				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			05 and 10
OBJECTIVE				
4.1 Establish the Present Father Program.				
Key Result	Deadline	Goal	Indicator	Units Involved
4.1.1 Elaborate and publish an act establishing a benefit for public servants with children up to 12 months old.	12 months	1	Act published	DGER/SEGP/ Committee/ ADVOSF
4.1.2 Evaluate the results and the feasibility of extending the benefit term.	24 months	1	Results evaluated	DGER/SEGP/ Committee/ ADVOSF
HISTORICAL SERIES				
The intended goal is innovative, as it seeks to extend to servants who are fathers of children up to two years of age the same benefit granted to servant mothers, as a result of a study carried out as part of the Gender and Race Equity Plan 2019-2021.				

THEME 4. MANAGEMENT				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
4.2 Establish the Women's Leadership Program.				
Key Result	Deadline	Goal	Indicator	Units Involved
4.2.1 Carry out mentoring for women occupying leadership or commissioned functions.	24 months	1	Mentoring conducted	ILB/Committee
4.2.2 Hold a leadership course for brown and black women who do not hold a commissioned position.	24 months	1	Course held	ILB/Committee
HISTORICAL SERIES				
Mentoring actions for women are already being carried out by the ILB, however, the Program is innovative in the sense that it brings the racial approach, as a key result to stimulate the increase of women, in their ethnoracial diversity, in the commissioned functions.				

THEME 4. MANAGEMENT				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			03, 05 and 10
OBJECTIVE				
4.3 Prepare and publish a Report on the cases of moral and sexual harassment and the results of procedures adopted in the Federal Senate.				
Key Result	Deadline	Goal	Indicator	Units Involved
4.3.1 To elaborate reports with the purpose of knowing how the demands of communication or denunciation of moral and sexual harassment were concluded, specifying the percentage of victims and harassers heard by the SESOQVT, the percentage of cases that generated records of occurrences and/or police inquiries at SPOL, the percentage of cases that generated the opening of a disciplinary administrative procedure, the percentage of cases that generated punishment to the harasser, and to propose preventive actions based on the data collected.	4 months after the base year	2	1 Report presented in 2022, regarding 2021; 1 Report presented in 2023, regarding 2022	SESOQVT/SPOL/DGER
4.3.2 Disclose, in the form of an article on the Intranet, the consolidated data from the Reports, with anonymity preserved.	6 months after the base year	2	1 Report published in 2022 1 Report published in 2023	SESOQVT/DGER/SECOM
HISTORICAL SERIES				
This is a continuity of the actions carried out in the previous Plan.				

THEME 4. MANAGEMENT				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
4.4 Carry out actions about the representations of masculinities in the ideals of men and women in the Federal Senate.				
Key Result	Deadline	Goal	Indicator	Units Involved
4.4.1 Conduct research by DataSenado/OMV and benchmarking with other institutions regarding focus groups on masculinities, in order to guide lines of action on this theme.	12 months	2	1 Survey conducted 1 Benchmarking realized	OMV/Data Senado/PROMUL/ SESOQVT/Committee
4.4.2 Disclosure the consolidated results, anonymity preserved, on the intranet.	15 months	1	Disclosure performed	OMV/Data Senado/ PROMUL/ SECOM
4.4.3 Promote a focus group on masculinities with young apprentices.	24 months	1	Reflection Group realized	SESOQVT/Committee
4.4.4 Promote a focus group on masculinities with trainees.	24 months	1	Focus Group realized	SESOQVT/Committee
HISTORICAL SERIES				
SESOQVT, in partnership with SGEST and the Committee, have promoted focus groups on the topic, but the research on representations of masculinities is innovative within the Federal Senate.				

THEME 4. MANAGEMENT				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			04, 05 and 10
OBJECTIVE				
4.5 Monitor issues related to Gender Equity and Racial Diversity in the Federal Senate.				
Key Result	Deadline	Goal	Indicator	Units Involved
4.5.1 Perform two surveys on Gender Equity and Ethnic and Racial Diversity by DataSenado/OMV.	24 months	2	Surveys conducted	OMV/DataSenado/PROMUL/Committee/ Race WG
4.5.2 Publish consolidated data, with anonymity preserved, on the intranet.	24 months	2	Data published	OMV/DataSenado/Committee/ Race WG
HISTORICAL SERIES				
In 2014 and 2021, surveys were conducted, in partnership with DataSenado, on the theme of gender and racial diversity in the Federal Senate. The continuity of these surveys is sought for monitoring equity actions in the House.				

