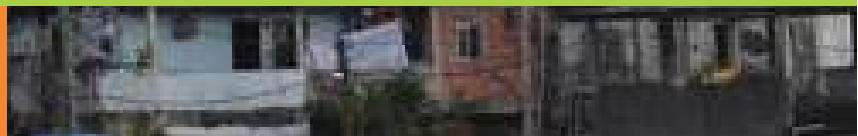




annual report
2011



PROMUNDO



presentation

Created in 1997, Instituto Promundo is a Brazilian non-governmental organization (NGO) that seeks to promote gender equality and prevent violence against women, children and youth. As part of its strategy, Instituto Promundo develops research, intervention programs, campaigns and educational tools that have been adapted by several countries. The organization integrates multiple networks and conducts advocacy actions aimed at the inclusion of gender equality initiatives in public policy.

Promundo is recognized as a high impact global leader in the fields of engaging men and boys in the promotion of gender equality and in the combating of violence against women.

Promundo-US opened its doors as an NGO based in Washington, D.C., USA, in February 2011. Promundo-US was incorporated in the United States as a separate not-for-profit. The two organizations – Instituto Promundo (also referred to here as Promundo-Brazil or PMO Brazil) and Promundo US – operate in close partnership. Both Promundo-US and Instituto Promundo provide training and technical assistance involving methodologies and strategies developed by Instituto Promundo, and both collaborate in global and regional advocacy to achieve gender justice.

mission

Our mission is to promote gender equality and prevent violence against women, children, and youth in Brazil and around the world.



recognition

Instituto Promundo is the only Brazilian organization that was recognized as having a major impact in the field of violence against women, ranking 7th in a group of 14 worldwide leading organizations assessed in 2011 by Philanthropedia, a non-profit organization that conducts a ranking of organizations with high impact in their respective fields and recommends them to funding institutions.

The experts involved in the voting process are professionals from foundations, senior staff members of non-profit organizations, academics, researchers and so forth, who have 10 to 20 years of experience in the field and are not allowed to vote for their own organizations.

Information on the impact of Promundo's projects is available on Philanthropedia's website: <http://www.myphilanthropedia.org/top-nonprofits/international/violence-against-women/2011/promundo>.

Opinion of the researchers who evaluated Promundo


"Promundo is a pioneer in the work on gender equity in general and violence prevention, in particular. It is one of the leading organizations working with boys and men to promote gender equity for multiple purposes, including for violence prevention."



programmatic areas



Transforming gender norms



To contribute to the transformation of social norms that produce and sustain gender inequality in spaces where the gender socialization of children, youth and adults takes place.



Programs H and M in the world

Program H (H for the Homens and Hombres, the words for men in Portuguese and Spanish), developed by Promundo-Brazil, ECOS (São Paulo, Brazil), Instituto Papai (Pernambuco, Brazil) and Salud & Género (Mexico) in 2001, and Program M (mulher), created by the same partners and World Education (USA) in 2006, have already been adapted by over 20 countries in Latin America, Africa and Asia. The programs seek to engage young men and women and their communities in critical reflections about rigid gender norms through several activities, such as community campaigns, group educational activities, and debates about the positive and negative aspects of the socialization of men and women and the advantages of changing behaviors. In 2011, these programs were used and adapted with the support of the following partners:



Child Hope Peru: Trained and supported Child Hope's partner organizations with the planning of activities to involve men in the prevention of the sexual exploitation of children and adolescent boys.



Plan Maranhão (Brazil): Workshops about the Programs H and M and follow-up with the facilitators during activities aimed at adolescents in the schools of Codó and São Luis. The project sought to train 200 adolescents who would then conduct activities from Programs H and M for over 1000 students in the aforementioned cities.



