





Why do we exist?

Our purpose is to generate social impact through the development of more diverse and inclusive organizations and people.





What motivates us?

We believe in education, in the development of people and in the work with organizational culture as a way to transform.





How do we create value?

Studies and case studies show that Diversity and Inclusion are competitive advantages. Our work helps organizations have more business, more innovation, better financial results, greater attraction and retention of talent, more engagement and improved climate.





What do we do?

- We carry out different diversity and inclusion projects, such as diagnoses, censuses, programs, action plans, policies, KPIs, creation and governance of committees and affinity groups, events, workshops, training courses, lectures, and people development tracks and programs.
- We work globally and, also, with each one of the affinity groups, on the following four pillars:





Consulting



Corporate Education



Inclusion and
development



Employability

Consulting

- Assessments and diagnoses
- Censuses and focus groups
- Strategy and action plans
- Diversity and Inclusion Programs
- Implementation of diversity and inclusion policies and practices
- Support for the creation and governance of diversity committees and affinity groups
- Crisis management
- Media training focused on diversity and inclusion





Consulting



Corporate Education



Inclusion and
development



Employability

Corporate Education

- Lectures and workshops on awareness development and equalization of knowledge
- Unconscious / implied biases and prejudices
- Training on D&I for diversity committees and technical staff
- Training programs on inclusive and transforming leadership
- Workshops on behaviors that are no longer accepted
- Other contents, including customized contents





Consulting



Corporate Education



Inclusion and
development



Employability

Leadership Inclusion and development

- Development tracks and programs for people from minority groups and/or more socially vulnerable groups
- Programs for gender equality at organizations (with an intersectional view)
- Programs for the development of female leaders: tracks, mentorship, executive coaching and sponsorship
- Development programs for black talent





Consulting



Corporate Education



Inclusion and
development



Employability

Employability

- Awareness development
- Accessibility analysis
- Mapping and design of vacancies and job descriptions
- Recruitment and Selection with diversity (including trainee and internship programs)
- Monitoring of inclusion process and supported employment
- Development of different talents
- Innovative program for the inclusion of the mothers of disabled people





How do we do it?

We use our own methodology, which is in line with the best practices and tools of organizational culture, people development, diversity and culture. We base ourselves on organizational reality, culture and values to implement a sustainable inclusion culture, encompassing a number of stages:







Some of our figures

Over the past two years, we served more than 40 clients and raised the awareness of and trained more than 3,000 people.





Our team

We value diversity and inclusion in our own team. We have experienced team and partners that are experts in each field in which we operate.





Leticia Rodrigues

Partner / Founder

Ms. Rodrigues has broad corporate experience and experience in D&I project management, in addition to employability programs and programs for the development of female leaders, and mentoring and sponsorship programs. She has a master's degree from FGV-EAESP, INSEAD Gender Diversity Program and other training courses in D&I.



Pedro Sampaio

Analyst

Mr. Sampaio is a technician on Corporate Management with an emphasis on Human Resources, Marketing and Accounting and he is currently a graduate student in Accounting. As a trans man, he helps on issues related to the LGBTQI+ topic.



Alexandra Olivares

Senior Consultant

Graduate in accounting and Finance from UCAB (Venezuela) with Specialization in Applied Neuroscience from Faculdade de Ciências Médicas of Santa Casa. Ms. Olivares has broad experience in consulting programs for the development of leaders and teams, she is coach and mentor of executives and she is a professor at colleges and organizations.



Kanina Reis

Diversity and Inclusion Consultant

Graduate in Human Resources Management with an MBA in Educational Planning and Management, Ms. Reis has significant experience in corporate education and project development. She also has experience in career consulting and mentoring, in addition to being an expert on the ethical-racial topic.



Marina Borges

Administrative and Financial Manager

She is a graduate in Production Engineering from Universidade Federal de São Carlos – UFSCar and has an Executive MBA in Finance from Insper. Ms. Borges has 14 years' experience in Finance and Controllership in Brazilian and multinational companies, handling many projects, processes and departments. She is part of Tree's team, leading the administrative and financial and continuous process improvement departments.



Daiane de Paula

Diversity and Inclusion Consultant

Ms. de Paula is a psychologist with experience in Public Work Policies, employment and entrepreneurship. She has been working for 8 years in the field of diversity and inclusion, with recruitment and selection, training and development, people management, diagnostic research, communication, events and consulting services to companies.





Henrique Zanin
LGBTI+ Specialist Consultant

Lawyer, researcher and consultant on diversity and human resources. He is a consultant on the LGBTI+ affairs of TREE DIVERSIDADE. Mr. Zanin is a Center Coordinator at the Commission of Sexual and Gender Diversity of the Bar Association of the State of São Paulo (OAB/SP).



Laura Arães
Intern

She is currently a graduate student in Science and Technology from UFABC, where she participates in research groups and takes research mentorship. Ms. Arães has work experience in the education field, including with disabled youngsters. Additionally, she participates in discussion and collective groups related to intersectional feminism.





Some of our clients





PINHEIRONETO
ADVOGADOS





NOKIA



STOCHE FORBES

ADVOGADOS



Rio Tinto



EASTMAN



Leo Burnett



Unimed
Brasil



Unimed
Belém



Cargill™



Ricardo
eletro



Johnson & Johnson

Algar▶

CM

 ntsr

P&G

everis



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