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## 3rd Global Forum against Racism and Discrimination

29 November to 1 December 2023,  
São Paulo, Brazil



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## Final document

The third edition of the **Global Forum against Racism and Discrimination** with the theme “Race to the top: putting racial equity and justice at the forefront of development agendas” was held in São Paulo, Brazil, on 29 November 2023 and 1 December 2023. At the invitation of Brazil, in partnership with the Ford Foundation, the Open Society Foundations, the Mover Foundation, Instituto Ibirapitanga, the Global Forum highlighted the importance of placing racial issues at the core of development and implementation strategies, with a view to socioeconomic development.

The Global Forum welcomed Ministers, high-ranking officials of national bodies responsible for combating discrimination and promoting equality, mayors of the [International Coalition of Inclusive and Sustainable Cities](#) - ICCAR, academics, scientists, civil society actors, NGOs, artists and digital influencers to share good practices, strengthen commitments and discuss effective strategies to combat racism and various forms of discriminations, including recommendations on how to proceed.

The Global Forum’s agenda covered several topics, such as co-creating inclusive policies with impacted communities’ inputs; increasing awareness-raising on historical systems such as transatlantic enslavement to better comprehend and dismantle their contemporary legacies such as racism; progress towards gender equality; enhancing the capacities of civil society to be an agent of change; addressing artificial intelligence and its role in perpetuating racism; protecting the rights of indigenous peoples; establishing legal and policy frameworks prioritizing anti-racism and anti-discrimination on a local and global scale; strengthening the roles of cities, civic spaces, artistic and academic communities; enhancing the importance of informed data baseline on equality for governments; and promoting social philanthropy to address racial inequality.

The 2023 edition was also marked by the launch of new initiatives. One of the main outcomes of the Global Forum is the establishment of the **UNESCO Network of Anti-Racism and Anti-Discrimination Officials** aiming to strengthen the development of innovative and inclusive policy solutions for peace, equity and non-discrimination. UNESCO has launched the new [UNESCO Anti-Racism Toolkit](#), the [Gender-Based Resilience Framework](#), the ‘Let’s Talk’ project with Harvard University to combat prejudice against migrants, and the development of a new joint OECD-UNESCO briefing on combating discrimination against migrants. Volume X of the UNESCO General History of Africa, entitled *Africa and its Diasporas*, was also launched during the Global Forum. The publication offers a mapping of African diasporas throughout the world, valorizing their contributions to modern societies.

Divided into 3 days, the Global Forum was structured around 20 panels, 16 parallel events, 5 cultural presentations and an Afro-entrepreneurship fair. It was also broadcast online with simultaneous interpretation in Portuguese, French, English and Spanish. This report is structured as follows: the first section presents the key insights and main outcomes of the Global Forum; the second section presents a summary of the interventions during the opening ceremony, the third section features a summary of the plenary panels and workrooms and, finally, the fourth section proposes a call to action with a synthesis of the recommendations made in the panels over the 3 days of the Forum.

## Key insights

This third edition of the Global Forum provided a catalytic platform for dialogue on effective strategies to tackle systemic racism, distilled the best insights on what does and does not work in combatting discrimination, and launched important analytical contributions. It also witnessed the launch of effective networks and partnerships to counter racism and discrimination. Ministers, mayors, and senior policy-makers identified and discussed key elements to successful and impactful anti-racism and discrimination strategies, policies, and actions:

**Need for government leadership:** Minister Khera (Canada) emphasized a reality echoed by many: that diversity is a fact *“but inclusion is a choice”*. Governments must make deliberate choices to prioritize inclusivity. National anti-racism strategies emerged as essential preconditions to steering and catalyzing action. Change does not occur without leadership. Strong state capacity and well-funded anti-discrimination initiatives and departments were also widely emphasized.

**Importance of a whole-of-government approach:** Recognizing that *“racial equity is a transversal issue”* (Minister Franco, Brazil) *“permeating every single aspect of our lives”* (Desirée Cormier Smith, USA), ministers underscored the importance of integrating anti-racism, as well as a gender and LGBTQ+ lens across all government actions and budgets.

**Quality data is essential:** Disaggregated data was acknowledged as essential to uncovering the state of equality and informing evidence-based policy intervention and action. A lack of data can make vulnerable groups invisible. Crucially, governments need an informed baseline to measure successes and failures. The need to carefully manage privacy concerns was underscored, particularly to guarantee public trust in the use of equality data.



**Affirmative action and ensuring participation:** Affirmative action emerged as a crucial complement to anti-discrimination laws, and essential to advancing equality and meeting the demands of disadvantaged groups. In Brazil, affirmative action policies resulted in the number of black students at universities surging from 3% to 51% over a 20-year period. Countries such as Nepal have instituted important policies that ensure at least a one-third representation of women in parliament. Indeed, research presented at the Global Forum indicated a positive correlation between female political inclusion and faster economic growth. Beyond numbers, some stated the importance of changing processes and practices to ensure “inclusion comes with diversity” (Natália Paiva, Mover). Ministers from Nepal and South Africa highlighted the importance of constitutional recognition of minority, indigenous, and vulnerable groups in their constitutions. Participants emphasized building sustainable relationships with impacted communities and ensuring they have a seat at the table where decisions that affect them are made.

**Confronting inequality:** Many participants highlighted that poverty is both a major source and outcome of discrimination, particularly gender-based violence. Economic empowerment stood out as a key solution, directly tackling the root causes of discrimination by fostering financial independence and disrupting cycles that perpetuate vulnerability. Investments in economic empowerment can break systemic barriers, ensuring, for instance, healthcare access for marginalized groups. “If we empower people in the society, we improve the life and we also eliminate any type of racism,” (Mayor Mtinika, Temeke, Tanzania). The interconnected nature of these challenges was also underscored. In fact, confronting inequality was also deemed unattainable without ending racism, which compounds and reinforces socio-economic isolation.

**Confronting the past:** Recognizing and being honest about the legacies of colonialism, the slave trade, and centuries of violence, repression, and discrimination is essential to moving forward. “Our experience shapes us as Black people” (Minister Franco, Brazil). The concept of ‘reparative futures’ was advocated to recognize that past injustices will endure unless they are consciously acknowledged, taught, addressed, and repaired.

**Leveraging education:** Changing narratives and mindsets requires education and a change in mentalities and cultural norms. Anti-racist policy-makers must take their work to the classroom. Non-racist and anti-racist teaching materials are important, along with comprehensive, honest, and representative curricula. However, there is a risk that educated people can commit racist, discriminatory, and violent acts and thus education can be weaponized, as in the case of the Rwanda genocide and the Holocaust.

**Enabling a well-trained public service:** A professional, dedicated, and accountable public sector that prioritizes inclusion across all government services “change [a] country’s trajectory” (Minister Kiviet, South Africa). Public servants must guarantee the rights enshrined in countries’ constitutions and international law.



## Key contributions

To take these insights forward, and to facilitate coordinated action, the **UNESCO Network of Anti-Racism and Anti-Discrimination Officials** was launched, moderated by Assistant Director-General Gabriela Ramos (UNESCO). The Network will convene leading officials from various countries and roles, including equality bodies representatives and government special representatives for racial equity, to analyze challenges and solutions together and devise more effective action. With 15 founding members, this Network will provide a platform for knowledge exchange, technical assistance, and collaborative initiatives. It will offer policy-makers and ombudspersons the opportunity to share information and experiences and track the successes of the different anti-racism actions put in place around the world. As the first global network of its kind, the initiative was welcomed and strongly supported by high-level participants, who were hopeful that it would support establishing strong benchmarks, provide a crucial knowledge-sharing function, and act as a place to devise more effective action. The Network will be convened biannually. Members will define its agenda going forward, supported by the Secretariat providing operational management and analytical inputs.

UNESCO released the **Anti-Racism Toolkit** to help members assess the resilience of their anti-racism and discrimination infrastructure and compare and benchmark successful practices. This Toolkit is also designed to bring race-related information and equity considerations into policy-making at all levels — including the implementation of laws, practices, and programmes. Drawing on lessons learned and innovative approaches, including the 10-Point Plans of Action of UNESCO's International Coalition of Inclusive and Sustainable Cities – ICCAR, the Toolkit provides experience-based guidance on mainstreaming racial equality in individual behaviours and institutional and societal structures.

At the city level, UNESCO also launched a report on **Enhancing Youth Participation in Urban Governance through City Youth Councils**, emphasizing the pivotal role of city youth councils in fostering youth engagement within urban governance. UNESCO will collaborate with city governments to promote and disseminate the insights from this report, contributing to the broader mission of inclusive and sustainable cities. Mayors from five continents welcomed these contributions and shared their initiatives, ranging from implementing SDGs to addressing housing crises, promoting intergenerational dialogue, integrating refugees, and fostering authentic relationships with indigenous groups to promote inclusive anti-racism communities. There was consensus among local government leaders on the importance of community engagement, positive dialogue, and concrete action at the local level.

Assistant Director-General Gabriela Ramos launched UNESCO's **Gender-Based Resilience report**, a first-time measurement framework that analyses how the gender gap in wages, representation in decision-making, education, science, business, and safety not only hinders women's empowerment, but negatively impacts the resilience of our economies and societies. The innovative approach enables a societal transformation, reminding policy-makers that *"empowering women means empowering everybody"*. In addition, UNESCO launched **the Weight of Words**, an AI-powered analysis on the impact of gender-coded language in job postings, rooted in sexist cultural norms and biases, on female participation and upward mobility in the workforce. Both reports were based on advanced methodological frameworks, including AI-powered analysis, coordinated by Mariagrazia Squicciarini (UNESCO).

Participants heard from the **Lancet Commission on gender-based violence** (GBV) on its world-leading research. Men's violence against women—including psychological, emotional, sexual, online, and physical violence—constitutes the most persistent and widespread human rights

violations across the world. Yet government action has typically resembled *"palliating symptoms instead of curing [the] disease"* (Felicia Knaul, Lancet Commission). To treat the root causes, UNESCO's **Transforming MENTALities initiative** engages men as partners to eradicate harmful gender norms and stereotypes. The Organization combats GBV in the digital space through the Recommendation on the Ethics of AI's policy provisions. It recently released a policy handbook on **Tackling violence against women and girls in sport** with UN Women in 2023.

Participants welcomed the launch of **Volume X of the UNESCO General History of Africa: Africa and its Diasporas** in Brazil, which has the world's largest African diaspora. As presented by Ângela Melo (UNESCO), this volume encourages young Afro-descendants to be more familiar with their ancestors' history, the oppression they faced, and the contribution they made to humanity around the world — *"essential for the reconstruction of their historical consciousness ... and to building the future they want to see"* (Ângela Melo, UNESCO). Currently available in English and Portuguese, the offers a mapping of African presence across the world, including in Asia and Oceania, often overlooked in this discussion. It studies African revolutions and resistance in North America, Brazil, Colombia, and Madagascar, and highlights the Afro-descendants' contributions to human progress in all fields. Partnering with Secretariat of Continuing Education, Literacy and Diversity of Brazil's Ministry of Education and the Federal University of São Carlos, over 10,000 copies have been distributed to public libraries, ministries, universities, Afro-Brazilian study centres, and education departments across Brazil.

Discussions recognized enslavement and the racial categorization employed to justify it as the root cause of contemporary anti-Black racism. Participants underlined how colonization exported this harmful ideology globally. *"The structural inferiority of Black people was implemented, and we have to dismantle it."* (Epsy Campbell Barr, UN Permanent Forum on People of African Descent). To address current socio-economic legacies, including psychotraumatic experiences, exclusion must be dismantled through awareness-raising, recognition, and inclusive policies that reflect communities' needs. In this respect, UNESCO's **Routes of Enslaved Peoples** project has been reinvigorated with a new strategy through its thirtieth-anniversary celebrations in 2024, the production of applied research on the legacies of enslavement, and the promotion of Afro-descendants' contributions to contemporary societies. It will feature, among other initiatives, a cartography exercise of sites of memory, recognizing places of origin and destination to memorialize the victims and legacy of the Slave Trade, and connecting and twinning these locations to advance understanding and inclusion.