UNFPA Peru: Designed and developed a campaign in Lima to involve young men in sexual and reproductive health.

recognized methodology

Program H was validated by the Brazilian, Mexican and Indian governments and mentioned in the 2007 World Bank Report on world development as well as in UNICEF's 2007 report and in the UNFPA's 2005 report. UNFPA's reference highlighted the methodology's effectiveness, innovativeness and adaptability. In 2010, Programs H and M were awarded with the 3^o Award for Best Practices that incorporate gender perspectives in the field of the health of adolescents and youth, by the Pan-American Health Organization section on Gender, Diversity and Human Rights.



Programs H and M in schools

Funder: Nike Foundation

Since 2007, Programs H and M have been implemented in schools as tools for assisting education professionals in planning gender equality promotion activities as well as sex education and violence prevention initiatives.

In 2011, the activities sought to strengthen and support the action of the project "Health and Prevention in Schools" through workshops aimed at students in the state of Rio de Janeiro. These actions sought not only to stimulate the youth to create projects related to HIV vulnerability but also to demonstrate their mobilizing potential.

Funder: Nike Foundation

The Teacher Training Portal on Gender Equality (iGEP)

The Teacher Training Portal on Gender Equality (iGEP), a project of Promundo-Brazil, is a website portal and online facilitated training package which seeks to contribute to the promotion of gender equality in schools and become a reference in terms of contents and information on the topic. The e-learning course has six modules: sexuality; health and care; pregnancy; motherhood and fatherhood; and violence.

The first class began in September 2011 with 120 teachers from Salvador and the metropolitan area, and was supported by the Institute Anísio Teixeira (Bahia's State Education Office).

"I have never taken a course like this. Images and videos are useful and creative and the interactive resources provide current suggestions and further documentation. This kind of approach has enabled a much more pleasant learning process." iGEP Student.

Gender equity workshops in 13 Brazilian states

Funder: Petrobras

In 2011, Promundo-Brazil developed the project "Sensitization Workshops on Gender, Sexuality and Health," sponsored by Petrobras in 13 Brazilian states. The 68 workshops were conducted in 36 cities and benefited about 1,800 people, namely community inhabitants in rural areas, interior municipalities, capitals and metropolitan regions.

The aim of the project was to provide tools to work on the promotion of gender equity and sexual and reproductive health of adolescents and youth, using techniques developed by Programs H and M. Assessments based on the GEM (Gender Equitable Men) scale revealed that the perceptions of the participants on attitudes related to gender and equality changed significantly as a result of the workshops.



regional results of the impact assessment

Would it be bold for a woman to ask her partner to do an HIV test?

Rio Formoso - PE	Women (N=16)	
	Pre (%)	Post (%)
Agree	50	25
Desagree	50	75

Can boys play with dolls?

Ribeirão Pires 1 - SP	Women (N=21)	
	Pre (%)	Post (%)
Agree	66,7	100,0
Desagree	33,3	-

"Practicing Sports, Being a Winner in Life" Project

Funder: Comic Relief

In 2011, Promundo-Brazil began the project "Practicing Sports, Being a Winner in Life". It will run for three years and will involve children and youth (11-24 years old) in two communities in sports and educational workshops on gender equality. In addition to this, the project will seek to support the participants in the development of their skills and hence improve their access to better life opportunities.

In 2011, the project conducted a diagnosis of the sports demands and school needs of children and youth in the two communities with the objective of supporting them to improve their performances in school or to help them go back to school. Also, a mapping of youth with disabilities was conducted in the communities with the purpose of including them in the sport activities.

"Men for the End of Violence Against Women" Campaign

Funder: AVON



Inspired in the Brazilian White Ribbon campaign, Promundo-Brazil's campaign Men for the End of Violence against Women has the objective of sensitizing, involving and mobilizing men in engaging for the end of violence against women in the community of Morro dos Prazeres, Rio de Janeiro.

The campaign's activities were three fold: sensitization workshops with men, a community communication campaign and an amateur soccer tournament called "Sem violência, só Prazeres" ("Without Violence, only Happiness").

The two-month soccer tournament was a strategy of community mobilization, which aimed to disseminate the message of combating violence against women. The tournament included participation of the community members and their families in discussions about violence and gender norms. The evaluation report of this pilot project is due in July 2012.

