

EDITORIAL

Inclusion and Business Racial Diversity: Non-negotiable Challenge

Our society has been inexorably challenged to deal with determination and responsibility with historically produced inequities in its process of development and economic and social progress. As a whole, they clearly define the deep contradiction between the republican foundations, the ethical assumptions, and the justice sense that have led us here: One of the countries with the highest income concentration on the planet and a racial exclusion champion.

Confronted by the international commitments agreed upon and pressured by the black movement and allies, state and government left neutrality for affirmative actions and, in addition to guaranteeing in the constitution, the recognition of structural racism and preventing work opportunity distribution due to color and race, promoted an intervention of powerful inflection to fight structural racism against blacks and promote their forced inclusion in public and private universities and the federal public service.

Through the quota programs, blacks arrived and are the majority in federal public universities, as well as became present in functions such as judges, prosecutors, military forces, notary offices, internships, and in public and mixed economy companies. For the first time in history, a black woman is on the board of directors of Banco do Brasil and the electoral funds include black candidates.

Differently, however, the corporate environment, pressed by the same agendas and by modern management strategies, and subjected to legal pressure from regulators, investors, employees, suppliers, and consumers, in favor of an attitude of fighting racism and/or unconscious bias has not managed to respond effectively and assertively to these necessary, fair and inexorable measures. Even though all the information points to the benefit and even profitability of the diversity of the workforce and strengthening of the reputation with society, regulatory bodies, and even the competition, the corporate environment from this beginning of millennium remains limited in its capacity of awareness, adaptation and even transformation in the attitude and position towards this inescapable and most sensitive agenda.

In the last twenty years, the adhesion and internalization of the movements of the UN's Global Pact, Human Rights, LGBT, ODS, and ESG did not result in the democratization of black people access in the business environment and did not interfere with the statistics of black people in management positions and board of directors of the largest companies in the country. And, even some of the most successful

agendas such as the inclusion of women and LGBTs didn't mean more black women or black LGBTs in the corporate environment.

For all these issues we are contributing with more work, commitment and creation. The Entrepreneurial Initiative for Racial Equality, the Corporate Racial Equity Index, and even our brand new JRESE – Journal of Racial and Ethnic Social Equality – an academic journal dedicated to this agenda will be a valuable instrument to stimulate our senses, encourage our stimuli, and consolidate our achievement capacity. With more means, instruments, and inputs, we are more ready to navigate this deep and unknown ocean. Men and women, overboard.

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