UNESCO also announced the development of the first **UNESCO Global Outlook against Racism and Discrimination** as an effort to track the incidence, nature, and impact of both racist and discriminatory acts, and the actions policy-makers are advancing to combat them. The Outlook will leverage machine learning to gather novel insights from diverse global media. It will also serve as a reference to strengthen the impact of policy and practice to fight racism and discrimination.

Equally, UNESCO and the OECD announced work to develop new **guidelines on promoting positive narratives regarding migration**. Recognizing the critical relationship between political, media, and popular narratives, and the social and economic inclusion of migrant populations, the guidelines will provide practical insights into the role that different actors can play in leveraging narratives that shape politics, public discourse, and societal attitudes which help to combat the alarming rise of discrimination against migrants. In line with this, UNESCO and Harvard University have developed an initiative to stop the de-humanization of, and discrimination against, migrants through changing mindsets with intercultural skilling, as well as building new pedagogies and approaches grounded in innovative techniques and novel research.

The Global Forum was attended by distinguished guests at the Opening Ceremony, which featured speeches from high-level representatives of governments and international institutions.



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**Gabriela Ramos**, Assistant Director-General for Social and Human Sciences of UNESCO, welcomed President Lula and the presence of States, civil society and companies. She drew attention to the increase in discrimination based on gender, race, and nationality around the world, while conflicts and populism are also on the rise. In this sense, she highlighted the importance of the Global Forum in confronting this global movement, joining forces and seeking solutions.

**Natalia Paiva**, Executive Director of *Movimento pela Equidade Racial (Mover)*<sup>1</sup>, a racial equity coalition, stressed that equity in the private sector is not restricted to increasing the number of people discriminated against in spaces, but includes changing processes so that discrimination is not reproduced. Considering that the fight against discrimination is also important for economic development, the participation of people from minority groups in decision-making spaces, in the public sphere and in the private sector, is fundamental. To do this, these people need to be trained and educated, including to make the most of the talents that have been overlooked because they are marginalized.

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1 Mover is a non-profit association formed by companies from different sectors of the economy that come together to generate social impact (<https://somosmover.org/>)



**Pedro Vieira Abramovay**, Vice President of Programs at the Open Society Foundations, emphasized the strengthening of democracy through the fight against racism and the importance of holding the Global Forum, given that Brazil is a country where access to opportunities and resources for Black people is still very limited. He emphasized that the fight against racism and anti-racist movements in the world, in general, must involve civil society and governments, in dialogue with the grassroots level, which must also occupy spaces of power in order to create open societies.

**Luanda Nascimento**, Special Advisor to the Regional Director of the Ford Foundation office in Brazil, pointed out that Brazil was one of the countries that received the most enslaved African people and, therefore, where the largest diaspora is located. This makes racism, and consequently the debate on social justice, crucial in the country, since this reality hinders access to basic rights for the Black population. She also highlighted the historical struggle of indigenous peoples for climate justice, which is also a crucial issue for development. In this sense, she advocated that the fight against racism be incorporated at an institutional level, as racial justice is fundamental to equality, democracy, rights, and full development.

**Marta Suplicy**, Municipal Secretary for International Relations (São Paulo/SP), pointed out that reaching the end of the UN's decade of Afro-descendants, it is time to reassess the action plan to combat inequalities and racism, with strategic dialogue between national and international governments, and she argued that it is necessary to ensure historical reparation to the Black population. She highlighted the role culture plays as an important space of resistance in the fight against racism, including through affirmative actions and gave examples of other policies and actions of the municipality in the field of health and culture and memory.

**Rita de Oliveira**, Executive Secretary of the Ministry of Human Rights and Citizenship (Brazil), stressed that, although Brazil presents specificities in the aspect of racialization, dialogue with other countries that have gone through similar processes is important to create solutions. In this sense, she highlighted the transverse nature of the policy of recovering Afro-descendant memory and culture in different Ministries, such as Racial Equality, Human Rights and Citizenship and Culture.

**Epsy Campbell Barr**, President of the United Nations Permanent Forum on People of African Descent, paid tribute to the ancestors who could not be present at the Global Forum, who experienced the worst atrocity that humanity has experienced, emphasizing the need to resume the rights agenda for people of African descent. By stating that anti-Black racism is the basis of systemic racism, she defended the need for historical reparation to the Black population for the construction of social justice, in which they can dream of a life with dignity and well-being and achieve it. She called for civil society, the private sector, researchers and the State to unite in the fight against racism, and highlighted the existence of the United Nations Permanent Forum on People of African Descent and the Global Coalition against Systemic Racism and Reparations.

**Anielle Franco da Silva**, Minister of Racial Equality (Brazil), recognized that the struggle of people of African descent who preceded us, such as Conceição Evaristo, Lúcia Xavier and Sueli Carneiro, made the Global Forum possible. In this sense, she highlighted the creation of a proactive agenda at the federal level, with the recovery and reformulation of public policies to combat inequality, as well as the creation of SDG18<sup>2</sup>. She stressed the need to address ancestral struggles and historical reparation and memory. Highlighting the realities of Black women's under-representation in spaces of power and over-representation in spaces of violence, she emphasized the collective dimension of the anti-racist struggle and the importance of promoting racial equality for the country's economic development.

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2 The Sustainable Development Goals (SDGs) are a global agenda developed at the United Nations Summit on Sustainable Development in September 2015, consisting of 17 goals and 169 targets to be achieved by 2030. None of the 17 goals address the issue of race, which led the Brazilian State to create SDG18, with internal application in Brazil, focused on combating racism.

## Quotes

### Gabriela Ramos

"In some countries, discrimination is legal. I think about the girls who can't go to school. This is the world we need to confront and join our efforts to do good. We know that discrimination is not innate, but once learned it has a destructive power that is difficult to reverse. With the right actions, we can prevent and deter this behavior."

"No matter the efforts, we are witnessing an increase in racism and discrimination based on gender, religion and origin. We're seeing it all over the world. This confirms how important it is for us to come together, work together and create collective solutions."

"Let's pool all our efforts, emotions and energies to build a better world, where there is no room for racism and discrimination."

### Natalia Paiva

"Diversity, equity and inclusion is not only the right thing to do, but it is also the path we have for the country's prosperity and economic development."

"We are not just talking about including or changing practices so that there are more Black people in organizations, whether in the private or public sector. We're also talking about those in decision-making positions."

"We need to work together to figure out how we can change the face of leadership in the country and, in doing so, address the main challenges we face going forward."

### Pedro Vieira Abramovay

"There can be no democracy where racism exists. Therefore, we support all efforts to combat racism in all spaces."

The fight against racism is not done from the top down."

"The fight against racism is fought by anti-racist movements around the world that have the strength to occupy spaces of power and thus eliminate racism through the struggle of these movements themselves."

### Luanda Nascimento

"It's very important that a Forum like this takes place in Brazil because we know that this was the country that received the largest contingent of enslaved Africans in the modern world. No wonder we have the largest Black population outside Africa. This demonstrates the importance of racial justice in this country."

"Racial justice is crucial for equality, democracy and full development."

"There is no way to have full equality, democracy and development if we have racism and other forms of discrimination."

### Martha Suplicy

"The time has come to reassess the action plan and take the necessary steps to overcome the profound inequalities that still afflict us, which prevent real democracy, kill and sicken the Black population in particular."

"The Black population is due just historical reparation."

"No public manager can tolerate racism, prejudice and discrimination, but this also needs to be a priority for all of us as a society."

## Rita de Oliveira

"Although Brazil has a distinct racialization process in relation to other countries, these moments of listening and dialogue between Brazil and other experiences of countries also affected by the process of transatlantic trafficking and enslavement of Africans and Afro-descendants are fundamental."

"Even in our differences we share common problems, the solutions to which we can find together."

"Brazil could create an agenda of memory and truth and the defense of democracy without going back to the deep roots of our authoritarian processes."

## Epsy Campbell Barr

"We have to work so that the dream of the future doesn't just remain on the horizon but moves closer to us. All boys and girls have the right not only to dream, but to live with dignity."

"The fight against systemic racism is everyone's fight. We need people who are committed to fostering an anti-racist culture and who are willing to talk about how to repair the atrocities of the past."

"The time is now. It is time to transform."

## Anielle Franco da Silva

"Confronting racism means confronting the roots of inequality and social exclusion. A country that promotes racial equality is a more economically developed, fairer and democratic country for all people."

"If we, Black people, didn't have audacity, we wouldn't be anywhere because we were never allowed to be."

"No one can take away our knowledge. Our knowledge comes from our skin, from our daily lives, it comes from the favela, from the slums, from the margins of society, it comes from where we are born and manage to survive."



## Ministerial Panel 1

### How to establish legal and policy frameworks that put anti-racism and anti-discrimination at the forefront of the global fight against racism

#### Moderator

**Gabriela Ramos**, Assistant Director-General for Social and Human Sciences of UNESCO

#### Speakers

**Anielle Franco da Silva**, Minister of Racial Equality (Brazil)

**Kamal Kherra**, Minister of Diversity, Inclusion and People with Disabilities (Canada)

**Desirée Cormier Smith**, Special Representative for Racial Equity and Justice, State Department (United States of America)

**Dhanraj Gurung**, Minister of Law, Justice and Parliamentary Affairs (Nepal)

**Natalie Roque**, Secretary of Human Rights (Honduras)

**Greta Pena**, President of the National Institute Against Discrimination, Racism and Xenophobia (Argentina) - Virtual participation

**Alejandra Frausto Guerrero**, Minister of Culture (Mexico) - Video message

The first ministerial panel brought together authorities from different countries in order to share strategies and practices to combat racism. Based on the recognition of the negative impacts that racial differences have on socioeconomic development, experiences were shared that include the development of legal, political and institutional structures based on rights to prevent and eliminate systemic racism, discrimination and xenophobia, promoting social inclusion and equality. The panel showed that, to ensure social justice, racial issues need to be understood in their systemic dimension and be at the core of socioeconomic development strategies. In addition, institutionalizing anti-racism requires a transversal approach taken into account in all sectors of government, deliberately and intentionally. On the other hand, as it is a reality all over the world, global partnerships between States or with international organizations are also necessary if racism is to be mitigated. The North American Partnership for Racial Equity and Racial Justice (Canada, Mexico, and USA) exemplifies the necessity of multilateralism, as it provides a platform for collaborative efforts in addressing racial disparities across borders. Public policies must be based on dialogue with people and civil society, as well as on accurate and disaggregated data, giving visibility to the Afro-descendant population and supporting policies both to rectify inequalities and inclusion. This is a commitment to the democratic agenda, to strengthening human rights and combating regression and authoritarianism, which must include anti-racist educational efforts and recognize - including in the legal sphere - the cultural diversity of societies and the accountability of the State. Finally, it was emphasized that the fight against racism and discrimination is not restricted to individual rights but is a process of collective memory.