THEME 4. MANAGEMENT				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			05,10 and 16
OBJECTIVE				
4.6 Launch the Equity Network.				
Key Result	Deadline	Goal	Indicator	Units Involved
4.6.1 Hold an event to launch the Equity Network.	12 months	1	Event held	DGER/Committee/PROMUL
HISTORICAL SERIES				
The action is innovative in the scope of gender and race equity in public service.				

Theme 5 - Health

THEME 5. HEALTH				
ALINEACIONES:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			03, 05 and 10
OBJECTIVE				
5.1 Promote health from a gender and race perspective.				
Key Result	Deadline	Goal	Indicator	Units Involved
5.1.1 Prepare a report containing health indicators of the Federal Senate's permanent and commissioned staff, by gender and race, containing proposals for health actions.	6 months after the end of the base year	2	1 Report elaborated in 2022, regarding 2021 1 Report elaborated in 2023, regarding 2022	SES0QVT
5.1.2 Raise staff awareness about the health/diversity interface, through synchronous and/or asynchronous actions.	24 months	6	Actions taken	SES0QVT/Committee
HISTORICAL SERIES				
This is a continuation of the actions taken in the previous plan, with the addition of actions to be devised, based on the results of the reports.				

THEME 5. HEALTH				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			05 and 10
OBJECTIVE				
5.2 Carry out a study on the possibility of adopting a service protocol for female staff in cases of domestic and family violence against them.				
Key Result	Deadline	Goal	Indicator	Units Involved
5.2.1 Conduct a survey about similar protocols applied in other institutions.	12 months	1	Survey conducted	OMV/Committee
5.2.2 Elaborate a study to adapt the protocols to the Senate's reality or verify the possibility of creating them, in case there are no references.	18 months	1	Study elaborated	OMV/Committee/ SES0QVT/SPOL
5.2.3 Deliver the study to DGER.	24 months	1	Study delivered	OMV/Committee/ SES0QVT/SPOL
HISTORICAL SERIES				
The action is innovative in that it deals with a special study on the application of a protocol specific to the work environment of the Federal Senate.				

THEME 5. HEALTH				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			03, 04, 05 and 10
OBJECTIVE				
5.3 Carry out preventive actions aimed at fighting fatphobia from a gender and race perspective.				
Key Result	Deadline	Goal	Indicator	Units Involved
5.3.1 Design and publish advertising pieces in relation to the theme.	12 months	1	Advertising pieces published	SESOQVT/SECOM
5.3.2 Promote synchronous and/or asynchronous actions on the topic.	24 months	2	Actions in the theme	SESOQVT/SECOM
HISTORICAL SERIES				
The theme is recent within the organizational environment and was not part of the previous Equity Plan, however it has guided some actions in the House: articles on the intranet and two roundtable discussions in 2021, with the following titles: "Aesthetic pressure and the control of the body: an invisible oppression" and "Making peace with your body and food".				

THEME 5. HEALTH				
ALIGNMENTS:	Strategic Objectives - Senate:			03 and 05
	SDGs - Agenda 2030 (UN):			03, 05 and 11
OBJECTIVE				
5.4 Encourage physical exercise together with sustainable mobility.				
Key Result	Deadline	Goal	Indicator	Units Involved
5.4.1 Extend the benefit granted to employees who use bicycles to commute to work to other employees who choose to commute from home to work by walking or other means of sustainable mobility.	24 months	1	Act Published	NCAS/SESOQVT/Committee/SPOL
HISTORICAL SERIES				
This is an innovative action to encourage physical exercise by extending an existing benefit, focusing on the health of men and women. However, the health data presented by SESOQVT from the 2019 re-registration sample reveal that women exercise less than men proportionally.				

THEME 5. HEALTH				
ALIGNMENTS:	Strategic Objectives - Senate:			03
	SDGs - Agenda 2030 (UN):			03, 04, 05 and 10
OBJECTIVE				
5.5 Create the 50+ Woman Program.				
Key Result	Deadline	Goal	Indicator	Units Involved
5.5.1 Have four rounds of conversation on the following topics: sexuality, food, and physical activity; hormonal changes; how to deal with empty nest syndrome and the change in care giving, and so forth.	24 months	4	Roundtable discussions were held	COASAS/Committee/ SESOQVT
HISTORICAL SERIES				
The Program is innovative because it interfaces gender, health, and age.				

