



Eidos
ALWAYS LEARNING

LEARNING EXPERIENCES TO FACE UNCERTAIN FUTURES

ANNUAL REPORT
2021

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¡WELCOME!

We are excited to present our annual report, and to share with you a compilation of the most important activities and accomplishments of the past year.

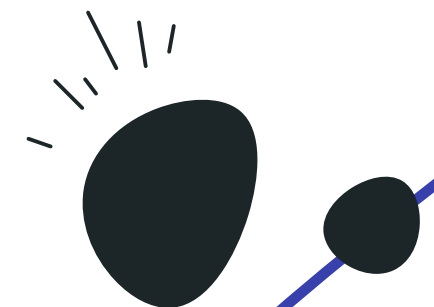
For us, this report is much more than a document. It is a way of looking back and celebrating what we were able to accomplish in a year that continuously challenged us all to transform. It is a way of reminding us why we do what we do.

In 2021, more than anything, we learned (through both successes and failures) how important it is to remain flexible. To plan (without putting too much stock in the spreadsheets), to continue learning new things (and to unlearn what no longer serves us) and above all, to always have a clear North Star: what matters is the people.

Here's to a more humane 2022 that finds us, as ever, always learning.

With all our best,

The Eidos Global Tribe



2021

BY THE NUMBERS

30
COUNTRIES



49.779
PROGRAM PARTICIPANTS



1°
TRAINING ADAPTED FOR
BLIND AND DEAF PEOPLE
USING SIGN LANGUAGE



6
INTERNATIONAL
EVENTS



11
NEW PEOPLE
JOIN THE TEAM
LUNA, FEDE, FIO, NATY, TEFF, ANGIE,
HELEN, RAFA, MARY, LAURA AND MARIAN



1.569.805
PEOPLE REACHED



76
NEW ALLIANCES



7
PUBLISHED
ARTICLES



3
TRANSLATIONS OF TRAINING PROGRAMS
SPANISH, ENGLISH AND PORTUGUESE



01.

COMMUNICATION ABOUT INVOLVEMENT

Dear community,

We are surrounded by a world in constant change: digitalization, a global pandemic, and the climate crisis demand that we begin to make an extraordinary joint effort as humanity to adapt to uncertain futures.

Over the last two years, in an effort to close the gaps that exist today in skill development and access to opportunities to learn them, we have set out to do what we do best: design learning experiences and weave the multi-sector, international alliances that make those experiences available as no-cost learning opportunities to the largest number of people who need them. This brings us closer to the goal of making free and accessible the most essential skills for life and work in the 21st century.

In 2021 we dared to think about systemic changes, working on teacher training and with governments throughout the region to reach decision makers.

We are convinced that we will be able to reach more goals as a community and that the construction of the world we dream of is possible only if it is built for all the people who are part of it.

We hope to count on you as we evolve learning together and work to ensure that each person can become the best version of themselves and live in community with the planet.

HAPPY NEW YEAR!

02.

CONTRIBUTION TO THE SDG



SDG4 QUALITY EDUCATION

4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education **leading to relevant and effective learning outcomes**

4.4 By 2030, substantially increase the number of **youth and adults who have relevant skills, including technical and vocational skills, for employment**, decent jobs and entrepreneurship

4.c By 2030, substantially increase the **supply of qualified teachers**, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing states.

4.4 Number of people over 18 years of age who participate, directly or indirectly, in skills training.

4.4.b Number of people over 18 who are employed six months after participating in an Eidos training.

4.c Number of teachers and trainers who participated in train-the-trainer programs..

4.1. 526,988 girls and boys of school age participated directly or indirectly in free training in Eidos Skills.

4.4. 1.053.010 personas mayores de 18 participaron de nuestros programas en competencias digitales y de empleabilidad.

4.4.b. No data.

4.c.19,266 teachers and trainers in all programs in 2020.