## Ministerial Panel 2

### How to encourage an integrated government approach to promote anti-racism and anti-discrimination in various sectors

#### Moderator

**Gabriela Ramos**, Assistant Director-General for Social and Human Sciences of UNESCO

#### Speakers

**Juan David Correa**, Minister of Culture, Art and Knowledge (Colombia) - Video message

**Maria Ines Castillo**, Minister of Social Development (Panama) - Virtual participation

**Noxolo Kiviet**, Minister of Public Service and Administration (South Africa)

**Monica Mutsvangwa**, Minister of Women Affairs, Community, Small and Medium Enterprises Development (Zimbabwe)

**Rita de Oliveira**, Executive Secretary of the Ministry of Human Rights and Citizenship (Brazil)

**Peter Flegel**, Executive Director of the Federal Anti-Racism Secretariat (Canada)

**Claudia Olivia Morales Reza**, President of the National Council for Combating Discrimination (Mexico)

The second ministerial panel emphasized the importance of a comprehensive government approach strategy, with coordinated efforts in various fields, to combat racism and discrimination, given that these issues transcend individual sectors and affect all aspects of society, for example in education, gender, employment or health. In order to amplify the impact of anti-racism and anti-discrimination initiatives, the panel addressed the need to recognize the existence of systemic racism, including in the institutions themselves, and the importance of recovering collective memory and of teaching the history of colonization, apartheid and institutionalized slavery to make progress in the anti-racism and anti-discrimination struggle, for historical reparation, dignification of the Black population, and equality. Legislation plays an important role in ensuring formal equality and the prohibition of discrimination, but the need to ensure that equality is not restricted to laws, but leads to material equality, i.e., that it materializes in practice, as well as the importance of ensuring the presence of people of African descent and other discriminated groups in institutions was highlighted. In this sense, it is essential to recognize intersectionality, so that gender, race, and class discrimination are adequately combated. Thus, issues such as poverty, racism, people with disabilities or indigenous women can be properly understood by crosscutting the racial/ethnic, gender, ability and social class dimensions. It is also essential that the State not only engages in national dialogues between its sectors to create protocols and policies that are transversal and intersectional, but that they are also decentralized territorially, ensuring dialogue with civil society, researchers and other social actors, including through educational and preventive actions.

# Launch of the UNESCO Network of Anti-Racism and Anti-Discrimination Officials

“How can we work better together?”

## Moderator

**Gabriela Ramos**, Assistant Director-General for Social and Human Sciences of UNESCO

## Speakers

**Michaela Moua**, Anti-Racism Coordinator of the European Commission

**Peter Flegel**, Executive Director, Federal Anti-Racism Secretariat (Canada)

**María Felicita López**, National Coordinator of Indigenous Peoples (Honduras)

**Mattia Peradotto**, Director of National Office against Racial Discrimination (Italy)

**Josué Manuel Gutiérrez Córdor**, Ombudsman (Peru)

**Claudia Olivia Morales Reza**, President of the National Council for Combating Discrimination (Mexico)

**Desirée Cormier Smith**, Special Representative for Racial Equity and Justice, State Department (United States of America)

**Nephele Yatropoulos**, Counselor for European and International Affairs, Defender of Rights (France) - Virtual Participation

**Renan Hédouville**, Protector of the Citizen (Haiti) - Virtual Participation

**Krishna Camarena**, General Director of the National Secretariat of Policies and Development for Afro-Panamanians (Panama) - Virtual participation

**Brankica Janković**, Commissioner for the Protection of Equity (Serbia) - Virtual Participation

**Lars Arrhenius**, Equality Ombudsman (Sweden) - Virtual participation

The launch of the UNESCO Network of Anti-Racism and Anti-Discrimination Officials was a highlight at the Global Forum. The authorities on the panel emphasized the role of the network as a space for meeting and dialogue to jointly discuss good practices and innovative strategies around the world, highlighting the commitment of leaders to building creative solutions to contemporary problems. In this sense, sharing different perspectives due to the different ways of approaching the issues in the States, is an important space for cooperation and encouragement for the development of awareness and policies by the States, such as the drafting of federal laws to combat racism and discrimination where they do not yet exist, and institutions capable of putting them into effect, with an emphasis on strengthening and ensuring the mental health of people and groups impacted by racism and discrimination. This Network will strive to exchange their knowledge and expertise in establishing anti-racism and anti-discrimination policies and initiatives in their own local settings, with the aim of inspiring other countries to do so. The Network members will also seek to deploy common efforts to assist countries with their strategies, and to pilot the UNESCO Anti-Racism Toolkit.

## Panel 2

### Scrub the data: is equality data the answer?

#### Moderator

**Morten Kjaerum**, Director of the Raoul Wallenberg Institute of Human Rights and Humanitarian Law (Denmark)

#### Speakers

**Luciano Pereira da Silva**, General Coordinator of Monitoring and Assessing the Ministry of Racial Equality (Brazil)

**Nina da Hora**, Director of Instituto Da Hora (Brazil)

**Michaela Moua**, Anti-Racism Coordinator of the European Commission

**Ana María Sánchez**, Director of Philanthropy, Mexican Center for Philanthropy (Mexico)

**Zine Magubane**, Professor at Boston College (South Africa)

The panel addressed the centrality of data in the construction of public policies in order to adequately focus on racism and other forms of discrimination, including the prevention of discriminatory acts and overcoming stereotypes associated with race, such as algorithmic racism. Thus, how to use evidence to develop more effective policies that guarantee real changes at the national level, such as participatory diagnostics were presented, as well as practices and difficulties related to data collection and monitoring of policies aimed at minority groups such as quilombos and gypsies. It also highlighted the role of philanthropic institutions and civil society in combating racism, challenges so that Artificial Intelligence does not further exacerbate racist structures and, on the contrary, collaborates in combating racism and discrimination. Similarly, the role of qualitative data in combating institutionalized racism and sexism was discussed, recognizing the systemic characteristic of racism as a social product, along with the harmful aspects that data collection on race can present. In the end, recommendations were made so that qualitative data can effectively be translated into policies to combat racism and discrimination, in an intersectional and cross-cutting manner. In this sense, the importance of education, literacy, social participation - including racialized people and communities and youth - was highlighted, as well as standardization in the collection and systematization of data. Finally, the panel stressed that the data identify structural racism, but do not capture the inequality created by the normal functioning of the capitalist economic system.

## Panel 3

### The cost of racism: evaluating what societies have to lose (and have already lost)

#### Moderator

**Louise Freire**, Journalist at the Roberto Marinho Foundation (Brazil)

#### Speakers

**Rita de Oliveira**, Executive Secretary of the Ministry of Human Rights and Citizenship (Brazil)

**Marina Peixoto**, Founder of the Mover Association (*Movimento pela Equidade Racial*, a racial equity coalition) (Brazil)

**Anthony Barrymore Bogues**, Director of the Center for the Study of Slavery and Justice at Brown University (Jamaica) - Virtual Participation

**Ronald A. Judy**, Professor at the University of Pittsburgh (United States of America)

This panel discussed the socioeconomic impacts of racism and addressed the report on the cost of racism that is being prepared in partnership with UNESCO and Brown University (USA), to be published in 2024. Using a holistic approach that considers the multidimensional nature of racism and taking into account gender and other forms of discrimination, the project seeks a new approach and redefinition of the concept of racism in societies, highlighting the widespread and damaging effects of racial discrimination on individuals and society. By shifting discussions on anti-racism from a moral perspective to the economic sphere, the research aims to provide an understanding of the macroeconomic costs of racism, without detaching from social issues. In this sense, the panel emphasized that the analysis of the cost of racism must take into account intersectionality and historical aspects related to the memory of the transatlantic slave trade, as well as the impacts of non-reparation on the current living conditions of the Black population in the diaspora, such as the high rate of informal employment, low income and unemployment as a consequence of racism, which translates into factors of inequality. With regard to actions to reduce the impact of racism in the business sector and how much is lost in society due to discrimination, it was pointed out that racism hinders the efficiency of public policies, such as the retention of Black youth in universities. Therefore, companies must, in articulation with Black movement organizations, evaluate changes and establish objectives for the private sector, such as recruitment and requirements for hiring and including Black people in leadership spaces. In this sense, it was pointed out that the cost of racism also lies in the loss of creative and intelligent Black minds that end up being made invisible through marginalization. In assessing the future impacts of racism on the economy and society without a change in the current racial order, the panel stressed that the cost of racism, more than economic through discrimination, marginalization, victimization, is also the cost of human lives. In this sense, based on an understanding of structural racism, evidenced by the costs of racism, it is necessary to solve the problem of racism and its ideological formation so that situations of conflict, barbarism, and genocide in the world do not increase, which can also have an economic impact on countries. The approach being laid out in the report has the potential to transform this reality by working empirically with racism, understanding the interactions between different places and, above all, understanding that racism serves a capitalist market structure that favors increased production for some while impoverishing others, as in the past it was Black people who were enslaved and today it is working people, immigrants. In this sense, it emphasizes that the cost of racism is an economic-political issue, so that racism must be combated if we want to have a sustainable economic order.



## Panel 4

### It takes a village: building the capacities of civil society

#### Moderator

**Adriana Barbosa**, CEO of Pretahub (Brazil)

#### Speakers

**Ricardo Henriques**, Executive Director of Instituto Unibanco (Brazil)

**Ronald Pessanha**, Social Value Specialist at TV Globo (Brazil)

**Oswaldo Bilbao Lobatón**, Member of the International Coalition for the Defense, Conservation, Protection of Territories, the Environment, Land Use, and Climate Change of the Afro-descendant Peoples of Latin America and the Caribbean (Peru)

**Nick Newland**, Chair of the NGO-UNESCO Liaison Committee (UK)

**Keith Magee**, Senior Fellow in Culture and Justice at UCL and President of The Guardian Foundation (United States of America)

Partnerships between governments and civil society for effective inclusive policies that promote genuine change in society was addressed in this panel. In this sense, to combat racism, the importance of ensuring a space for in-depth conversations with the participation of Black people, including children, and political articulation was highlighted, in order to generate a global and political commitment to boost both historical reparation for slavery and affirmative actions to reduce inequalities. Civil society has remarkable bravery to discuss the problem of racism, which finds no parallel in private initiative or in governments. Therefore, commitment from all parties is necessary to achieve efficient results aiming at building the future. In this regard, the importance of establishing long-term thinking ("*cathedral thinking*") was pointed out, understanding that some results will only be seen in the future, by the next generations. This, however, cannot take away the urgency of actions aimed at transforming the present reality. The impact of civil society on international agendas and public spaces that are not strictly governmental can create spaces of trust between the public, private and civil society sectors. However, if effective conditions for inclusion are not created, there is a risk of producing new patterns of inequality, such as what happened with the end of slavery, which did not mean the end of the marginalization of Black people. Therefore, specific social inclusion strategies are needed. In this context, the media has the strategic role of discussing racism, educating and ensuring representation and appreciation of Black culture, creating new narratives and stories based on Black leadership, with the participation of young people, who contribute to transversal corporate and governmental changes.

