

FAIR is delighted to present its first Newsletter, where you will find upcoming ethnic and racial awareness events and dates to be aware of and links to various resources.

What is FAIR (Forum Against Inequalities and Racism)?

FAIR is one of the CGIAR 's employee-led resource groups that works to promote Diversity and inclusion across CGIAR. We aim to speak up against and bring awareness to racism in all its forms. We create a safe space where our members can have meaningful and respectful conversations around this topic, where we can foster allyship, and where we can appreciate and celebrate our diversity.

What is Racism?

1: a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race

2a: the systemic oppression of a racial group to the social, economic, and political advantage of another

2b: a political or social system founded on racism and designed to execute its principles”

[Racism Definition & Meaning - Merriam-Webster](#)

How diversified is CGIAR?

As of December 2021:

- * # Workforce: 9,721
- * # Countries we work in 86
- * # Nationalities represented: 128

Source: [CGIAR Workforce Data - A GDI Lens - CGIAR](#)

Ethnic Celebration in August 2022:

August 9: International Day of the World's Indigenous People



Australian Yolngu people preparing for traditional ceremonies (Credit: CC BY 2.0 Wayne Quilliam Photography / Yothu Yindi Foundation)

Originating from a UN General Assembly of December 1994, the goal of this day is to not only highlight and educate people about indigenous cultures, but also to raise worldwide awareness about the specific problems they face and to encourage solutions.

With 370-500 million indigenous peoples representing most of the world's cultural diversity; they speak the greater share of almost 7000 languages in the world. Languages are an integral part of indigenous cultures; more and more are in danger of disappearing and becoming 'dead languages'. According to the UNESCO [Atlas of Endangered Languages](#), there are 108 at risk and 6 extinct in Australia alone, mainly of indigenous origin. Arabana, an Australian Aboriginal language of the Pama-Nyungan has just 6 speakers, which signals a dramatic decline from the estimated 250 speakers in 2004. To date, numerous indigenous peoples experience extreme poverty, marginalization, and other human rights violations. "The Indigenous population for any region deserves equal respect and opportunities in society because they are the one who is responsible for preserving the age-old culture and

traditions for a tribe or community. Also, their innate, diverse knowledge about lands, nature, and its development is extremely crucial to protect the critical ecosystem, natural resources.” Source: [Why we celebrate International Day of World's Indigenous People \(eastmojo.com\)](https://www.eastmojo.com/why-we-celebrate-international-day-of-worlds-indigenous-people/)

Here are a few recommendations to incorporate this August diversity celebration at your workplace...

- Educating yourself by listening to podcasts and radio programs that highlight indigenous voices
- Supporting indigenous artists
- Donating to indigenous-led solutions
- Taking action to protect indigenous land defenders
- Learning about indigenous language poetry



Did you know?...

- 80% OF THE BIODIVERSITY IN THE WORLD IS TO BE FOUND ON INDIGENOUS LANDS
- INDIGENOUS PEOPLES ARE 5% OF THE WORLD'S POPULATION BUT ACCOUNT FOR 15% OF THE WORLD'S EXTREME POOR

- ACCORDING TO UNITED NATIONS, INDIGENOUS PEOPLES ARE FACING GREATER VIOLATIONS OF THEIR RIGHTS THAN WAS THE CASE 10 YEARS AGO
- INDIGENOUS PEOPLE LIVE SHORTER LIVES AND RECEIVE LESS EDUCATION
- INDIGENOUS WOMEN ARE MORE LIKELY TO SUFFER DISCRIMINATION AND VIOLENCE
- INDIGENOUS PEOPLE OFTEN DON'T CONTROL THEIR OWN LANDS
- INDIGENOUS COMMUNITIES LEAD ON PROTECTING THE ENVIRONMENT
- INDIGENOUS PEOPLES ARE FIGHTING CLIMATE CHANGE EVERY DAY
- INDIGENOUS PEOPLES ARE KEY TO THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

For more details, visit [10 things to know about indigenous peoples by United Nations Development Programme - United Nations Development Programme | UNDP - Exposure](#)



Photo: Álvaro and Diego Sarmiento

To find out more about the International Day of the World's Indigenous People, visit [Indigenous Peoples \(unesco.org\)](https://www.unesco.org/en/indigenous-peoples)

CGIAR Resources:

- FAIR Website: [FAIR | CGIAR](#)
- Ombuds: CGIAR has launched an Ombuds Office to assist staff and consultants to navigate interpersonal and institutional issues. CGIAR's new Ombudsperson is Dr. Anu Rao, Ph.D. Anu may be contacted by email at a.rao@cgiar.org for appointments. Anu adheres to the tenets, ethics and values, and the standards of practice, of the International Ombuds Association. This means that CGIAR's

Ombuds Office is a resource for fairness and an impartial, independent, informal, and confidential resource for CGIAR.

Becoming a FAIR member

FAIR is always open to welcoming new members. To join or obtain information, kindly fill this short [form](#).

What does a member do?

We meet to share resources, information and have meaningful discussions around topics relating to racism in and out of the workplace and the professional development of ethnic and racial communities.

The group hosts 2 main events per year and a bimonthly newsletter to showcase ethnic and racial celebrations around the world.