Funder: Ford Foundation and UNFPA

IMAGES (International Men and Gender Equality Survey) research on gender issues

IMAGES is a multi-country survey conducted in Brazil and 5 other countries (Chile, Croatia, India Mexico and Rwanda) which seeks to understand what men and women think and do in relation to gender equality.

In Brazil, the research was conducted in Rio de Janeiro, with men and women, in a low-income community and in a middle class area. In 2011, with the support of FORD Foundation, Promundo Brazil broadened the geographical scope of the research and collected data in Recife (Pernambuco). The presentation of the report on the two case studies is due in 2012.

"Violence is everywhere, I think it is essential to discuss this. We have realized that people talk about the themes of the project, share doubts, chat among themselves. I hope that the community members make good use of the information and that use it to transform their lives."

Genival, 26 years old, resident of Morro dos Prazeres (Rio de Janeiro).

IMAGES research on homophobia

Funder: OAK Foundation

Building on the data of the IMAGES study and on the assessment of gender equality policies conducted in Brazil, Chile, Croatia, Mexico and India, Promundo-Brazil, with the support of the OAK Foundation, began the analysis of the data on masculinity, sexual diversity and homophobia. This analysis seeks to contribute to the formulation of a set of recommendations for programs and policies.

Homophobia maintains a close relationship with the construction of masculinity and combatting homophobia has been a terrain of intense debate in the fields of health, education and security public policies.

"Adolescents, Youth and Sexual Education" Guide

Funder: Fundação Ford

The guide "Adolescents, Youth and Sexual Education" seeks to contribute to the training of education and health professionals and activists who struggle for the realization of youth and teenagers' sexual and reproductive rights.

The guide provides a historical overview of sexual education in Brazil and worldwide, and promotes questioning attitudes, developing decision making skills in the field of the sexual and reproductive health of teenagers and youth, and reducing specific risks of HIV and STD infections, especially in violent situations.



Funder: Nike

"Making a Difference" Diary

As part of the school activities carried out in 2011, Promundo-Brazil launched the diary "Making a Difference," aimed at adolescents between the ages of 10 and 14 years old. Its main goal is to promote reflection on how rigid gender norms interfere in the health and in the rights of all people as well as foster stereotypes.

This publication shed light on the issue of difference and demonstrates that is necessary to act according to dialogue and interaction rather than norms. It also includes illustrations developed by 9th grade students of the State School Maria Pereira das Neves.




"Walking in your Shoes" Game

Funder: World Bank and Ford Foundation


After a consultation with teenagers and health and education professionals who work with this segment of the population, Promundo adapted the game "Walking in your Shoes", created by InterCambios, the inter-American alliance for gender-based violence prevention.

The adaption of the game in Brazil aims to provide a better understanding to health and education professionals of the doubts, emotions and fears of teenagers regarding their sexual and reproductive health (SRH); and facilitates a better understanding of the sexual and reproductive health rights and of the legal frameworks that ensure the rights of adolescents to gender equality, quality education, and access to health services.





Transforming masculinities to prevent sexual violence and exploitation



To promote changes in harmful gender norms (including those related to sexual exploitation, sexual violence, child marriage and similar practices) by engaging men and boys in social norms campaigns and other actions.

“Sexual Exploitation, No!”

Funder: DFID/Childhope

In 2011, Promundo-Brazil, in partnership with Projeto Legal, began the project “Sexual Exploitation, No!” with the mobilization of adolescent and youth victims or those at risk of sexual exploitation. The project will have a duration of 4 years and seeks to strengthen a network of sexual exploitation confrontation in Rio de Janeiro.

“Sexual Exploitation, No!” will promote workshops to raise awareness, provide legal advisory services and psychosocial assistance as well as to create community campaigns for the dissemination of the theme.

Data from the study state that 14% of the male interviewees claimed that they had had sexual relations with a minor under 18 years of age at least one time during their lifetime.