Appendix I

GENDER AND RACE EQUITY PLAN (PEGR) 2019-2021

FINAL PERFORMANCE REPORT ON THE OBJECTIVES



THEME	OBJECTIVE	RESPONSIBLE UNIT	GOAL DEVELOPMENT	GOAL SITUATION	FORWARDING	REMARKS
1. COMMUNICATION	1.1 Redesign the Federal Senate's page on gender and race equity actions and keep the information on the Pro-Equity Program and the Committee updated.	PRODASEN Committee Pro-Equity DGER	The redesign of the website was carried out in the first year of the PEGR.	ACCOMPLISHED	The redesign and updating of the website becomes a routine action and does not need to be part of the PEGR 2021-2023.	The Objective 1.1 will not be part of the Equity Plan (2021-2023)
	1.2 Prepare and disclose the annual calendar of events and commemorative dates, as well as the communication plan for the actions.	DGER Committee Pro-Equity	The goal of two published calendars - in 2020 and 2021 - was based on the actions planned in PEGR 2019-2021, and was published on the Teams platform and on the intranet, in a staggered manner, as each action took place.	ACCOMPLISHED	The action calendar is an inherent action of the Standing Committee and is part of the planning already proposed for the PEGR 2021-2023, which is why it will not be continued in the next	Objective 1.2 will not be part of the Equity Plan (2021-2023)
	1.3 Include, in the communication actions, sexual, ethnic, and racial diversities, as well as people with disabilities, elderly people, among others.	SECOM	The goal of this objective is 100% (where it is applicable). According to the report sent by SECOM, there was inclusion of the themes of gender and race in the communication actions. Women and black people have participated in the following programs: Cidadania, Assunto de Estado, Agenda Econômica, TV Senado Livre, Leituras and Estúdio A.	ACCOMPLISHED	According to SECOM's answer, only objectives 1.4 and 1.5 will integrate the new PEGR 2021-2023.	Objective 1.3 will not be part of the Equity Plan (2021-2023)
	1.4 Include, in the Senate Radio program, the issue of gender and race equity.	SECOM SRSF	After adjusting the goal, according to the needs identified in the Partial Report, due to the pandemic and the exclusion of the months of January, July, and the second half of December, when there is a reduction in the work force due to vacations, SECOM informs that 25 editions of the Pauta Feminina [Women Agenda] program were broadcasted on Radio Senado.	ACCOMPLISHED	The objective will be slightly reformulated to be part of PEGR 2021-2023	Objective 1.4 will integrate the Equity Plan (2021-2023)
	1.5 Produce programs on Senate TV on gender and race equity.	SECOM STVSEN	After adjusting the goal to one program per month, according to the need identified in the Partial Report due to the pandemic, and excluding the months of January, July, and the second half of December, eight Cidadania Mulher [Citizenship for Women] programs were carried out.	ACCOMPLISHED	The objective will be slightly reformulated to be part of PEGR 2021-2023	Objective 1.5 will be part of the Equity Plan (2021-2023)
	1.6 Produce institutional videos on gender and race equity.	SECOM Committee Pro-Equity	The goal "5 videos produced" was met, surpassing the expected amount. However, the proposed themes were not exhausted.	ACCOMPLISHED	Considering that video production has been routinely carried out as part of several actions, it will not be part of PEGR 2021-2023	Objective 1.6 will not be part of the Equity Plan (2021-2023)
	1.7 Publish an Electronic Bulletin of Specialized Bibliographies on the theme of gender and race equity.	COBIB	The goal of "4 published bulletins" was exceeded. In 2019 and 2020 the following bulletins were published: Black Women Authors; Female Protagonism; Masculinities; New Paths; Whiteness and anti-racism; possible alliances; Maria da Penha Law; 14 years of the right to live. In 2021, the bulletins published were: Indigenous diversity; native peoples; and LGBTQIA+; pride and respect.	ACCOMPLISHED	This goal will be part of PEGR 2021-2023	Objective 1.7 will be part of the Equity Plan (2021-2023)