SDG 5 GENDER EQUALITY

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

5.b. Number of women participating in Eidos programs on Digital Competences or technological jobs.

5.b.1 Number of women graduated from our programs who are employed six months after finishing the training.

5.b. 516,960 women from Latin America participated in training in digital skills.

5.b.1. No data.



SDG8 DECENT WORK AND ECONOMIC GROWTH

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

8.6 By 2020, substantially reduce the proportion of young people not in employment, education or training.

8.3 Number of people graduated from empowerment programs for entrepreneurs.

8.3.b Number of people employed by people who graduated from entrepreneur empowerment programs.

8.6.a Number of people aged 18 to 35 who participate directly or indirectly in Eidos programs.

Number of people between the ages of 18 and 35 who have graduated from Eidos programs and are Employed 6 months after completing their training.

8.3. 53 people participated in training in skills for life and for business.

8.3.b No data.

8.6. fifty people from 18 to 35 years old participated in Eidos projects receiving training.

8.6. a No data.

03.

YEAR ACTIVITIES

RESKILLING & EMPLOYABILITY

REGIONAL ALLIANCE

Since 2020, in partnership with Microsoft and the Trust for the Americas, Eidos Global has operated its Reskilling Latam initiative, with the aim of empowering 3 million people in Latin America and supporting them in their process of basic skills training and employability reskilling.

Throughout these years, the initiative has included programs such as Ventana Digital (Digital Window), Habilidades para el Futuro (Skills for the Future) and Habilidades Digitales para la Empleabilidad (Digital Skills for Employability). With the support of the governments of Peru, El Salvador, Argentina, Mexico, Paraguay, Uruguay, Panama, Jamaica, and Costa Rica, the initiative has already reached **more than 2 million people.**

This regional alliance combines the technological knowledge of industry-leading Microsoft with the territorial knowledge of The Trust for the Americas and more than a decade of experience designing skills-training experiences here at Eidos Global. Together, this collaboration has allowed us to offer free virtual training opportunities to participants, adapted to the regional contexts of Latin America and the needs of its population.

Thanks to the collaboration of the Benemérito Pro Ciegos y Sordos de Guatemala (Distinguished Committee for the Blind and Deaf of Guatemala) and CILSA (the Center for Open Inclusion and Solidarity in Argentina), we were even able to adapt our training for people with visual or hearing disabilities, to ensure access to learning even in virtual environments.

“

From the first meeting we had with Eidos, we knew we had to work with them. Their understanding of educational challenges for young people and vulnerable people, their energy to carry out projects, and their professionalism are part of the value they add to each project we start together. But it is their values that have led us to continue working all these years, really seeking to achieve a change in the people who need it the most. Working with Eidos as partners throughout the Latin America region has led us to have a gigantic impact, making Microsoft's mission to "empower every person and organization on the planet to achieve more" a reality for the most vulnerable people.

During all this time, which I hope will be even longer, challenges, new proposals, or complex situations to resolve have arisen, but the Eidos team - "the tribe" as they like to call themselves - has always risen to the occasion and together we managed to overcome each of the situations mentioned.

We, Microsoft, couldn't be happier to have them as partners, and we hope to continue together on this path full of challenges, but with the utmost confidence that we can help even more people. It is an honor and a privilege to work together.