Funder: OAK Foundation

“Commercial Sexual Exploitation of Children and Teenagers” Report

In 2011, Promundo-Brazil concluded the report of the research on Commercial Sexual Exploitation of Children and Teenagers, which was conducted in 2009 and 2010. The research mapped and sought to understand male and female perceptions about commercial sexual exploitation of children and teenagers in four Brazilian cities: Florianópolis, Itaperuna, Natal and Rio de Janeiro.

The qualitative research was conducted in Florianópolis, Itaperuna and Natal. The quantitative research was conducted in Natal (N=100 men and 100 women) and in Rio de Janeiro (N=612 women and 607 men). The evaluation report (print version) will be launched in 2012.

Funder: SVRI

Interventions and promising programs in sexual violence prevention

In collaboration with the Sexual Violence Research Initiative (SVRI) Promundo-US is working to develop a report and systematic assessment of all interventions for sexual violence prevention globally aimed at boys and men. This report includes a review of evaluated programs, a synthesis of methodologies used and lessons learned from promising programs, research gaps and priorities, and policy recommendations. A policy brief and additional reading and resource material were also created.

Preventing sexual exploitation of adolescent boys


Funder: OAK Foundation

With support from the Oak Foundation, Promundo-US began “Preventing the Sexual Exploitation of Adolescent Boys: A Global Program for Building Knowledge and Improving Practice, Research and Programming” in 2011. This project includes sub-grants for advocacy, research and program development of NGO partners in 11 countries on the issue of sexual abuse and exploitation of adolescent boys.

Promundo-US made evaluation visits to various organizations worldwide and held a follow-up meeting with these organizations to present and discuss the results and lessons learned. This follow-up meeting also developed recommendations for future action. These lessons and recommendations were developed into a narrative report.



Transforming masculinities in post-conflict settings



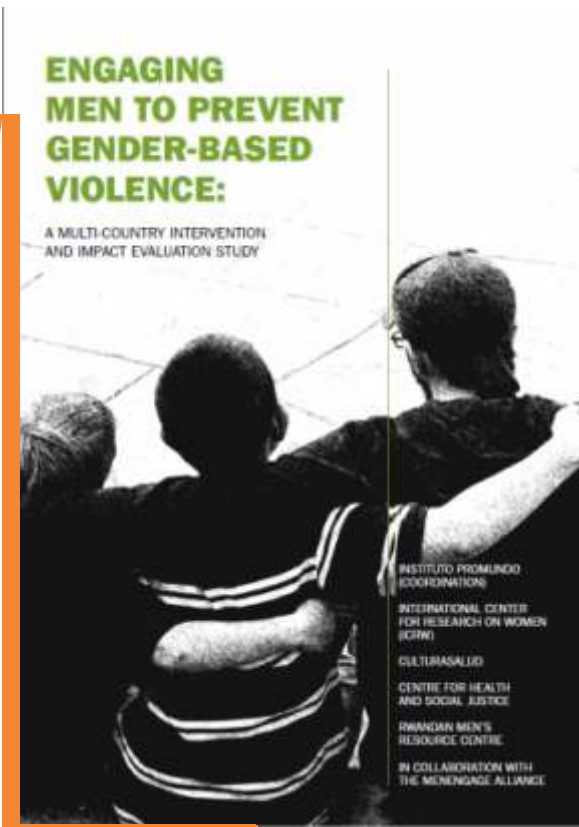
To develop, evaluate and expand interventions to engage men and boys in gender equality, health promotion and violence prevention in crisis, conflict, post-conflict and high urban violence settings.

Funder: UN TRUST FUND

Interventions with men for the prevention of violence against women in four contexts of high rates of violence

This project is part of a larger intervention named "Engaging Men to End Gender Based Violence: A multi-country intervention and impact evaluation study," which was also carried out in Chile, India and Rwanda. The project was jointly coordinated by Promundo and the International Center for Research on Women (ICRW), with the collaboration of the MenEngage Alliance.

This report systematizes and evaluates the interventions of violence prevention involving men in four countries (Brazil, Chile, India and Rwanda). The evaluation report of each country is available in English, Spanish and French and can be found in the Promundo's website, in the section Reports.