## Panel 5

### Unlearning hate: how do we confront racism, hate speech and violent pasts through education

#### Moderator

**Karel Fracapane**, Education sector, UNESCO

#### Speakers

**Ana Paula Brandão**, Director of Action Aid (Brazil)

**Zara Figueiredo**, Secretary of Continuing Education, Youth and Adult Literacy, Diversity and Inclusion, Ministry of Education of Brazil (Brazil)

**Freddy Mutanguha**, CEO of Aegis Trust and Director of the Kigali Genocide Memorial (Rwanda)

**Clara Ramirez-Barat**, Director of the Warren Program of Educational Policies at the Auschwitz Institute for the Prevention of Genocide and Mass Atrocities (United States)

**Arathi Sriprakash**, Professor of Sociology and Education at the University of Oxford (United Kingdom)

The panel sought to explore the role education can play in addressing racism, while highlighting how education systems themselves can be affected by a legacy of racism, oppression or past violence and therefore perpetuate social structures characterized with discriminatory ideas and practices. Participants advocated in particular for education to become a space for critical exploration of dominant historical narratives, and to support the voices of the oppressed that have been ignored or wittingly silenced, notably in countries with a legacy of atrocity crimes and also for education that is critical rather than a system that sustains injustices. The concept of “reparative future” was explored in this regard. The case of Rwanda was the object of special attention, and the panelists discussed the education philosophy behind the work of Aegis Trust and the Kigali Genocide Museum to support living-together after the genocide of the Tutsi. Furthermore, the panelist suggested solutions to build civically empowering education systems supporting more equitable, inclusive and resilient democracies. In this spirit, UNESCO’s recent publication *Unmasking Racism: guidelines for education policymakers*, was highlighted, demonstrating that education should not only be inclusive but should thrive to develop anti-racist pedagogies and develop critical perspectives on racism to better understanding of race as a social construction and better counter structural racism with its causes and its effects. Additionally, it is necessary to take into account the intersection between race and gender as inequality factors, such as poverty, hunger, and the impacts of the climate crisis, are multiplied in certain groups.

## Panel 6

### From local to global: cities and their role in worldwide anti-racism efforts

#### Moderators

**Benedetto Zacchiroli**, Chair of the Global Steering Committee of the International Coalition for Inclusive and Sustainable Cities (ICCAR)

**Geraldina González de la Vega**, Chairman of the Council for Preventing and Eliminating Discrimination, Mexico City - COPRED

#### Speakers

**Sharon Palacio**, Mayor of Belmopan (Belize)

**Matteo Lepora**, Mayor of Bologna (Italy)

**Olena Hankivsky**, Mayor of Port Hope (Canada)

**Abdallah Mtinika**, Mayor of Temeke City Council (Tanzania)

**Eduardo Paes**, Mayor of Rio de Janeiro (Brazil)

**Ryosuke Takashima**, Mayor of Ashiya (Japan)

**Kang Gi-Jung**, Mayor of Gwangju (South Korea)

**Ion Ceban (Moldova)**, Mayor of Chişinău (Moldova)

Composed of mayors and municipal leaders, this panel highlighted the role of these actors in combating racism and promoting inclusion through the development of local policies and strategies to employ the global commitments of the Sustainable Development Goals (SDGs). Thus, we seek to combine the fight against racism and discrimination and foster the economic development of cities, based on data and statistics. In this sense, the importance of city halls was highlighted, as they are places of direct contact with the population and, materially, where racism happens and presents costs to society, including presenting a risk to democracy and producing conflicts. This demonstrates the relevance of initiatives promoting the exchange of knowledge and communication between cities and boosting the creation of a platform to combat racism with the municipal administration, through institutional policies. Panelists pointed out the limits of a criminal policy that exacerbates inequalities and racism. This strategic plan involves several fronts, such as the issue of homeless people, universal access to the basic health care system, education, housing and property, care for children, women, elderly people, people with disabilities and refugees, climate actions, popular citizen representation and participation, including youth, in the creation of policies and building resilience, human rights of indigenous peoples with the establishment of new relationships based on recognition and reparation, creation of channels to denounce racism and religious intolerance, construction of memory through the cataloging of important places for the Afro-descendant population, promotion of racial equality through culture, among others. With particular regard to the issue of war conflicts, the panel stressed the importance of cities in welcoming refugees and the preparation of the community to carry out this welcoming in a supportive way. In this sense, respect for cultural and religious diversity should prioritize dialogue based on common points.

## Panel 7

### Resilience against racism: building Media and Information Literacy and rights-respecting governance platform

#### Moderator

**Ana Cristina Ruela**, Senior Programme Officer, Freedom of Expression and Safety of Journalists, UNESCO

#### Speakers

**João Brant**, Secretary for Digital Policies of the Secretariat for Social Communication (Brazil)

**Adelaida Trujillo Caicedo**, Director of Citurna Producciones-Imaginario (Colombia)

**Afia Asantwaa Asare-Kyei**, Manager of the Open Society Initiative for West Africa Program (Ghana) - Virtual Participation

**Anubhuti Yadav**, Professor, Indian Institute of Mass Communication (India) - Virtual Participation

Addressing actions to combat racism and discrimination both online and offline, the discussion delved into enhancing media and information literacy among people. Panelists emphasized the promotion of mechanisms and governance of platforms that respect human rights, creating safe and engaged digital spaces to combat disinformation, fake news and hate speech. These efforts are geared towards enabling new narratives that overcome stereotypes and biases and empower groups living in situations of marginalization and vulnerability. In this sense, the importance of regulating digital platforms was highlighted in order to ensure the duty of care and prevention of racism, understood in its systemic characteristic, and other forms of discrimination in virtual spaces. This can include careful investigation (*due diligence*) of digital platforms and transparency of companies, warning of the potential risks for already discriminated groups and the need to protect the integrity of information to combat hate speech and discrimination, as well as discussing the role of algorithms in exacerbating racism and other forms of discrimination. In addition to these aspects of regulation, focusing on the evaluation of the business model of digital platforms, the strengthening and sustainability of Black media, and the need to take into account linguistic diversity were also indicated. This implies a comprehensive strategy to combat racism in the digital sphere, which includes other levels, such as education, using various resources that are based on data and historical facts and create spaces for dialogue, such as storytelling and education of the entire school community beyond just students. The need for civil society's participation in institutional spaces was also emphasized, in addition to the State's commitment to guaranteeing human rights, ensuring that communication and education strategies create spaces for dialogue and reflection, with the participation and agency of youth as well.

## Panel 8

### Racism, not race: unraveling history and memory

#### Moderator

**Keith Magee**, President of The Guardian Foundation; Senior Fellow and Visiting Professor of Practice in Cultural Justice at University College London (UK)

#### Speakers

**Epsy Campbell Barr**, Chair of the UN Permanent Forum on People of African Descent (Costa Rica)

**Indrani Chatterjee**, Professor at the University of Texas (India)

**Joy Angela DeGruy**, President and CEO of DeGruy Publications, Inc. (United States of America)

**Yuri Silva**, Director of Policies to Combat and Overcome Racism at the Ministry of Racial Equality (Brazil)

Seeking to understand the roots of racism and discrimination, this panel addressed the need to recognize slavery and the trafficking of enslaved Africans as the foundations of contemporary political, social, economic and cultural inequalities. In this sense, the importance of recognizing the role of White supremacy ideology in the inferiorization of Black people and its respective economic, social and spiritual impacts was highlighted to develop good practices deconstructing this ideology. Similarly, it must be recognized that anti-Black racism perpetuates the dehumanization of Black people while appropriating their culture. And, if Western culture was used in the past to justify enslavement and the dehumanization of Black people, culture should now be used to dismantle this set of prejudices. Restorative justice actions, in turn, must integrate a whole-of-society approach, encompassing an equal access to basic rights (education, health, justice, housing etc) as well as cultural recognition and valorization of African people's socio-economic, technological and scientific contributions. The psychotrauma inherited from enslavement should also be tackled, to initiate reconciliation and healing within impacted communities for all. Considering the gaps that still exist in the framing of inclusive public policies, civil society, especially the youth and women, should be involved throughout the co-creation process to share their experiences of discrimination, that are often silenced. Therefore, it is necessary to strengthen the forms of participation of civil society, prioritize the emerging agendas of the Black population and promote the dispute of people's conscience, educating them to be anti-racist.

## Panel 9

### “Their” culture is our culture: protecting indigenous peoples’ rights

#### Moderators

**Linda Tinio-Le Douarin, Programme Specialist, UNESCO, and** International Coalition for Inclusive and Sustainable Cities (ICCAR) Coordinator

**Dorian Rommens,** Program Specialist, United Nations Educational, Scientific and Cultural Organization (UNESCO)

#### Speakers

**Maria do Socorro Elias Gamenha,** Executive Coordinator of the Indigenous Women Network Makira-Êta of the State of Amazonas (Brazil)

**Vital Bambanze,** Director of the Unit for the Promotion of the Batwa (UNIPROBA) (Burundi)

**Hanieh Moghani,** Expert Member and Vice-President of the United Nations Permanent Forum on Indigenous Issues (Iran)

**Amaranta Gómez Regalado,** Muxe Zapoteca Activist and social anthropologist (Mexico)

**Noro Andriamiseza Ingarao,** Education Program Specialist, UNESCO

The panel brought to light the invisibility of racism perpetuated against indigenous peoples, as well as the conflicts that afflict communities, and the consequent dehumanization and marginalization resulting from colonialism. Currently, many United Nations member states largely fail to acknowledge the presence of indigenous peoples within their territories, even though a number of cities were founded through the appropriation of indigenous lands. This lack of recognition, in practice, hinders the rights of indigenous peoples. The panel also addressed the importance of educating oneself about the historical process of colonialism and ensuring access to education and health, without which it is not possible to fight for territories. In fact, it was highlighted that forests are protected by indigenous peoples, so that traditional communities have a fundamental role in combating the climate crisis. Still on education, there is a need to realize that schools are also a space where racism is reproduced, which is why it is necessary to think of non-colonizing education that respects territoriality and diversity. Indigenous school education, in turn, must be built by indigenous people and based on their mother tongue with appreciation of the local knowledge system, as well as the inclusion of indigenous people in higher education. It is essential that indigenous people are listened to and included in political, governmental and intergovernmental decision-making spaces, in the most diverse instances, from local to global. The need for commitment from international organizations, such as UNESCO, was emphasized, so that they take action to raise awareness of the subject, contributing to the accountability of the perpetrators of violence. Intersectionality was highlighted, so that multiple vulnerabilities are perceived, especially gender violence against indigenous women and sexual violence against children. In this sense, the mental health of women and young people among Indigenous communities is an important aspect to be considered given their high suicide rate.

## Panel 10

### Break with the status quo: advancing gender-based resilience

#### Presenter

**Gabriela Ramos**, Assistant Director-General for Social and Human Sciences of UNESCO

#### Moderator

**Mariagrazia Squicciarini**, Director of the Social Policy Division of the Social Sciences and Humanities Sector at UNESCO a.i., Head of the Executive Office, Co-Author of the Gender-Based Resilience Report

#### Speakers

**Suelaine Carneiro**, Founder of the Geledés Black Woman Institute (Brazil)

**Felicia Marie Knaul**, Co-Chair of the Lancet Commission on Gender-Based Violence and Maltreatment of Youth, Director of the Institute for Advanced Study of the Americas at the University of Miami (Canada)

**Catherine Saget**, Researcher, International Labour Organization (ILO).

**Euphrasie Kouassi Yao**, Former Minister of Women, Family and Children and Special Advisor to the President of the Republic of Côte d'Ivoire on Gender Issues, UNESCO Chair "Water, Women and Decision-Making" (Côte d'Ivoire)

**Sohela Nazneen**, Senior Research Fellow, Institute for Development Studies, University of Sussex (Bangladesh) - Virtual Participation

**Himanshu Panday**, Co-Founder of Dignity in Difference (India)

**Anna Rita Manca**, Co-Author of the Gender-Based Resilience Report (Italy)

This panel sought to analyze resilience from a gender perspective to understand it in a transformative manner, involving the complexity of change and taking advantage of the interrelationships of institutions and individuals. In this regard, the first-ever **Gender-Based Resilience Framework** was created to clarify and measure how differences in possibilities, opportunities, roles, needs and limitations shape and impact the resilience of people with diverse gender identities. The report showed not only the invisibility of unpaid care and domestic work, but also identified that when women are empowered, all of society benefits. . The full realization of women's rights and potential is a necessary condition to address living conditions in the present and building a better world, overcoming gender stereotypes. The various forms of violence against women - intimate partner violence, sexual violence, online or technology-facilitated violence, among others - are naturalized and entail human and economic costs. Therefore, it is necessary to prevent them and, when they still occur, to ensure that there is justice for survivors. The panel also highlighted that gender needs to be seen in its various dimensions, both domestic and public, and the importance of data for this. Education was another aspect highlighted as being responsible for changing women's lives and a contributor to the construction of new perspectives. Resilience, understood in its individual and collective dimensions and based on care and protection, must be transformed into power, and not into resignation.