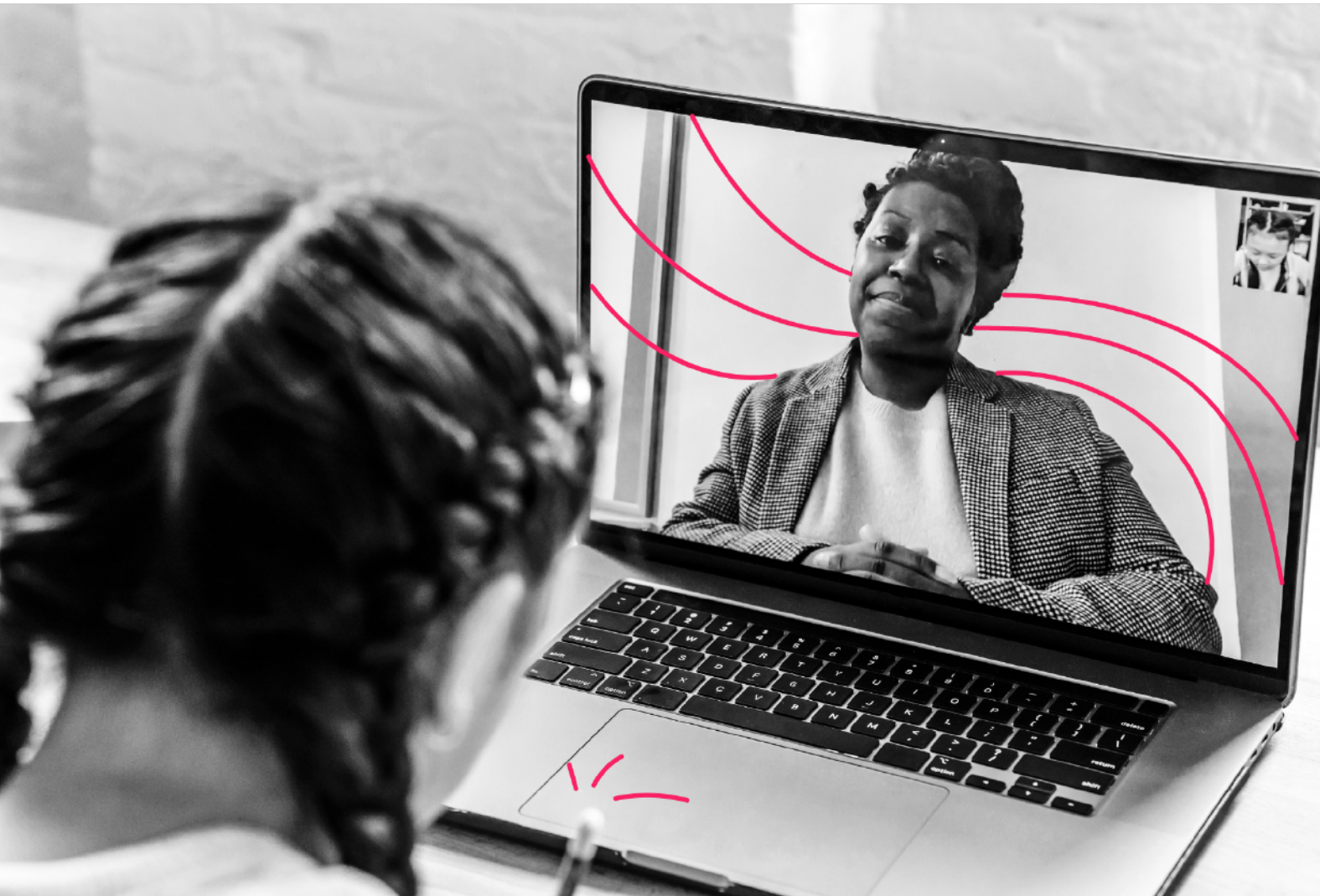
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Thank you very much and let's move forward together

Jorge Cella

Americas Regional Director,
Microsoft Philanthropies.





VENTANA DIGITAL (Digital Window)

WHAT WE DID

After a successful launch in 2020, We renamed the Prepárate para Volver program (“Get Ready to Return”) program as Ventana Digital (Digital Window), adding new classes and practical exercises so that more people could continue developing their digital skills #FromHome (#DesdeCasa).

Meanwhile, we trained more than a dozen volunteers from the Microsoft team in pedagogical and didactic dynamics so that they could continue facilitating learning experiences

PURPOSE

This program was born from the fusion of the technology expertise of the Microsoft volunteer team and Eidos Global’s experience in education and skills training, aimed at jointly improving the skills of those who are looking for a job or wanting to restructure their career through live online micro-courses on digital tools.