Findings in Brazil have demonstrated a significant decrease of the male accounts of violence against their partners: reduction from 44% (baseline) to 16% (post-intervention).



Funder: Ford Foundation

Masculinities and gender equity policies: the IMAGES study and policy analysis in Brazil, Chile and Mexico

In collaboration with the Pan American Health Organization, Regional Office for the Americas of the World Health Organization (PAHO/WHO), Promundo-US and Promundo-Brazil, a comparative analysis of data from the International Men and Gender Equality Survey was conducted with a specific focus on data that relates to the perpetration of violence by men in Brazil, Chile and Mexico. In addition, a policy brief summarizing the findings and proposing concrete recommendations for policy development and advocacy for engaging men in violence prevention in the region was developed.

The publication can be accessed in Spanish in Promundo's website, Session Reports.

Gender equitable attitudes are related to the men's educational levels and also to age: younger people tend to have more equitable attitudes.

Technical assistance for the promotion of gender equity in post-conflict settings

Promundo-US has developed at the international level technical assistance for organizations that work to engage men in the promotion of gender equity.



Care Balkans: In 2011, Promundo-US began a project to provide technical assistance for the second phase of the Young Men's Initiative, based in part on Promundo's Program H materials, supporting the ongoing research and evaluation of the processes, and giving technical assistance to build the long-term capabilities of local NGO's and national governments. Promundo-US provided technical assistance on the development of a wider campaign, building on a school-based campaign. Promundo-US identified and adapted group education materials from Program W, as well as providing insights and comments into the baseline.



Care Noruega: In collaboration with CARE-Norway, Promundo-US provided technical assistance both to their office in Oslo and in Sri Lanka for strategies to engage men in gender equality at the program level.



UNFPA: In collaboration with Greenetworks Global, Promundo-US provided technical assistance to the UNFPA regional office in Istanbul on gender transformative approaches to UNFPA country office and counterparts in six offices in Eastern Europe and Central Asia.



International Rescue Committee (IRC): Promundo-US provided training to IRC and partner organization staff in Sierra Leone on approaches to engaging men in GBV prevention.



Transforming masculinities in poverty alleviation and economic justice initiative

To improve the effectiveness of poverty reduction strategies and economic development programs in low income countries with the implementation of evidence-based interventions that engage men and boys to promote gender equality, including engaging men in strategic ways in women's economic empowerment initiatives.

Funder: CARE Rwanda

Engaging men as partners in women empowerment - Rwanda

In 2011, Promundo-US began a project to provide technical assistance to develop a combined intervention to engage men as partners in women's economic empowerment as part of CARE Rwanda's ongoing implementation of the Village Savings and Loan approach (VSLs).

During 2011, Promundo-US completed a formative baseline assessment and began developing a training manual. Focus groups were carried out, including individual interviews and a limited questionnaire with comparison groups. This project will continue into 2012.

Funder: CARE International

Research on the involvement of men in women's economic empowerment projects

Promundo-US has been supporting quantitative analyses of an initiative which seeks to assess the involvement of men in women's economic empowerment projects in Rwanda.

Funder: CARE Mali

"The Empowerment of Women and Girls" Program in Mali

In October 2011, Promundo-Brazil carried out consultancy work to draft a strategy to engage men in the Empowerment of Women and Girls Program, developed by CARE in Mali, Africa. The preparation of the strategy was carried out during a four-day workshop that brought together the staff members of CARE Mali, local partners, government representatives and staff members of CARE Niger and Benin.

Funder: Concern Worldwide

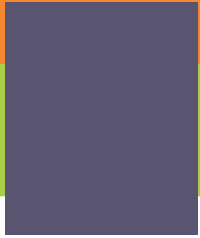
Impact of masculinities on poverty and hunger

Promundo-US is assisting Concern Worldwide with a project aimed at exploring the impact of masculinities on poverty and hunger; focusing on engaging men in programs to address gender inequality, learning from theories and promising practice.