THEME	OBJECTIVE	RESPONSIBLE UNIT	GOAL DEVELOPMENT	GOAL SITUATION	FORWARDING	REMARKS
2. EDUCATION	2.1 Include content on gender and race equity in the pedagogical project of the PFG [Management Training Program].	ILB	By SIGAD Process No. 00100.86.566/2021-25, the Committee suggested a program content menu, which was submitted to the ILB for evaluation, as to the possibility of inclusion in the Management Training Program. In response, SETREINA/ILB informed that "regarding the requests made to include an online course and a panel on gender equity in the PFG, we should remember that the advent of the Covid-19 pandemic has interrupted several in-person training activities, including the PFG. The inclusion of the referred content in the program, of mandatory character, is possible and appropriate, and may be included in the program, either in the on-site or virtual modality, when it is again offered to the public".	ACCOMPLISHED	The intended objective has been achieved, which is why it will not be part of PEGR 2021-2023.	Objective 2.1 will not be part of the Equity Plan (2021-2023)
	2.2 Prospect in other institutions/entities, online courses on moral and sexual harassment to be widely disseminated to the internal public for training, if necessary, through a cooperation term.	ILB	The intended course was created, in partnership with the ILB.	ACCOMPLISHED	Since the intended objective has been achieved, it will not be part of the new Plan; a later phase to be sought is the training of managers on this theme, which is under construction in the PEGR 2021-2023.	Objective 2.2 will not be part of the Equity Plan (2021-2023)
	2.3 To offer a 12-hour self-defense course with theory on violence against women and practical classes for all Federal Senate staff.	SPOL	Two courses were planned, and the initial measures related to them were taken, as per SIGAD Process No. 00200.002652/2020-84, however, the measures to contain the Covid-19 pandemic, including the suspension of the in-person events, resulted in the goal being suspended.	SUSPENDED	Since it is still uncertain whether in-person courses will resume in the Federal Senate, it will not be part of PEGR 2021-2023.	Objective 2.3 will not be part of the Equity Plan (2021-2023)
	2.4 Hold reading roundtables on the theme of gender and race.	COBIB and Committee	In 2020, Reading Roundtables were held with the themes: "War has no woman's face", "Women in Science - A Portrait of the Female Presence", and discussion of the theme Structural Racism in Brazil, based on the book "What is Structural Racism?" by Silvio Almeida. In 2021, the following Reading Roundtables were held on the themes: "The scars of violence: a debate on the book Tudo é Rio", "Women playwrights are coming! The liberation of the dramaturgical word of women in the 19th century" and "The Lei Aurea [from Portuguese Golden Law] and the role of Princess Isabel in the Abolition", with the support of the work "The tradition of May 13 in the Quilombo neighborhood in São Bento do Sapucaí", by professor and journalist Hermes Rodrigues Nery.	ACCOMPLISHED	The Reading Roundtables will no longer be part of the next Equity Plan as an objective, but will appear as a key result in several passages of the PEGR 2021-2023.	Objective 2.4 will not integrate the Equity Plan (2021-2023)
	2.5 Publish works from the Women Writers of Brazil Collection.	COBIB SEGRAF DGER	The goal of one work in 2020 and one in 2021 has been largely achieved. In 2019 and 2020 were published: 1. Ansia Eterna, by Julia Lopes de Almeida; 2. Opusculo Humanitário, by Nisia Floresta; and 3. Mármore, by Francisca Julia da Silva; 4. Judia Rachel, by Francisca Senhorinha da Motta Dimiz and her daughter A. A. Diniz. In 2021, the book Cancros Sociais, by Maria Ribeiro, was published.	ACCOMPLISHED	As reported by COBIB, this objective will be continued in PEGR 2021-2023.	Goal 2.5 will be part of the Equity Plan (2021-2023)

