

SAI Innovations Framing Webinar: Innovating for Inclusiveness



How has my organization innovated to contribute to inclusion and equality?

- CERDS Project (Improvement of External Control focused on Reducing Social Inequality) – British Ministry of International Development.
- Pitagoras – World Bank.
 - Aimed to develop assessment techniques focused on inclusion and equality.



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02

- Technical Committee of Equity, Diversity, and Inclusion:
 - equality of conditions and opportunities.
 - respect for differences.
 - appreciation of diversity.



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- System for preventing and mitigating moral and sexual harassment.
- Affirmative action to increase the number of Afro-descendant auditors.



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- System for preventing and mitigating moral and sexual harassment.
- Affirmative action to increase the number of Afro-descendant auditors.
 - Country with the largest Afro-descendant population in the world outside the African continent (about 86 million inhabitants).



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- Internal regulation to increase the number of women occupying senior management positions in order to maintain gender proportionality.



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- Internal regulation to increase the number of women occupying senior management positions in order to maintain gender proportionality.

→ Since 2021, the percentage of women in senior management positions increased from 12.24% to 30.14%.



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- The onboarding training for new auditors included human rights issues, like race and gender discrimination.

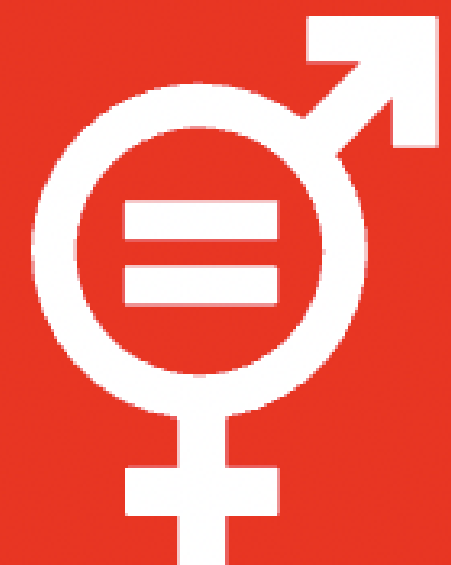


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- Gender audits:
 - Violence Against Women.
 - Federal government's preparation regarding the implementation of Sustainable Development Goal number 5.
 - Harassment prevention and mitigation system in public organizations.

5 GENDER
EQUALITY



How has my organization innovated to contribute to inclusion and equality?

- Gender audits:
 - Public policies for LGBTQIA+.



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- Gender audits:

→ Public policies for LGBTQIA+.

 The life expectancy of the LGBTQIA+ population is 35 years, while the life expectancy of the general population in Brazil is 74.9 years.

