

## ***Diversity, inclusion and equality Event Policy***

For the 58th FELABAN Assembly in Paraguay, we have based our approach on **DEI** principles, which stand for ***Diversity, Equity, and Inclusion***, through the design and creation process, aiming to achieve EIC sustainability certification for the event.

Paraguay is a pluricultural and bilingual country with two official languages: Spanish (Castellano), originating from the colonial period, and Guarani, an indigenous language that serves as the mother tongue for a significant portion of its inhabitants. In fact, 90% of the non-indigenous population speaks Guarani. This sets Paraguay apart from the rest of Latin American countries, where indigenous languages are primarily spoken by indigenous communities.

The event has been created with the promotion of diversity in all aspects of human difference, social identities, and differences in social groups, including, among others, race, ethnicity, creed, color, sex, gender, gender identity, sexual identity, socioeconomic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective, and associative preferences.

At the 58th FELABAN Assembly in Paraguay, we promote equity in fair practices and policies that ensure all stakeholders can thrive. We are committed to treating everyone in a manner that creates precisely equal experiences for all.

During the event, we will acknowledge and address structural, historical, and current inequalities that advantage some and disadvantage others. The equal treatment of individuals during the event seeks to result in equity by providing equal access to all participation opportunities.

In this event, we will carry out inclusion and social responsibility activities with the community, proposing three specific projects:

1. Carbon Footprint Mitigation
2. Donation to a sustainable project in an identified Paraguayan community
3. Sustainable practices during the event's organization and execution

In our event, we promote the opportunity for all stakeholders to feel respected, have a sense of belonging, and be able to participate and achieve their goals.

While diversity is essential, it is not sufficient. In our event, we promote sustained practice in creating inclusive environments for the success of all participants in various scenarios.

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