THEME	OBJECTIVE	RESPONSIBLE UNIT	GOAL DEVELOPMENT	GOAL SITUATION	FORWARDING	REMARKS
3. ORGANIZATIONAL CULTURE	3.1 Set up race and LGBTI+ affinity groups.	Committee	The goal was partially met, regarding the Race Affinity Group.	PARTIALLY ACCOMPLISHED	The first steps towards the future formation of the LGBTQIA+ affinity group are being taken, and will be analyzed in the course of the execution of the new Plan.	Objective 3.1 will not be part of the Equity Plan (2021-2023)
	3.2 Raise awareness among managers and promote meetings with their staff to discuss issues related to gender and race equity and the inclusion of people with disabilities.	Committee	Two campaigns were planned as a goal, one on the theme of gender and race equity and the other on the theme of inclusion of people with disabilities. In December 2019, the 3rd phase of the campaign was launched: "No Harassment in the Senate", which included seven videos of female staff and senators on ways to prevent and warn against harassment. Between November and December 2020, the campaign "Capacitismo não tem vez" [No place for Capacitism] took place, which sought to involve the Senate community in the fight against discrimination against people with disabilities (PCDs). This action was carried out by NCAS, as part of the Accessibility Plan.	ACCOMPLISHED	The objective of raising awareness among managers and staff, in general, will continue in PEGR 2021-2023, but with differentiated targets and indicators.	Objective 3.2 will be part of the Equity Plan (2021-2023)
	3.3 Hold roundtable discussions to promote dialog and empathetic listening about racism and the value of black people in the Federal Senate.	DGER Committee	Two roundtable discussions were planned and held. The first one about "Valuing the black population within the public service", on July 6, 2021, which was attended by Professor Ana Flávia Magalhães. The second one brought up the issue of domestic and family violence against women, which predominantly affects black women. In this opportunity, on August 31, 2021, the "2% quota in outsourcing contracts: solution for women in situations of domestic and family violence" was discussed, based on the results of Evandro Baldutti's master's research on the topic, and the meeting was also attended by Professor Ana Flávia Magalhães.	ACCOMPLISHED	The roundtable discussions are no longer included as an objective in the next Equity Plan; however, they will appear as a key result in several steps of the PEGR 2021-2023.	Objective 3.3 will not be part of the Equity Plan (2021-2023)
	3.4 Hold awareness-raising events for employees about harassment and other violence in the workplace.	SES00VT	The established goal of 8 awareness-raising events was exceeded. According to SES00VT, a total of 30 awareness-raising events were held for the employees during the Plan's validity period.	ACCOMPLISHED	Awareness-raising events will no longer be included in the next Equity Plan as a general objective, but will be included as an outcome key in other objectives of PEGR 2021-2023.	Objective 3.4 will not integrate the Equity Plan (2021-2023)

THEME	OBJECTIVE	RESPONSIBLE UNIT	GOAL DEVELOPMENT	GOAL SITUATION	FORWARDING	REMARKS
4. MANAGEMENT	4.1 Carry out a survey of possible instruments to encourage the occupation of management positions by women (taking race and ethnicity also into account).	Pro-Equity SEGP Committee	The development of this action relied on DataSenado research and Benchmarking in other institutions. The surveys brought up interesting suggestions to stimulate the occupation of positions by women, which were consolidated and forwarded to the Director General, by SIGAD Process No. 00100.076086/2021-56.	ACCOMPLISHED	This action gave rise to another objective: the creation of a specific leadership program for women in PEGR 2021-2023.	Objective 4.1 will not be part of the Equity Plan (2021-2023)
	4.2 Revise Directing Commission Act No. 3 of 2016 to extend the Nurturing Mother Assistance Program to female servers who have had a child, extending the period of reduced working hours (6h) from 15 to 24 months.	ADVOSF SEGP Committee	Directing Committee Act No. 3/2019 extended the benefit period for female servers with children up to 24 months.	ACCOMPLISHED	The intended objective has been achieved, which is why it will not be part of PEGR 2021-2023.	Objective 4.2 will not be part of the Equity Plan (2021-2023)
	4.3 Carry out a feasibility study to reduce the workday also for those employees who are fathers and have full or shared custody of their children, based on the model of the Nurturing Mother Program.	ADVOSF SEGP Committee	The study was conducted and forwarded, via SIGAD Process No. 00200.007994/2020-91, containing the arguments of SEGP and ADVOSF, both favorable to the extension of the benefit instituted by the Nurturing Mother Program to the fathers who work in the Federal Senate under the conditions set by the program.	ACCOMPLISHED	This action has generated another objective in PEGR 2021-2023, which is the institution of a similar benefit for parents with children up to 12 months old.	Objective 4.3 will not be part of the Equity Plan (2021-2023)
	4.4 Promote awareness-raising activities to reduce the percentage of people who do not inform their race when registering for the Jovens Aprendizizes [Young Apprentices] program.	SEGP SGEST INGCUT Committee	The goal of reducing the percentage of "uninformed" young apprentices from around 60% to 5% was therefore achieved.	ACCOMPLISHED	The intended objective has been achieved, which is why it will not be part of PEGR 2021-2023.	Goal 4.4 will not be part of the Equity Plan (2021-2023)
	4.5 Create a network of technical cooperation on gender and race equity.	DGER Committee	According to SIGAD process number 00200.010732/2021-94, the Equity Network is being made feasible through the Technical Cooperation Agreement between the participants	PARTIALLY ACCOMPLISHED	Actions to create the Equity Network are underway and its launch will occur during the term of PEGR 2021-2023.	Objective 4.5 will be part of the Equity Plan (2021-2023)