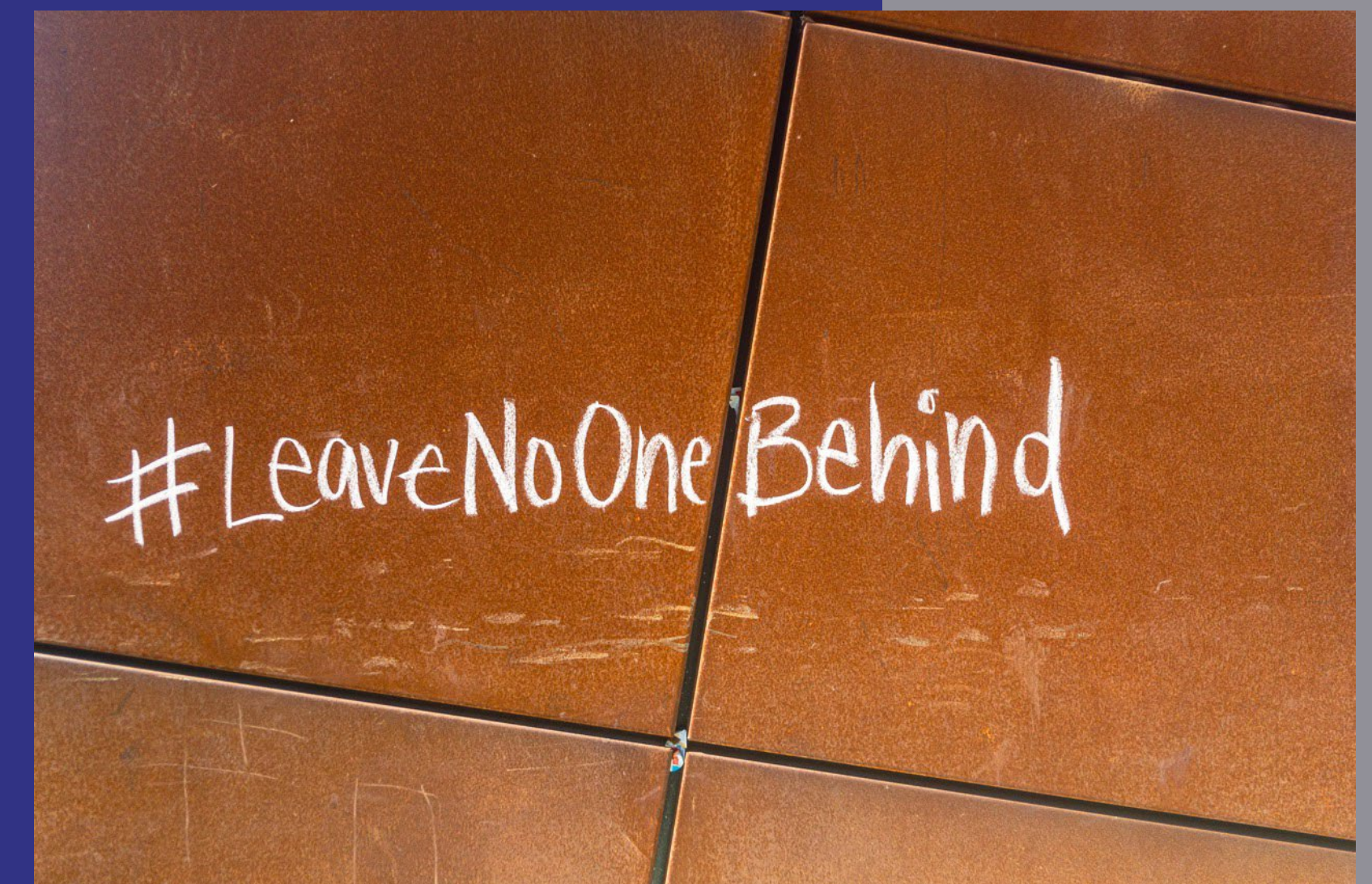
 For the past 14 years, Brazil has been the country with the highest number of violent LGBTQIA+ deaths.



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03

- Creation of an Audit Unit dedicated to equity and human rights public policies.
 - Strategy to mainstream inclusion and equality across every audit work.
 - Promotion of the concept of leaving no one behind.



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Inclusion and equality
audit strategy

