



POLICY ON GENDER EQUALITY AND DIVERSITY

BOARD OF DIRECTORS' RESOLUTION

The Board of Directors of the Latin American Network of Experts and Analysts (REAL), recognizing the fundamental importance of promoting gender equality and diversity in all facets of our organization, approves the following Policy on Gender Equality and Diversity as an integral part of our principles and guidelines.

POLICY STATEMENT

REAL reaffirms its steadfast commitment to gender equality and diversity as core values that enrich our mission and operations in Latin America. This policy establishes the guiding principles that steer our organization toward creating an inclusive and equitable environment.

CORE PRINCIPLES

- **Gender Equality and Non-Discrimination:** REAL is committed to fostering gender equality and eradicating all forms of discrimination based on gender, sexual orientation, race, ethnicity, disability, religion, or origin. No form of harassment or discrimination will be tolerated within our organization.
- **Inclusion and Diversity:** We will promote an inclusive environment that values and celebrates the diversity of perspectives and experiences. This will be reflected in the composition of our Board of Directors, our staff, our programs, and all relevant REAL decisions.
- **Salary Equity and Opportunities:** REAL will ensure gender pay equity and provide equal opportunities for professional growth and leadership to all individuals, regardless of gender or origin.
- **Training and Awareness:** We will provide training and resources to raise awareness among all staff and organization members about gender equality and diversity issues and to promote an understanding of their significance in our mission.
- **Active Participation:** We will encourage the active and meaningful participation of all individuals in decision-making processes that affect the organization, creating safe spaces for discussing and addressing gender and diversity issues.

IMPLEMENTATION AND OVERSIGHT

The senior management of REAL will be responsible for implementing this policy ensuring its integration in all areas of the organization. Continuous monitoring will be conducted to assess compliance and the effectiveness of this policy.

DISSEMINATION OF THIS POLICY

This Gender Equality and Diversity Policy will be widely communicated to all employees, members, partners, and relevant stakeholders. Training and guidance will be provided to ensure a deep understanding and effective application of this policy.



REAL

RED DE EXPERTOS Y ANALISTAS
LATINOAMERICANOS

REAL is fully committed to promoting gender equality and diversity as intrinsic values that enrich our organization and contribute to our success in Latin America. This policy will be periodically reviewed and updated to maintain the highest standards of inclusion and equity.