Promundo researched and developed a report on proven evidence and promising practice for engaging men in programs to address gender inequality, including a synopsis of the field of practice in engaging men in gender equality. This report also included a synthesis of views and insights of selected key Concern staff and recommendations for Concern. In 2012, Promundo will make a presentation of the key findings, promising practices, and actionable recommendations for the way forward for Concern, as well as options for developing operational research.



Promoting men's caregiving



To promote men's practices as gender-equitable caregivers, and in the process preventing violence against women and children, and transform the social institutions that influence men's caregiving practices.



MenCare Campaign

Funders: Bernard Van Leer, OAK and MacArthur

MenCare is a global campaign to promote men's involvement as equitable, responsive and non-violent fathers and caregivers. It provides high quality community and mass media messages, technical assistance and training, policy and program recommendations and evidence to support local NGO's, women's rights organizations, governments and UN partners in their efforts to engage men and boys in caregiving. The campaign is coordinated by

Promundo-US and Sonke Gender Justice (Sonke) in collaboration with the MenEngage Alliance.

With support received from the Bernard Van Leer Foundation, the Oak Foundation, and the MacArthur Foundation, in 2011 Promundo-US, Sonke and the MenEngage Alliance completed formative research to develop the themes and messages for the MenCare Campaign. Following this preparation, the MenCare Campaign was officially launched in November 2011 in Washington D.C. A version of the campaign was also developed for South Africa, where it was launched in August 2011.

The findings of the IMAGES research suggest that boys who experience positive examples of male care during their childhood become more equitable and less violent as adults.

Men as allies in childcare and in the prevention of violence against women and children

Funder: Save the Children Sweden

This project sought to promote male participation in childcare and in the prevention of violence against women and children in Morro dos Prazeres, Rio de Janeiro, through the creation of materials for a community campaign developed with the participation of community members and leaders.

The first stage of the project was conducting a consultation with boys between 6 and 17 years old on their perceptions regarding their relationships with their parents. This consultation together with the research "Fathers and Daughters," presented by Promundo in 2010, served as a reference for the creation of the campaign messages, which were disseminated through posters, leaflets and newspapers. In addition to this, members of the community also participated in the workshops "Gender, Violence, Parenthood and Care," which sought to discuss relationships and education models based on attention, dialogue and respect.





network and advocacy

Promundo-US and Promundo-Brazil seeking work in networks and conduct advocacy to influence public policy and mobilize the society, governments, international institutions and private entities about the importance of our mission.

▶▶ MenEngage Alliance

The MenEngage Alliance is a global advocacy initiative on engaging men as caregiving partners to reduce gender-based violence and violence against children, for which Promundo serves as Global Co-Chair and Regional Coordinator for Latin America.

In 2011, Promundo and the MenEngage partners produced a MenEngage position paper on men and caregiving, as well as a presentation of the campaign. Working with the MenEngage Alliance, Promundo has begun producing promotional materials and policy advocacy documents for different audiences.

▶▶ The Men for Gender Equity Network

In Brazil, Promundo is one of the members of the Men for Gender Equity Network, which coordinates the campaigns "Excuse Me, I am a Father!" "Machismo and Health Don't Mix," and "Men's Health."

▶▶ Early Childhood National Network (ECNN)

The Early Childhood National Network is a coalition of organizations that work for the promotion and guarantee of children's rights for children up to age 6. They also work to amplify and strengthen democratic spaces in the Brazil. Besides fighting for the interests of children while focusing on themes such as health, mortality and education, the ECNN promotes projects that question and value the rights of Brazilian children, indigenous and quilombolas. Promundo-Brazil was one of the founding members of this initiative.

▶▶ Prevention and Health in Schools

Prevention and Health in Schools is an initiative of the federal government that seeks to integrate the state's health and education offices and civil society organizations in the development of HIV prevention activities in Brazilian schools. The main objective of the project is to create networks at state and municipal levels to support and integrate actions from several sectors (health, education and civil society) in schools.