03



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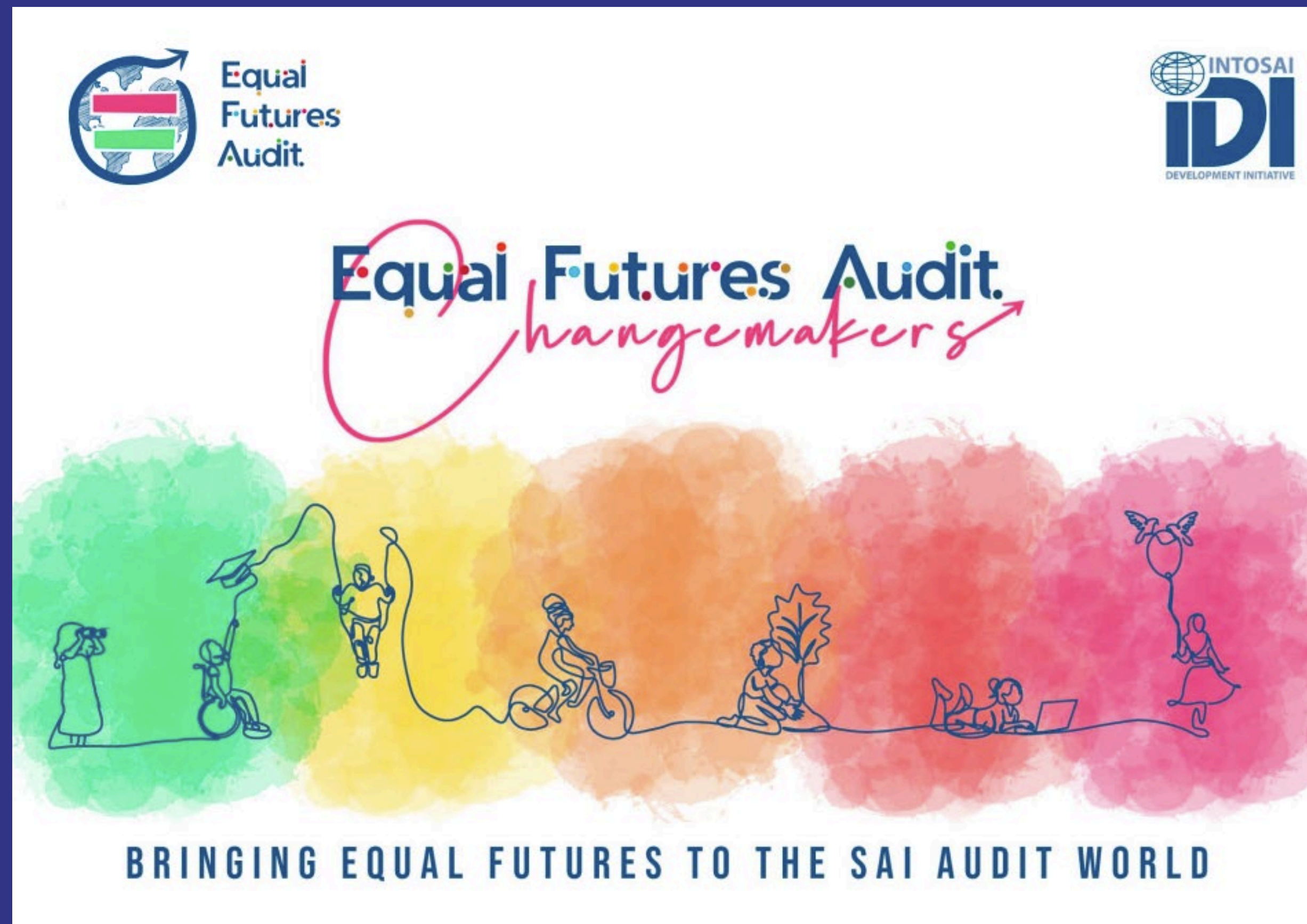
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What are the benefits and challenges we face?

- Deliver numerous benefits for society through our recommendations.
- Raise the voice of those invisible and marginalized groups.
- Draw society's attention to relevant issues regarding equality and inclusion.
- Help to promote a more just, egalitarian, and prosperous society.
- Also, as SAI, we benefit from the improvement of our work, which becomes more effective and, consequently, more visible and recognized by society.

What are the benefits and challenges we face?

- Resistance to change.
- Lack of training.
- Little understanding concerning the difference between public policies aimed at specific groups and the inclusion and equality perspective in so-called universal public policies.
- Lack of disaggregated indicators.

What are the benefits and challenges we face?

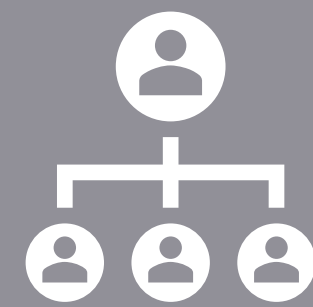
- Need to improve our engagement with stakeholders.
- Need to build a conceptual and methodological framework to enforce the intersectionality lens in all audits.
- Need to incorporate the inclusion and equality lens more intensively in our strategic plan for the next years.
- Real risk of backsliding concerning equality and human rights in any type of crisis period.

How do we plan to sustain this innovation?

Regulations



Governance Structures



Training



Culture's Improvement



How can SAIs and stakeholders work together for auditing for equality and inclusion?

- Strengthening transparency and accountability of government actions by delivering qualified information.
- Engagement with the purpose of identifying relevant audit topics and revealing different perspectives on the issue.
- Partnerships with civil society organizations.



Thank you!

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