## Panel 11

### Say it different: gendered language and women's participation in the labour market

#### Presenter

**Mariagrazia Squicciarini**, Director of the Social Policy Division of the Social Sciences and Humanities Sector at UNESCO a.i., Head of the Executive Office

#### Moderator

**Layla O'Kane**, Director of Research and Senior Economist at Lightcast, Co-Author of the UNESCO report

#### Speakers

**Cida Bento**, Brazilian Psychologist and Activist, Director of the Center for the Study of Labor Relations and Inequalities (CEERT).

**Elisabeth Moreno**, Former Minister of Gender Equality, Diversity and Equal Opportunities of the French Republic, Founder of 8 mars ! La puissance du lien, (France, Cape Verde)

**Asmita Satyarthi**, Managing Director of the Satyarthi Movement for Global Compassion (India)

**Natasha Mortley**, Research Fellow, Institute for Gender and Development Studies, University of the West Indies (Saint Lucia)

**Francesca Borgonovi**, British Academy Global Lecturer at the Institute of Education, University College London (UK) - Virtual Participation

**Cristina Córdula**, Former International Model and TV Host (Brazil)

The level of discrimination faced by women is still significant and tackling this reality requires a collective effort, not only from women, but also from men, States, civil society, and institutions. Creating safe spaces to share experiences and listen to women's voices is crucial. Public institutions need to listen to and collaborate with the private sector, develop specific legal framework so that public policies on gender equality can effectively describe the current situation, the objectives and the means to achieve them. The inclusion of civil society in the planning of forums and debates on gender equality, in turn, is essential to create more effective policies. It was also pointed out that the heavy use of male-centered language in selection processes in the labour market is directly linked to the low employability of women, and even deters women from applying for jobs, making it necessary to rethink the language used in job descriptions. In addition, identifying where Black women are in the workplace can help companies develop action plans for inclusion, as it is not just about avoiding discrimination, but creating effective inclusion actions. In this sense, it was emphasized that communities having empathy and compassion towards the suffering of others is fundamental to promoting social and economic change. It was pointed out that women face specific challenges in migration and work contexts, including language barriers and the lack of support networks, so the intersectionality of gender, race and ethnicity is crucial to understanding these challenges. The absence of Black people, especially women, in spaces of power and decision is another example. Women often migrate to care for their families but face precarious working conditions and lack of support for self-care. Government programs do not always ensure the well-being of migrant women, and it is important to consider how these policies affect women in different contexts.



**Fireside chat with Minister Stephen Par Kuol, Minister for Peacebuilding (South Sudan), and Gabriela Ramos, Assistant Director-General for Social and Human Sciences at UNESCO**

In the conversation, Minister Stephen Par Kuol, author of the book *War Talk at Peace Talks: Peace Under Duress in South Sudan*, stressed that political tribalism, through which political leaders oppose other ethnic groups, is responsible for creating prejudices, which is why intercultural dialogues are essential to avoid violence and promote understanding between communities, breaking down the opposing worldview, between “us” and “them”. In this sense, meetings for different groups to meet and build trust, despite the linguistic challenges, are important to humanize people. Given that the tension between ethnic groups and the State needs to be resolved, the inclusion of women as leaders is crucial for effective dialogue. Diversity can be a useful tool if it is not used as a reason for discrimination.

**Panel 12**

**Cultural melting pot: optimizing the “Arab Latinos!” project**

**Moderator**

**Geraldo Adriano Godoy de Campos**, Professor at the Federal University of Sergipe (Brazil)

**Speakers**

**Ahmed El-Zoghbi**, Coordinator of the Center for Arab and Islamic Studies at the Federal University of Sergipe (Brazil)

**Aché Ahmet Moustapha**, Member of the UNESCO-Sharjah Prize for Arab Culture rewards at UNESCO (Chad)

**Safa Jubran**, Associate Professor of Arabic Language and Literature at the University of São Paulo (Lebanon)

**Amina Hamshari**, Program Specialist, United Nations Educational, Scientific and Cultural Organization (UNESCO)

Presenting the progress and Action Plan of the “Arab Latinos!” project, launched in 2022, the panel reiterates its aims of highlighting the intercultural encounters of the Arab States with the Latin American and Caribbean region. According to the speakers, the term “Arab Latino” seeks to include the African roots of Arab people in Latin America and, therefore, encompasses a multiplicity of peoples. Initially composed of five countries and now including all Latin American countries and being open to all people - not only of Arab descent, the program recognizes the need for international political solidarity. Proposing methods and tools for the production of knowledge, the program seeks to raise awareness to enlarge the understanding on the extent of intercultural dialogue. “Arab Latino” is keen to the development of intercultural institutional, organizational, and technical skills. It also carries out activities like the participation in events, such as the UNESCO Forums against racism and discrimination. Future program policies will include artistic and cultural mobility of youth and women, as well as translation. In this sense, the significant role of translated literature in the fight against racism and discrimination was highlighted as a powerful way to promote empathy and amplify marginalized voices. Literature, however, must be accompanied by other efforts, such as education, legislation, media, community development, and other arts. In addition, it must also ensure the involvement of youth through culture.

## Panel 13

### Ending disability discrimination through more inclusive policy frameworks

#### Moderator

**Barbara Anderson**, Founder of Yotambien.mx (Mexico)

#### Speakers

**Martha Salazar**, Inclusion Analyst, United Nations Development Program (UNDP) (Guatemala) - Virtual Participation

**Ola Abú Al Ghaib**, Manager of the Technical Secretariat of the United Nations Partnership on the Rights of Persons with Disabilities of the United Nations Development Program (UNDP) - Virtual participation

**Memory Zulu-Munyaradzi**, Project Coordinator, UNESCO Regional Office in South Africa (Rosa) (South Africa)

**Natalie-Anne de Silva**, Project Manager, Pan American Health Organization (PAHO) (Trinidad and Tobago) - Virtual Participation

**Antonia Irazábal**, Head of Regulation, Disability Division, Ministry of Social Development (Uruguay)

This panel, which was the first to address discrimination against people with disabilities organized by UNESCO, addressed the invisibility and discrimination that people with disabilities still suffer around the world, alerting to the fact that stigma and discrimination are still a major challenge. In this sense, the importance of always including this debate, at all levels, to promote equality through public policies that ensure, for example, access to health, education and infrastructure for people with disabilities was highlighted. In this regard, panelists stressed the need to produce data at the national level to create public policies aimed at this population. Other points addressed included the need to disaggregate disabilities to understand the specificities of discrimination faced by different groups, given that people with disabilities do not form a homogeneous group. Therefore, it is necessary to consider the autonomy of people with disabilities, who are able to make their own decisions, and understand how much their rights are vulnerable, as their bodies do not correspond to the hegemony of bodies that have their rights guaranteed. Also, within the scope of public policies, the need to analyze their effectiveness and ensure the participation of civil society, including women with disabilities, in the process of preparation, implementation and monitoring was highlighted. The panel also emphasized the need to conform national legislation to the Convention on the Rights of Persons with Disabilities. Adopting the perspective of intersectionality, gender-based resilience was also addressed, highlighting the importance of women's empowerment to promote positive changes in society. When addressing gender inequalities, the need to understand their impact on economic development and the lives of women with disabilities was also highlighted. Equally, the importance of education in transforming perspectives and promoting resilience was emphasized.

## Panel 14

### Labour rights and jobs with dignity for all: combating racism and discrimination.

#### Moderator

**Desirée Cormier Smith**, U.S. Special Representative for Racial Equity and Justice

#### Speakers

**Anatalina Lourenço da Silva**, Chief Advisor for Social Participation and Diversity, Ministry of Labour and Employment of Brazil (Brazil)

**Cleide Silva Pereira Pinto**, General Secretary of the Latin American and Caribbean Confederation of Domestic Workers (CONLACTRAJO) (Brazil)

**Denise Diaz**, Associate Director of Institutional Advancement at Jobs With Justice

**Zingiswa Losi**, General Secretary, Congress of South African Trade Unions (COSATU) (South Africa) - online participation

Intersectionality and the importance of combating racism were discussed during this panel, with an emphasis on the idea that addressing this issue is not solely the responsibility of Black people, but rather society as a whole. Racism has been described as an ideological system that operates in various ways, creating an abyssal gap of racial inequality that mainly affects Black workers, who were the most affected during the pandemic and are the last to enter the labour market. The need for specific policies to combat racial discrimination and the importance of promoting equality in the workplace was highlighted, including the reservation of vacancies for Black people in public and private initiatives. The invisibility and devaluation of domestic work was a prominent theme, along with the difficulties faced by domestic workers, such as the lack of recognition and equal rights. Similarly, the importance of combating work analogous to slavery was highlighted, given that the majority of workers in these conditions are Black. In addition, the jobs with the highest level of degradation are occupied by Black people, in a kind of modern slavery. In this sense, the historical role of racism in racial discrimination and the importance of federal legislation to promote equal treatment were discussed. The importance of unions in ensuring labour rights, especially for women and the LGBTQIA+ community, and the need for education to raise awareness about rights and combat racism and discrimination were reiterated. Even though discrimination still exists, it was identified that some progress has been made. In this sense, the **Global Coalition for Labor** was mentioned, an initiative between Brazil and the United States of America on the rights of workers.

## Panel 15

### Let's talk: the impact of narratives on discrimination against migrants

#### Moderator

**Morten Kjaerum**, Director of the Raoul Wallenberg Institute of Human Rights and Humanitarian Law (Denmark)

#### Speakers

**Veronica Boix-Mansilla**, Principal Investigator at Harvard Graduate School of Education (Argentina)

**Jobana Moya**, Active Non-violence and Non-Discrimination Activist (Bolivia)

**Paula Escobar**, Leader, Regional Migration Response at Chemonics International (Colombia)

**Nicole Romain**, Head of the Communications and Events Unit of the European Union Agency for Fundamental Rights (France)

This panel's discussions highlighted the importance of narratives in perpetuating or overcoming discrimination against migrants. The way the media and other institutions construct these narratives has a significant impact on the integration and treatment of migrants around the world, including the creation of stereotypes and the difficulty migrants have in accessing the labour market and creating networks. In view of the increase in discrimination against migrants in recent years, with an impact on mental health as well, the need for an empathetic approach and the construction of more inclusive models was pointed out, attentive to the role of race and social class in the life experience of migrants. In addition, xenophobia was discussed as a manifestation of fear of others, impacting integration and the community's view of migrants. Thus, the responsibility for integrating migrant people was attributed to the State, but also to the media, civil society, and other actors, emphasizing the need to create positive narratives about migrants. In this sense, education, dialogue and awareness-raising were pointed out as important tools to overcome racism and discrimination, especially when incorporated into everyday spaces such as schools, hospitals and places of social work. The importance of recognizing the contribution of migrants to the economy and development of destination countries was mentioned, as well as the need to promote the cultural rights of these groups. The need to produce accurate data on discrimination against migrants and refugees was also identified, the lack of which is related both to the homogenization of the migrant population and to the criminalization of undocumented migrants, considered illegal immigrants. Training and political participation of young people was suggested in order to critically educate young people so that they can act in the context of migration in their communities. The appreciation of the individual stories of migrants, in turn, was pointed out as a way to promote empathy and inclusion, as new narratives created collectively promote a joint change in the way migrant people are seen and, consequently, integrated into the community. In this sense, the need to understand the role of social media and algorithms in the construction of images about migrants without reproducing stereotypes was highlighted.

