



SCHOLARSHIP PROGRAM TO HELP FIGHT RACISM IN BRAZIL.

Unfortunately, racism is still very much present in Brazil. Several situations over the past few years have made it increasingly urgent to address this significant social problem in a country as large and diverse as Brazil. There are, however, countless challenges in fighting racism, from how to support struggling social projects aimed at improving the lives of black populations to helping impacted individuals and communities construct black identities that promote and achieve true equality before society at large.

WIAL Brazil does not want to be indifferent to such important sociological dynamics within the country. Therefore, it decided to start a **Scholarship Program for Brazilians of African Descent**, opening space to welcome one qualifying participant in each Action Learning Certification class held in Brazil. This initiative dialogues with WIAL's global objective of promoting greater social equality and income conditions for those who want to use Action Learning to help make the world a better place.

WIAL Brazil supports potential black leaders with the purpose of developing a more egalitarian culture within the country. We strive to act and contribute to the fight against racism in Brazil when so many in the country are blind to their biases and fail to recognize the socioeconomic and racial inequalities that negatively impact the lives of millions. From a purely strategic mindset, systemic racism is a real, important and urgent problem in Brazilian society. In addition, this Scholarship Program helps to increase diversity in the Action Learning coaching community.

The Program started at the end of 2020, and so far, there are already four new certified coaches who received scholarships and are beginning to use Action Learning in their professional and personal lives. We expect that throughout the second semester of 2021, new scholarships will be offered to other professionals interested in changing communities through Action Learning.

“Becoming certified in Action Learning is a significant victory in the lives of these individuals. Because of the economic hardships so familiar to most Brazilians, securing career growth and stability is as vital as it is important to most people. It is within this context that Action Learning presents itself as a unique and powerful tool,” emphasizes Magali Lopes, an active member of WIAL Brazil.

Quickly meet below the first recipients of our Scholarship Program so far:

Luciana Lima likes to encourage and connect people to one another. She is member of the Black Awareness Forum at Água Branca Baptist Church and the Racial Equality Committee of *Grupo Mulheres do Brasil*. She currently works as an administrative assistant at WIAL Brazil. She writes: **“I want to be part of the solution in those places and spaces where I work, developing creative, flexible and successful strategies for the important and urgent problem of racial discrimination. Being trained in Action Learning has allowed me to take a new look at the problem of racism within Brazilian companies and organizations. I want to share, teach, and multiply what I have learned with others and apply that knowledge to the development of racial equity in my community and in my country.”**

Gilvan Silva has a degree in Human Resources Management and is a Postgraduate Student in Coaching Training and Human Development. He works as a teacher and shares the following: **“I learned to act in the present with the tools I have to solve the problem at hand, while getting rid of anxiety. I intend to use in Action Learning in the social projects that I am part of, as I act as a mediator and look for solutions to problems that exist in my social environment.”**

José Malua is from Angola and came to Brazil because he won a scholarship to study theology. He has a degree in Human Resources, another degree in philosophy, and a Bachelor’s in Theology. Today he works as a professor of theology, having developed theological and pedagogical projects for children ages 11 to 13. He writes: **“Action Learning has been a game changer in my personal and professional life. I developed new skills that help me explore problems through the effective questioning, which in turn generates new solutions and alternatives. I want to use it in my own self-development and professional growth.”**

Lorena Borges is an attorney currently doing post-graduate work in Criminal Law. She is also an activist in the black movement, working with communities of African descent in order to help strengthen their ancestral roots and identities. She is also the Cultural and Events Director of *Juventude de Terreiro Cenarab* in the state of Minas Gerais and works with programs that seek to help integrate back into society people who have spent time in prison. She also participates in the Black Leadership Development Program at Fundo Baobá. She describes Action Learning as **“a paradigm shift in the process of building collective solutions where one can develop a variety of skills and competencies.”** She goes on to add: **“I intend to use all this knowledge in the communities I work with.”**

Magali Lopes

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