THEME	OBJECTIVE	RESPONSIBLE UNIT	GOAL DEVELOPMENT	GOAL SITUATION	FORWARDING	REMARKS
4. MANAGEMENT (Cont.)	4.6 Participate in the Pro-Equity Program instituted by the Federal Government's Secretariat of Policies for Women (SPM).	Pro-Equity Committee	The Secretariat of Policies for Women has delivered the final results of the 6th edition of the Pro-Gender and Race Equity Program, and the Federal Senate received the Seal of Commitment for the third time. The 7th edition of the program has not been launched yet.	SUSPENDED	This action will not be part of PEGR 2021-2023. However, the Senate will wait for the launch of the 7th edition of the Program to formalize its adhesion.	Objective 4.6 will not be part of the Equity Plan (2021-2023)
	4.7 Publicize the Program of Assistance to Women in Situations of Economic Vulnerability	DGER Committee	The outreach was widely conducted between the years 2019 and 2021, in Legislative Assemblies, City Councils and other institutions, resulting in 8 adhesions to the program.	ACCOMPLISHED	The action will be continued in PEGR 2021-2023.	Objective 4.7 will be part of the Equity Plan (2021-2023)
	4.8 Perform contract amendment to ensure that the provisions of APS No. 01/2018 related to administrative contracts and agreements involving outsourced labor in the Federal Senate are complied with.	DIRECON SESO0VT	According to information from the Contract Management Center (NGCOT), the contracts for outsourced labor began to contemplate compliance with the rules stipulated in APS No. 8 of 2018, which deals with procedures for investigating moral and sexual harassment.	ACCOMPLISHED	The intended objective has been achieved, which is why it will not be part of PEGR 2021-2023.	Objective 4.8 will not be part of the Equity Plan (2021-2023)
	4.9 Survey the cases of moral and sexual harassment and the results of the proceedings in the Federal Senate.	DGER SESO0VT SPOL	The objective of 100% of the cases surveyed and classified was achieved through the delivery of two annual reports, regarding the years 2019 and 2020. The reports were forwarded, by SESO0VT, to the Director General and to the Permanent Committee for the Promotion of Gender and Racial Equality, and the consolidated data were disclosed, with the protection of confidentiality, in a meeting of the Committee.	ACCOMPLISHED	The action will be continued in PEGR 2021-2023.	Objective 4.9 will be part of the Equity Plan (2021-2023)
	4.10 Install diaper-changers in women's, men's, and unisex restrooms in the Federal Senate.	NCAS SPATR	Eight diaper-changers were installed, according to the established goal.	ACCOMPLISHED	The action now is the maintenance of the baby changing facilities and will not be part of the PEGR 2021-2023.	Objective 4.10 will not be part of the Equity Plan (2021-2023)

THEME	OBJECTIVE	RESPONSIBLE UNIT	GOAL DEVELOPMENT	GOAL SITUATION	FORWARDING	REMARKS
5. HEALTH	5.1 Prepare an annual report on some health indicators of the Federal Senate's permanent and commissioned employees, by gender and race.	SES00VT	The goal of two annual reports prepared and presented was reached, with data from the base years 2019 and 2020, which were forwarded to the General Executive Board and the Permanent Committee for the Promotion of Gender and Racial Equality, disclosed at a meeting of the Committee, texts produced on the intranet by SES00VT and disclosed in the Partial Report of the 2019-2021 Plan.	ACCOMPLISHED	The SES00VT will continue with this objective, which is why it will be part of the PEGR 2021-2023.	Objective 5.1 will be part of the Equity Plan (2021-2023)
	5.2 Approve the inclusion in the Organizational Climate Survey of questions on racism/discrimination in the workplace.	SES00VT	The questions were built in partnership with the Race WG and the Permanent Committee for the Promotion of Gender and Race Equality, and included in the Organizational Climate Survey, promoted by the Service of Occupational Health and Quality of Life at Work, in October 2020.	ACCOMPLISHED	The questions are now part of the Organizational Climate Survey variables, which is why they will not be part of the PEGR 2021-2023.	Objective 5.2 will not be part of the Equity Plan (2021-2023)