## Panel 16

### Pride in our laws: advancing LGBTQIA+ rights

#### Moderator

**Nick Newland**, Chair of the NGO-UNESCO Liaison Committee (UK)

#### Speakers

**Valentina Sampaio**, Model and Actress (Brazil)

**Thais Dumêt Faria**, Technical Director of Fundamental Principles and Rights at Work for LAC at the International Labour Organization (Brazil)

**Verónica Zavala**, Independent Board Member of the IMAGO Global Grassroots Organization (Peru)

**Carol Bandettini**, Social Educator and Activist (Brazil)

**Márcia Silveira**, Diversity and Inclusion Leader at L'oreal (Brazil)

**Symmy Larrat**, Brazilian Secretary of LGBT Rights (Brazil) - Virtual participation

This panel addressed the persistence of violence and discrimination faced by LGBTQIA+ people in different social contexts and in an intersectional manner, highlighting the difficulty of acceptance by families, mental illness, and the increase in suicide within this community and the importance of people not being alone in spaces, including using social media as a tool for connection and activism. Representation was highlighted as crucial for the construction of positive images about the LGBTQIA+ population, especially in spaces historically denied to the community, such as the fashion world. The lack of specific data on sexual orientation and gender identity in the labour market and violence was pointed out as an important gap, as well as the lack of rights created specifically for LGBTQIA+ people. In this sense, the need for specific legislation and cultural change was highlighted as essential to ensure the realization of rights. The media, in turn, has been identified as an important agent in building negative narratives about LGBTQIA+ people, but also as a tool that can be used to promote empathy and understanding. Companies and civil society were also urged to promote inclusion and combat discrimination and stereotypes, including the empowerment and inclusion of LGBTQIA+ people in the labour market, respect for the chosen name of trans people, for example, without prejudice to the role of the State, to create and implement public and regulatory policies to guarantee the rights of LGBTQIA+ people. In this context, the importance of democracy itself was also highlighted so that sexual and gender identity diversity can be guaranteed.

## Panel 17

### Transform MEN'talities: engaging boys and men in gender equality

#### Moderator

**Felicia Marie Knaul**, Co-Chair of the Lancet Commission on Gender-Based Violence and Maltreatment of Youth, Director of the Institute for Advanced Study of the Americas at the University of Miami (Canada)

#### Speakers

**Miguel Fontes**, Promundo Brasília (Brazil)

**Humberto Carolo**, Managing Director of White Ribbon (Canada)

**Asmita Satyarthi**, Managing Director of the Satyarthi Movement for Global Compassion (India)

**Vincent-Immanuel Herr**, Founder and Associate, Herr & Speer (Germany)

**Jude Thaddues Njikem**, MenEngage Alliance, Sonke Gender Justice (Cameroon/South Africa) - Virtual Participation

**Julio Damian Cab Cauch**, Embroiderer and Director of Culture of the Municipality of Teabo (Mexico)

Men and boys are key actors in addressing the harmful impacts of patriarchy on people of all genders, worldwide. The role of initiatives such as UNESCO's *Transforming MEN'talities*, which seek to transform mindsets and policies. In this sense, the panel highlighted the role of male chauvinism and hegemonic masculinities as sources of violence, affecting both women and men. The lack of safe spaces to discuss these issues since childhood was pointed out as a problem, highlighting the importance of programs and reflective groups to address masculinities more broadly, in order to hold discussions on gender equality, diversity, anti-racism and decolonization, recognizing the intersectionality between gender and race. In this sense, male chauvinism was identified as a determinant in relation to health and social issues, affecting the mental and physical health of men and women. Therefore, the importance of men's constant and in-depth engagement in the fight against sexism was recognized, as well as the importance of listening to women and not dominating them. At the same time, the structural aspect of male chauvinism was highlighted, which requires public policies to promote changes and overcome gender-based discrimination. The importance of educational campaigns and the inclusion of men and boys in the gender debate was highlighted, as well as the normalization of male participation, including youth, in these debates, including ways to build non-toxic masculinities and break gender stereotypes. The importance of compassion and empathy, as well as solidarity between men and women, was equally highlighted. In this context, the active participation of civil society, especially the feminist movement, was identified as a fundamental element for the transformation of masculinities, including symposia and dialogues between different sectors and countries.

## Panel 18

### The ball is in our court: using sport as a tool to combat racism

#### Moderator

**Katia Rubio**, Associate Professor, School of Education, University of São Paulo

#### Speakers

**Daiane dos Santos**, Olympic Gymnast and Founder of Brasileirinhos (Brazil)

**Dênis Rodrigues Da Silva**, Head of the Social Participation and Diversity Office of the Ministry of Sport of Brazil (Brazil)

**Fernanda Garay Rodrigues**, Volleyball Player and Olympic Medalist (Brazil)

**Soraya Carvalho**, Manager of the Brazilian Olympic Institute (Brazil)

**Carlos Julio Castellanos Rincón**, Vice President of the International Sports Press Association (AIPS) and President of AIPS America (Colombia)

**Risper Biyaki Gesabwa**, Marathon Runner (Mexico)

**Andre de Jeu**, Director of the Association of Sports and Municipalities and member of the Board of ACES Europe (Netherlands)

This panel addressed the problem of the naturalization of racism and racial discrimination in sport by giving voice to high-level black athletes and relevant stakeholders who stressed the main barriers encountered in the practice of sport and proposed concrete solutions to overcome them. The difficulty for people of color's children and youth to have the access to sport has been outlined, together with the need to empower them in and through sport so that they can occupy spaces that have historically been denied to them in society. It was also pointed out that Black women and girls face additional barriers, being taught that they need to try harder to achieve success. The representation of Black athletes is crucial to combat stereotypes and promote equality in sports. However, systemic racism permeates all institutions, including sports, and often manifests itself in subtle ways, such as racist insults and lack of representation in leadership positions, making it necessary to create channels of access to justice to combat racism in sport, ensuring that laws are applied fairly and equitably. In this scenario, Panelists recognized UNESCO's important work through the Fit for Life sport flagship, which has the fight against racism as one of its key pillars. Education plays a fundamental role in transforming mentalities, and it is essential that teaching includes the study of Africa and promotes racial literacy, including in physical education classes through traditional sports and games. In addition, the involvement of sports entities and media awareness were advocated to promote an anti-racist culture in sport. UNESCO plays a crucial role in this process, strengthening physical education in schools, promoting the debate on racism in sport and training professionals and athletes. In addition, UNESCO has been working to promote diversity in sport and strengthen local initiatives that combat racism and promote inclusion. Finally, the panel highlighted that sport has the potential to unite people and promote the visibility of marginalized groups, as long as they have the resources and whose practices are continuously evaluated in order to be inclusive and promote equality. Panelists strongly called upon UNESCO to put in place solutions to fight racism and racial discrimination in and through sport and committed to engage in the soon to be established Fit for Life Network against racism.

## Panel 19

### System re-set: tackling racism and discrimination in generative AI

#### Moderator

**Dafna Feinholz**, Head, Section for Bioethics and Ethics of Science and Technology, Social Sciences and Humanities Sector, UNESCO

#### Speakers

**Diego Cortiz**, Professor and Coordinator of the master's and doctorate programs in Intelligence Technologies and Digital Design at the Pontifical Catholic University of São Paulo (Brazil)

**Edson Prestes e Silva Junior**, Professor at the Federal University of Rio Grande do Sul (Brazil)

**Fernanda K. Martins**, Director of InternetLab (Brazil)

**Mariana Lazos**, Project and Operations Leader at PIT Policy Lab (Mexico)

This panel addressed ethical challenges brought by the proliferation of generative Artificial Intelligence (AI) systems, particularly those associated with racism, discrimination and gender-based biases. The dynamic nature and unpredictable outcomes of these technologies, as well as the lack of diversity in the AI sector, were both identified as key challenges that may lead to the amplification of discriminatory behaviors and the widespread of disinformation. The panel highlighted the importance of having all stakeholders – including governments and private sector – committed to cooperate in ensuring that discriminatory biases are not translated into AI systems, in line with [UNESCO's Recommendation on the Ethics of Artificial Intelligence](#) adopted in 2021. To this end, proactive strategies to counter bias – such as the creation of “Red teams” – were underscored as essential measures to test the vulnerabilities of generative AI, along with systematic information-sharing to ensure transparency and accountability. The panel also discussed the role of digital literacy in alerting civil society about algorithmic bias and tackling discrimination in emerging AI models, as well as the skills needed from citizens in the era of generative AI: literacy was perceived as a key element to empower civil society, provided that the responsibility of governments and industry for the appropriate development and deployment of AI is clearly defined. In addition, specific concerns related to the impact of AI on indigenous communities were pointed out, such as the lack of consideration of indigenous languages in AI training, as well as issues related to poor facial recognition mechanisms for minorities and vulnerable groups and unequal access to technologies. The added value of UNESCO's Recommendation, as the first international standard-setting instrument addressing ethical principles in AI, was emphasized throughout the panel, recalling that the development of AI models should be framed by regulations that ensure the respect of fundamental human rights and promote inclusive and equitable societies.



## Closing Ceremony

**Keith Magee**, Senior Fellow in Culture and Justice at UCL and President of The Guardian Foundation (United States of America)

**Jonatas Nunes**, Chief of Staff of the Municipal Secretary for International Relations of São Paulo City Hall

**Marlova Jovchelovitch Noleto**, Director and Representative of UNESCO in Brazil

**Moderator:**

**Angela Melo**, Director for Research, Ethics and Inclusion, Social and Human Sciences Sector, UNESCO

During the closing ceremony, Keith Magee pointed out that what brought us the current reality was the creation of the race category as a way of classifying human beings, giving legitimacy and economic power to a group at the expense of non-Whites. However, race is a socio-political and economic construct, and therefore it is not natural. Ethnicity, in turn, is something completely different: it is a connector between people who share ancestry, language and culture. Therefore, ethnicity is something to be celebrated, unlike race ideology. Recalling Martin Luther King Jr., Magee spoke about the importance of, one day, people no longer being judged by the color of their skin, but by their character. Magee said “Our character is our soul. So instead of thinking about the color of our skin, we should think about the color of our soul”. In this sense, he emphasized the urgency of now, but also stressed that dismantling systemic racism will not happen overnight. However, despite being hard work, the race category can be dismantled. In this process of deconstruction, it is possible to cultivate a society that values the content of the character and soul of individuals more than the color of their skin. Therefore, in addition to thinking about legislation to combat racism and discrimination and implementation mechanisms to make these laws effective, one of the tools to dismantle racism is to promote an empathy revolution. In this sense, Jonatas Nunes emphasized that pooling efforts is essential for combating racism and discrimination, as is the need to place the fight against racism at the heart of socio-economic development. Therefore, he wanted the commitments made at the Global Forum to become concrete actions to combat racism and discrimination. Marlova Jovchelovitch Noleto, finally, highlighted that, over the 3 days, it was discussed how it is possible to include the agenda of progress in equality and inclusion at the core of development policies. This is not a simple task, especially when we realize the multiple forms of discrimination that demonstrate how much we still need to reinforce our commitment. It is not enough to create legislation to combat racism and discrimination; it is also necessary to think about implementation mechanisms for these laws to be effective. For this reason, the Global Forum launched a network of public officials committed to the agenda against racism and the coalition of cities against racism, which demonstrates the importance of these spaces for listening to different voices and building solutions.