Promundo-Brazil is part of Rio de Janeiro's State Management Group. In addition to disseminating and making available the tools of Programs H and M, Promundo has sought to broaden prevention initiatives in the schools in order to introduce the discussions of the need to involve men in sexual and reproductive health and of the ways gender norms interfere with the ability to make choices, and thus with having a more pleasant and healthy sex life.

▶▶ "Don't Hit, Educate" Network

Don't Hit, Educate is a national campaign led by a coalition of organizations recognized by their work on issues related to the defense and rights of children and adolescents in Brazil. The Campaign seeks to raise awareness, especially among parents and guardians, about the negative consequences of the use of physical and humiliating punishment as a measure to discipline children and adolescents.

The campaign contributes to the construction of a culture of peace and the eradication of these practices, encouraging the formation of harmonious and non-violent family and community environments. Promundo-Brazil is one of the founders of the network, "Don't Hit, Educate."



Financial Statements

Promundo - Brazil 2011 Revenue

Source of Revenue	Value (R\$)
Own Revenue	R\$ 170.389,57
Donation of Individuals	R\$ 61.694,00
Sale of Manuals	R\$ 9.113,15
Diverse Refunds	R\$ 21.367,31
Income from Applications	R\$ 16.099,95
Refund of amounts advanced to projects	R\$ 59.810,40
Consultancies	R\$ 2.304,76
Program Service Revenue	R\$ 1.996.132,91
673 SIDA	R\$ 456.349,93
680 FORD	R\$ 712,11
691 WHO	R\$ 24.825,00
705 UN TRUST FUND	R\$ 186.597,94
740 WORLD BANK	R\$ 778,75
746 SESI - ECOS	R\$ 7.000,00
748 PETROBRAS	R\$ 362.131,28
749 AVON FUNDO AMANHÃ	R\$ 231.363,30
751 UNFPA LATIN AMERICA	R\$ 80.300,00
752 SAVE THE CHILDREN SWEDEN	R\$ 69.685,54
753 PLAN MARANHÃO	R\$ 75.000,00
754 NIKE	R\$ 308.801,15
755 CHILDHOPE/PROJETOLEGAL	R\$ 26.575,00
756 OAK	R\$ 34.992,32
758 COMIC RELIEF	R\$ 98.473,20
759 PLAN INTERNATIONAL	R\$ 14.289,44
760 CARE MALI	R\$ 18.257,95
Total	R\$ 2.166.522,48

Promundo - US 2011 Revenue

Grants	US Dollars
Oak Foundation	\$ 367,553
Bernard Van Leer Foundation	\$ 363,019
John D. and Catherine T. MacArthur Foundation	\$ 250,000
Summit Foundation	\$ 109,430
Program Service Revenue	US Dollars
CARE Rwanda	\$ 100,861
CARE Norway	\$ 49,938
UN Women	\$ 8,900
CARE Balkans	\$ 8,718
Sonke Gender Justice Network	\$ 8,390
International Rescue Committee	\$ 8,071
Pan American Health Organization/World Health Organization	\$ 8,000
United Nations Development Programme	\$ 7,416
CONCERN Worldwide	\$ 2,534
Miscellaneous reimbursements	\$ 3,468
Other	US Dollars
	\$ 325
2011 Revenue - Total	\$ 1,296,622

staff

brazil

executive director

Tatiana Moura

technical staff

coordinator

Vanessa do Nascimento Fonseca

program officer

Danielle Bittencourt

program officer

Simone Gomes

consultora

Andreza da Silveira Jorge

consultant

Verônica Moura

research and evaluation

coordinator

Márcio Segundo

research assistant

Danielle Araújo

intern

João Victor Dutra

communications

coordinator

Letícia Serafim

intern

Mohara Valle

campaign and networks

coordinator

Marco Aurélio Martins

finance and administration

coordinator

Rosemeri Orth

human resources

Daniela Martins

administrative intern

Cíntia Fernandes

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Thaissa Rodrigues

secretary

Francisca Medeiros

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Piotr Pawlak

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