### **Launch of the English and Portuguese Language Versions of Volume X of the General History of Africa**

This timely and important volume of the General History of Africa Collection highlights the invaluable political, socio-economic, scientific and cultural contributions of Afro-descendants around the world. The revolutionary concept of Global Africa, at the heart of this publication and embracing “many dimensions of Africanness worldwide, from the initial expansion of humans from the African continent to the successive diasporas over time, right up to the present day”, was praised.

The event led to consensus on impactful actions to be implemented to leverage this publication, such as strategies for content dissemination to children and young people through appropriate digital tools; the creation of platforms for sharing innovative teaching practices on the new volume, for both young people and adults.

### **“HERstory”: For an inclusive gender perspective on the Southern African liberation history**

Southern Africa is collectively defined by its ubuntu values. We do not exist alone, but with others, in an interdependent community. This solidarity defined resistance to colonial occupation and, later, the liberation struggle against colonial domination, racial discrimination and institutional apartheid. This session introduced the new perspective of how women participated in the liberation of the region to fill the intergenerational gap.

### **Building National Anti-Racism Strategies**

Aimed at policymakers and practitioners at the national and local levels, this discussion table aimed to provide guidance for establishing anti-racism action plans and strategies, as well as improving those that are already in place. Experts from national equality bodies, municipal authorities, and policy researchers have guided participants on UNESCO’s “Practical Anti-Racism Guide” in order to explore its key concepts and applications.

### **The Lancet Commission on Gender-Based Violence and the Maltreatment of Young People**

The Lancet Commission on Gender-based Violence and Maltreatment of Young People unites leaders and experts from fields such as law, global health, economics, gender studies, children’s rights, and public policy. This workroom started with a dialogue about gender-based violence and the maltreatment of young people. The panelists were experts and policymakers. They discussed funding, education, stakeholder training, and data gaps in combating violence. They proposed solutions like allocating tax revenues, developing new data tools, and establishing clear international definitions.

### **Creating International Bonds: Good practices for successful mentorship**

Gender inequalities continue to be fueled by income disparities and discrimination in hiring and promotion. In partnership with UNESCO, *La Puissance du lien* has created a mentoring network to connect women mentors between public and private sector leaders. This session invited stakeholders on different continents to join forces to share their best practices on gender equality in the workplace and demonstrated the power of self-reliance for women’s personal and professional empowerment.

### **The role of artists in promoting racial equality and social justice**

This session brought together curators and an artist from the São Paulo Biennial to propose concrete strategies to promote human rights. The debate was based on an analysis of the contribution of activists to the improvement of social awareness, in order to increase empathy and the intercultural dialogues necessary to promote trauma healing.

### **Media and Information Literacy Cities: Innovating for inclusion**

UNESCO’s Global Framework for Action on Media and Information Literate Cities places citizens and vulnerable groups at the core of new information flows, innovation and technological transformations. This session introduced the UNESCO Cities with Media and Information Literacy (MIL) paradigm to illustrate the specific process to become a MIL City, which can empower individuals, promote civic engagement and create sustainable communities.

## Writers against Racism and the Power of the Written Word

The UNESCO Writers Against Racism Network brings together writers from around the world who have used their writing to combat racism and discrimination. This session featured Opal Palmer Adisa and Mateo Askaripour who shared their artistic journeys and conducted a hands-on session with participants. In it, the methods and techniques for using creative expression as a tool to promote anti-racism narratives were taught.

## Launch of the UNESCO Report “Enhancing youth participation in urban governance through city youth councils”

City youth councils offer a formalized arrangement for continuous dialogue with policymakers. They have played a key role in fostering the next generation of leaders and encouraging youth to be contributors and agents to social change and dialogue. UNESCO is publishing this report to ensure that the actions and solutions proposed by youth can be applied and scaled up worldwide. It encourages local governments to create spaces for youth to participate actively and genuinely in decision-making processes. As a first-of-its-kind global compilation featuring the history, typologies, compositions, and functions of city youth councils, the report also seeks to underline promising practices of city youth councils informed by evidence-based methodology to determine their impact and effectiveness in inclusive urban governance. It proposes ideas to foster collaboration, amplify youth voices, and present recommendations to develop partnerships with Member States, local governments, youth associations, civil society, and other stakeholders to create inclusive communities.

## Transforming MEN’talities Barbershop

While women and girls bear the brunt of gender stereotypes, men also grapple with harmful consequences of outdated gender expectations. This workroom, in partnership with the Permanent Delegation of Iceland to UNESCO, will facilitate an open exchange on how men and women can work together to deepen their understanding of the impact of gender norms and prevent them from limiting people’s and societies’ potential. The workroom will provide a relaxed and safe environment to devise innovative ways to motivate men to advance their commitments against gender prejudices.

## Master Class of Xueli Abbing (UNESCO Goodwill Ambassador for the Fight against Discrimination and Racism)

Xueli Abbing was joined by representatives of albinism groups in Brazil and Wieneke Vullings, the Consul General of the Netherlands, to discuss the importance of giving a voice to vulnerable groups, including persons with disabilities, in the establishment of policies to foster equality and Inclusion. People of albinism have been marginalized in societies, and it is high time to raise awareness, celebrate differences and work together to promote inclusion and Diversity.

## Brazilian black movements: challenges, strategies and the fight against racism. Session 1: Pathways to fighting racism in the 21<sup>st</sup> century

This session aimed to create a platform to discuss strategies to address racial inequality in Brazil. Civil society institutions have shared their initiatives and explored actions to defend democracy and foster an egalitarian society that promotes racial and gender equality. Discussions addressed how racism shapes economic and gender disparities, its impact on the labour market, and the ways to resist racial inequality in education, science and culture. The sessions were focused on the projects of Black Brazilian movements and anti-racist educational policies.

## Brazilian black movements: challenges, strategies and the fight against racism. Session 2: Anti-racist education - public policies as a tool for transformation

To reflect on the place of civil society organizations in the construction and defense of Brazilian democracy, considering the practices of anti-racist education, with a focus on Education, Science and Culture, and the paths towards a more equitable society.



## **Fostering Participatory Intergenerational Dialogue to Heal the Wounds of Enslavement and the Slave Trade**

Facilitated by Professor Joy DeGruy (Specialist of post-traumatic slave syndrome) and Allan-Charles Chipman (Executive Director, Initiatives of Change USA), the workroom first shed light on UNESCO collective healing initiative, implemented with the support of the Guerrand-Hermès Foundation for Peace, and that trained 40 young adults from impacted communities in Colombia, Kenya, Nigeria, UK, USA so far to address the wounds of enslavement.

Providing a safe space for attendees to express their challenges that emerged from the long-lasting legacies of enslavement, the workshop celebrated traditional coping mechanisms while identifying strategies to address current needs. As one facilitator said, if there is a legacy of trauma, there is also a legacy of healing, that must be celebrated. The current context marked by the erasure of people of African descent's contributions to contemporary societies proves that it is urgent to mobilize for the recognition of African history. Some find purpose in protesting for their rights ; others wish to act concretely for the incorporation of more elements of the African history into curricula.

The special condition of women of African descent was also discussed, underlining the intersectionality of discriminations that they have to fight, and the mental health diseases that arise as a result.

The cooperation with the Indigenous population, who have been subject to historical dehumanization and killings leading to the deportation of Africans in the Americas, has also been discussed to fight racism more effectively in sharing good practices.

Pain that is not addressed is transferred. And structural racism wins when taboo subjects are not addressed. This event recalled that the time for healing is therefore as necessary as ever.

## **Conversations on black resistance in Brazil**

Currently we are witnessing a great and intense debate in various social niches about the main challenges for promoting the fight against racism, diversity and tolerance in Brazil. These challenges are even more complex in the face of historical setbacks and the lack of visibility for people who are black, poor and don't fit into "heteronormative" patterns. Therefore, this round table of Black Resistance Talks was intended to encourage reflections on the importance of building and strengthening racial relations and equity in Brazilian society. This session was presented by Prof. Dr. Ivanir dos Santos and Prof. Dr. Mariana Gino.

## **Walking tour: Sites of memory and consciousness of slavery and transatlantic trafficking of enslaved people in São Paulo**

It was a guided tour to sites of memory and consciousness of slavery and the transatlantic trafficking of enslaved people in the city of São Paulo (Brazil). These sites are located in the Liberdade neighbourhood, passing by the Church of Our Lady of the Assumption and Saint Gonçalo Garcia, Largo 7 de Setembro, the Church of the Holy Cross of the Souls of the Hanged, Praça África-Japão-Liberdade, the Chapel of Our Lady of the Souls of the Afflicted and the archaeological site of the Cemetery of the Afflicted. This walking tour was offered by the Museum of the Territory of the Afflicted, UNAMCA, the Tebas Institute of Education and Culture and the Ministry of Human Rights and Citizenship, with the support of the Municipal Secretariat of Human Rights and Citizenship of São Paulo.

## **The Black Cinema and the construction of the positive affirmation image of minority majorities**

Black cinema is a disruptive trend in ethnic-cinematographic relations, as it breaks with audiovisual productions that recognise African descents—a minority majority—as objects. This session discussed how this black cinema trend in the Brazilian context carries the conceptual category of pedagogical dimension, in which African descents conquer the leading roles and guide their own image's destiny.

## Call to Action

The panels held at the Global Forum featured current discussions that have been held by public authorities, government officials, civil society activists, researchers and business leaders. Given this, many experiences were shared around different themes. Based on the systematization of these themes around the common points found between them, the 8 axes of this call were established (Capitalism, colonialism and slavery: socioeconomic inequalities, memory and reparation for social justice; Accountability and international agenda; Democracy, transversality and social participation; Intersectionality; Data; Gender; Media and communication; Education). Therefore, in this section, a **call to action** is presented for all actors and subjects committed to strengthening democracy and confronting racism and discrimination, with the recommendations from the 19 panels held during the 3 days of the Global Forum.

It should be emphasized that these axes must be understood from one perspective: systemic racism. It refers to racism that is part of social relations, i.e., that is present in the social structure and causes institutions, people and the State to reproduce and perpetuate racism, whose basis is anti-Black racism. Understanding racism as systemic is a necessary step to promote a paradigmatic shift towards de facto equality, which is why this understanding must permeate all the actions of political subjects.

### **Capitalism, colonialism, and slavery: socioeconomic inequalities, memory and reparation for social justice**

Considering the centrality of combating racism and discrimination in the economic, social and sustainable development of States; considering that diversity in workspaces is responsible for increasing creative capital; considering the role of colonization in the construction and expansion of racism and, consequently, the social and economic inequalities that afflict the Black and indigenous population, it is recommended:

- That the public and private sectors, in conjunction with civil society, rethink their own recruitment systems and employment requirements;
- That once vulnerable employees have been hired, they should be offered scholarships to study, foreign languages and business administration courses, with the aim of inserting these people into leadership positions;
- That the public sector, in partnership with the private sector and civil society, think about public policies of economic empowerment for vulnerable groups, such as, for example, encouraging the opening of small businesses led by Afro-descendants and indigenous people;
- That the public and private sectors, like civil society, study how to implement, based on their realities, policies to repair symbolic and economic memory, such as the increase in civil service admissions tests and job vacancies with quotas, thus ensuring more equal distribution of natural and economic resources; the creation of public notices with affirmative actions for cultures that are constantly sub-alternated; the signposting, in public spaces, of memory sites, among other policies that can be developed depending on the specific case.

### **Strengthening Global Accountability: Advancing the International Agenda for Equality and Justice**

Considering the consequences that result from the perpetuation of racism and other forms of discrimination; that the fight against racism and discrimination is part of an international agenda, it is recommended:

- That a philanthropic fund be created, with the participation of the public and private sectors and civil society with the objective of combating racism, challenges and avoiding the exacerbation of racist structures;

- That the public and private sectors, in partnership with civil society, establish accountability mechanisms, essential for the progress of policies to combat racism and discrimination;
- That in the sports environment, accountability is also achieved through the creation of channels for access to justice, the formation of support networks for those who denounce racism and discrimination, and the preparation of training and discussion spaces in these environments;
- That strategic and efficient dialogue between States and international organizations based on the development of clear data proving the application or non-application of international treaties and sustainable development goals aimed at the Afro-descendant and indigenous population;
- That the UN Convention on the Rights of Persons with Disabilities (CRPD) be effectively applied at the national level, amending domestic legislation that is still in disagreement with said treaty.

### **Advancing social inclusion: minority representation through democracy and anti-discrimination policies**

Considering the importance of social participation and political representation of minorities; and that the fight against racism and other forms of discrimination will only be effective in democratic environments and with political will, it is recommended:

- That the public sector promotes public policies to combat racism and discrimination in a transversal manner, in dialogue with all levels of public administration and ministries, and institutionalize anti-racism through the development of deliberate public policies to promote diversity and equality;
- That the public sector creates specific areas in public administration that carry out a national plan to combat racism and discrimination, considering the intersectionality between vulnerabilities. In this sense, the centrality of a national governmental instance of anti-racist public policies with a budget and independence to create inclusion plans and to create filter mechanisms to evaluate public policies stands out.
- That anti-discrimination policies are also developed at the municipal level, in articulation with local stakeholders;
- That information campaigns be developed to build positive images about minority groups by the public and private sectors;
- That forums for dialogue be launched with civil society to strengthen social movements and develop public policies;
- That spaces for anti-racist dialogue with political leaders, especially youth be formed;
- That diversity in representation at the municipal level is encouraged, also ensuring continuous meetings and conversations between citizens and city halls. In this sense, it is recommended to create Municipal Councils against discrimination;
- That the community is encouraged to welcome and show solidarity with refugees and migrants;
- That indigenous people can benefit from greater recognition by States;
- That joint local actions in dialogue with indigenous reference organizations is promoted, respecting the free, prior and informed consultation of indigenous communities;
- That indigenous populations are engaged in international organizations, such as UNESCO;
- That digital platforms be created for reporting violence against indigenous peoples.

### **Inclusive policies: addressing intersectionality and discrimination**

Considering the intersectionality between the various forms of discrimination, it is recommended:

- That laws to combat LGBTQIA + phobia be created;
- That effective policies for the respect and protection of native and traditional communities be implemented;
- That an empowerment plan for indigenous women be created with active participation from indigenous communities;
- That the knowledge and identities of original and traditional communities be valued;

- That gender-based violence against people with disabilities be prevented;
- That access to education and employment for people with disabilities be promoted;
- That SDG 18 be complied with and applied;
- That the public and private sectors provide language courses for migrants and create strategies to ensure these people's well-being and decent jobs;
- That the public and private sectors recognize the role of migrant women in the domestic economy and assist and facilitate the opening of businesses;
- That literacy policies be created to combat ableism, LGBTQIA+ phobia, sexism, racism and any other form of discrimination;
- That the development of data exposing the intersectionality between discriminations be pursued to develop more effective public policies.

### **Promoting data equity: strengthening policy frameworks**

Considering the relevance of the data to give visibility to the Afro-descendant and indigenous population and other racialized/discriminated groups, including in an intersectional and transversal manner, in addition to supporting and strengthening public policies, it is recommended:

- That public policies for data collection be created and implemented in the States with the objective of knowing the diversity of the population and subsidizing the creation of instruments of dialogue with the community;
- That data be systemized through the creation of a single system to assist local managers and governance, such as the creation of portals aimed at racial equality;
- That the data used to develop Artificial Intelligence be diverse, acknowledging that data can reproduce violence that we have not yet been able to combat;
- That Black youth be included in the debate and that artificial intelligence be used in spaces in which they can lead discussions on technologies;
- That efforts be adopted to combat algorithmic racism;
- That dialogue between States be initiated on the standardization of approaches to data collection to effectively combat racism;
- That a legal framework for data production and analysis be prepared;
- That a communication strategy on the use of data be established so that they are not used to reinforce stereotypes and discrimination;
- That articulation between governments and researchers be facilitated in the construction of research frameworks and ensure that data collection and analysis can identify structural problems.

#### *Resources*

UNESCO Recommendations on Artificial Intelligence

Publication: <https://www.unesco.org/es/articles/inteligencia-artificial-centrada-en-los-pueblos-indigenas-perspectivas-desde-america-latina-y-el>

### **Empowering women for collective transformation: gender equality and community development**

Considering that the enforcement of women's rights is of fundamental importance for considering living conditions in the present and building a better world; considering that care work is made invisible, stereotyped and needs to be recognized and valued; and considering that women's empowerment transforms the reality not only of women, but of the entire community impacted by them, it is recommended:

- That the issue of gender be understood in an intersectional manner and that tools and strategies are structured in all spheres of government; such as the regulation of governance in order to build a collective capacity for resistance and development of infrastructures that strengthen women;
- That joint development of specific legal frameworks within the public administration be undertaken to enable public policies on gender equality to effectively describe the real and current state of the problem, outline objectives, and detail the methods for achievement;
- That programs be developed for vulnerable women in order to promote empowerment and overcome poverty;
- That employers from all sectors be held responsible for combating inequalities, including the institutionalization of a zero-tolerance policy against gender-based violence through the adoption of specific policies to combat violence and discrimination;
- That the right to decent work for women be ensured, including the creation of gender-specific spaces (women-friendly) and benefits directly impacting women's employability;
- That a gender-transformative approach to resilience be adopted, viewing it as both an individual and collective value, based on care and protection by the community as a whole, which translates into forms of solidarity and volunteerism;
- That gender education capable of raising awareness about inequalities and discrimination and changing mindsets through appropriate actions and methods be promoted;
- That women be included in science, reducing inequality compared to men in the scope of knowledge production;
- That spaces for dialogue and education for girls and women be created, valuing shared reports and encouraging solidarity and strengthening/empowering each one of them, valuing the mutual protection that women offer themselves;
- That the education of girls and women be promoted, ensuring access and retention, in view of the issues that specifically lead girls and young people to drop out of school, such as care work, early pregnancy and sexual violence suffered in institutional spaces;
- That safe, diverse and community spaces for gender education be created in an intersectional manner, for boys and men, so that they recognize the impacts of male chauvinism on women and society as a whole and engage in overcoming racism, male chauvinism, and other forms of discrimination;

## **Empowering Narratives: Media Representation and Social Justice**

Considering that communication plays an important role in the construction of narratives and in the way people are seen, whether positively or negatively, as well as the importance of the media in the process of humanizing people and establishing relationships of trust, it is recommended:

- That new narratives and positive stories be created, distancing from pejorative terms, especially those attributed by the colonizers to the original peoples, and the perpetuation of stereotypes and discrimination in an intersectional manner;
- That young people participate in debates about media and racism;
- That journalists and media leaders (editors, for example) be educated on topics and groups subject to discrimination, such as refugees, to prevent perpetuation of stereotypes and to enable critical analysis of the relevance of certain aspects in the preparation of content (for example, mentioning the immigrant status of a racialized person who committed a robbery can contribute to xenophobia and racism);
- That content be created in people's language, taking into account linguistic diversity;
- That digital platforms be held accountable for mitigating discrimination and enforcing the duty to respect human rights, while also guaranteeing companies' transparency (due diligence), including about their respective business models;
- That digital platforms be regulated based on the duty of care and prevention of racism and other forms of discrimination within these spaces. This should include widespread dissemination of rules/policies of use to inform users, the establishment of due diligence groups, and the removal of content that violates human rights or reproduces hate speech.



- That a comprehensive strategy be created to combat racism and other forms of discrimination in the digital sphere, with programs and policies to verify information and combat fake news and hate speech, mechanisms to identify stereotypes presented by the media and decolonization of algorithms, capable of building positive images of discriminated people and groups, protection of the integrity of information to combat hate speech and discrimination, media education/literacy aimed at ensuring human rights;
- That educational communication strategies in schools be created and among communities, in order to create spaces for dialogue and reflection with youth agencies, based on facts and historical data, not just information ("historical thinking"), including through community radios;
- That civil society be engaged in debates on the media and within state-owned companies in the field of communication, fostering the commitment of companies and States to reinforcing human rights principles;
- That the experience and stories of people subjected to discrimination be highlighted to create empathy and compassion, using the storytelling technique and the presentation of data and historical facts to create spaces for dialogue.

### *Resources*

Breaking the silence Toolkit (UNESCO)

10 keys to effectively communicating human rights (UNESCO)

### **Educational equity : anti-racism policies in schools**

Considering the importance of education in schools to raise awareness among civil society about discrimination and to prevent it, and recognizing that schools can also be places where racism and other forms of discrimination are reproduced when they are not effectively committed to anti-racism, it is recommended:

- That anti-racist education be created with appropriate content and methodologies, ensuring participation and representation, such as books that address ethnic-racial issues and are written in different languages; the inclusion of Black, indigenous and migrant dolls in schools and the inclusion of memory, given its direct impact on learning;
- That access to free and quality formal education and digital education be ensured for Black people and other racialized and discriminated groups, involving the entire school/educational community (schools, principals, students and family);
- That widespread racial literacy be achieved;
- That formal and non-formal human rights education be implemented to develop socio-emotional skills capable of transforming reality and overcoming discrimination;
- That teacher training be made an effective practice, with its implementation closely monitored;
- That national diagnoses be produced to map the debate on racial equality in the States;
- That a non-colonizing indigenous school education be implemented in territories, created with the participation of indigenous people, respecting territoriality, diversity, culture, and mother tongue;
- That people of color and indigenous people be included in higher education;

### *Resources*

Unmasking racism: Guidelines for educational materials

Teacher training guide (UNESCO)

UNESCO Institute for Peace and Sustainable Development (online)

Course on indigenous language and culture (Institute in Hamburg)

Internships at UNESCO aimed at indigenous (developing) youth

## Conclusion



During the Global Forum, several themes around racism and discrimination were addressed, calling on the responsibility of various actors, from UNESCO and Member States to civil society and the private sector.

Through shared practices and experiences, it was possible to notice the progress made in policies and initiatives to combat racism and discrimination, but also the challenges that persist around the world. At the same time as the diagnoses have become more accurate every year, to better understand the roots of oppression, which lie in anti-Black racism, and the connections between various forms of discrimination, the urgency to transform this reality is crying out.

In this report, the discussions held by the different actors who are developing anti-racist and anti-discriminatory practices and policies were exposed, from which we were able to prepare a call to action with which the entire international community can and must commit to carry out at different levels of action, from local to global levels. To this end, government initiatives are needed, while grassroots and community work play a key role in transforming local realities.



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The success of policies and legislation to defend rights from an anti-racist and anti-discrimination perspective depends on factors highlighted throughout the Global Forum, such as intersectionality and the adoption of a transversal approach to racial issues in all spheres of government. The prevention and elimination of systemic racism and discrimination based on ethnicity, sexual orientation, gender identity, ability, etc., requires democratic commitment, strengthening human rights, combating setbacks and authoritarianism, as well as recognizing and combating the negative impacts of racial differences on socioeconomic development.

In this sense, social inclusion and the promotion of equality depend on the development of legal, political and institutional structures based on rights that involve partnerships between the various actors, dialogue with civil society and participation of political minorities, accurate data to support policies of reparation and inclusion, anti-racist education and recognition of cultural diversity and State responsibility in combating racism as part of the collective memory.





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# 3rd Global Forum against Racism and Discrimination

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