MORE INFORMATION

Adding new lessons and practical exercises was very well received by the attendees and also by the team of volunteers and specialists from Microsoft. An ideal balance was achieved between technical knowledge of basic software tools and their usage within the workplace. The level of interest and attendance from people living in Guatemala, Venezuela, Colombia and Argentina truly stood out.

ORGANIZING PARTNER



IMPACT

- ▶ **16**
lessons
- ▶ **347**
average participants
per class
- ▶ **+5000**
recorded class
views
- ▶ **+7000**
total participants

**YOU CAN ACCESS
THE RECORDINGS
OF THE VENTANA
DIGITAL LESSONS**

AT THIS LINK

HABILIDADES PARA EL FUTURO (skills for the future)

WHAT WE DID

As part of our annual Reskilling initiative in Latin America, Skills for the Future is a three-year regional digital skills training program organized together with Microsoft and The Trust for the Americas.

As part of the 2021 program, we developed and carried out the first learning module, aimed at remotely training trainers from governments, organizations, companies and unions so that they could deliver a course on foundational digital skills for adults who seek to increase their chances of getting a job in the digital economy.

This proposal was adapted to the specific needs of the different countries and towns where we work and included not only the **development of an asynchronous course and training for teachers to work in rural and Amazonian communities, but also training for trainers specially adapted to people with visual and hearing disabilities.**

PURPOSE

Provide the tools so that 2 million people of working age in Latin America and the Caribbean can enhance their professional digital skills, facing the changes in future jobs with greater preparation.

ORGANIZING PARTNER



IMPACT

► **+10**
hours of developed content

► **+3300**
trainers

► **+880.000**
people reached

► **14 COUNTRIES**

Argentina, Uruguay, Chile, Paraguay, Brasil, Perú, Ecuador, Colombia, Costa Rica, Panamá, Jamaica, Rep. Dominicana, Guatemala, El Salvador



“

In 2021, the Olympics were held. Nothing is more exciting than seeing two athletes rowing together and reaching the finish line with great satisfaction. In each of these moments, it is confirmed time and again just what collaborative work and planning mean, where knowledge is united, beyond a formal act. This fusion causes great transformations in the people who get involved.

That is what happened this year when Eidos Global and The Trust for the Americas came together once again, to join their strengths and pillars, their ways of approaching knowledge and their strategies for participation, convinced that our organizations are key to improving the present and the future for thousands of teachers and students who can take on technologies in a productive and fun way.

In 2021, The Trust and Eidos convened groups from different corners of Latin America and the Caribbean to generate a clear change in mindset, proposing new ways of approaching knowledge of fundamental tools that focus on their usefulness and broad applicability. This year, we also rowed alongside deaf and blind educators who were able to enjoy themselves while learning the true potential of these tools, thanks to learning environments offered with a high level of accessibility. We know that many deaf and blind students will benefit from this content, which translates into inclusion and social justice.

United, both organizations fostered new pedagogical models that positively amazed those who experienced them, contributing to greater personal and professional development by transcending discourse and rooting in practice, because we both believe that we learn best by doing.

”

Maite Capra

Regional Coordinator
Trust for the Americas.



DIGITAL TUTORIALS (Tutorías Digitales)

WHAT WE DID

We coached and trained women as tutors in five Latin American countries (Argentina, Mexico, Chile, Colombia, and Peru) and supported them as they identified trainees and carried out synchronous tutoring through video calls on the following topics: use of WhatsApp, video call tools, social networks, web browsing, Instagram for business, YouTube, digital photography and video, data security, and Google Drive.

PURPOSE

Digital Tutoring is a program that aims to train people in Latin America in digital skills, through the training of Men and Women Tutors in each country who will also accompany and train thousands of trainees to use technology for their personal and professional development.

ORGANIZING PARTNER



IMPACT

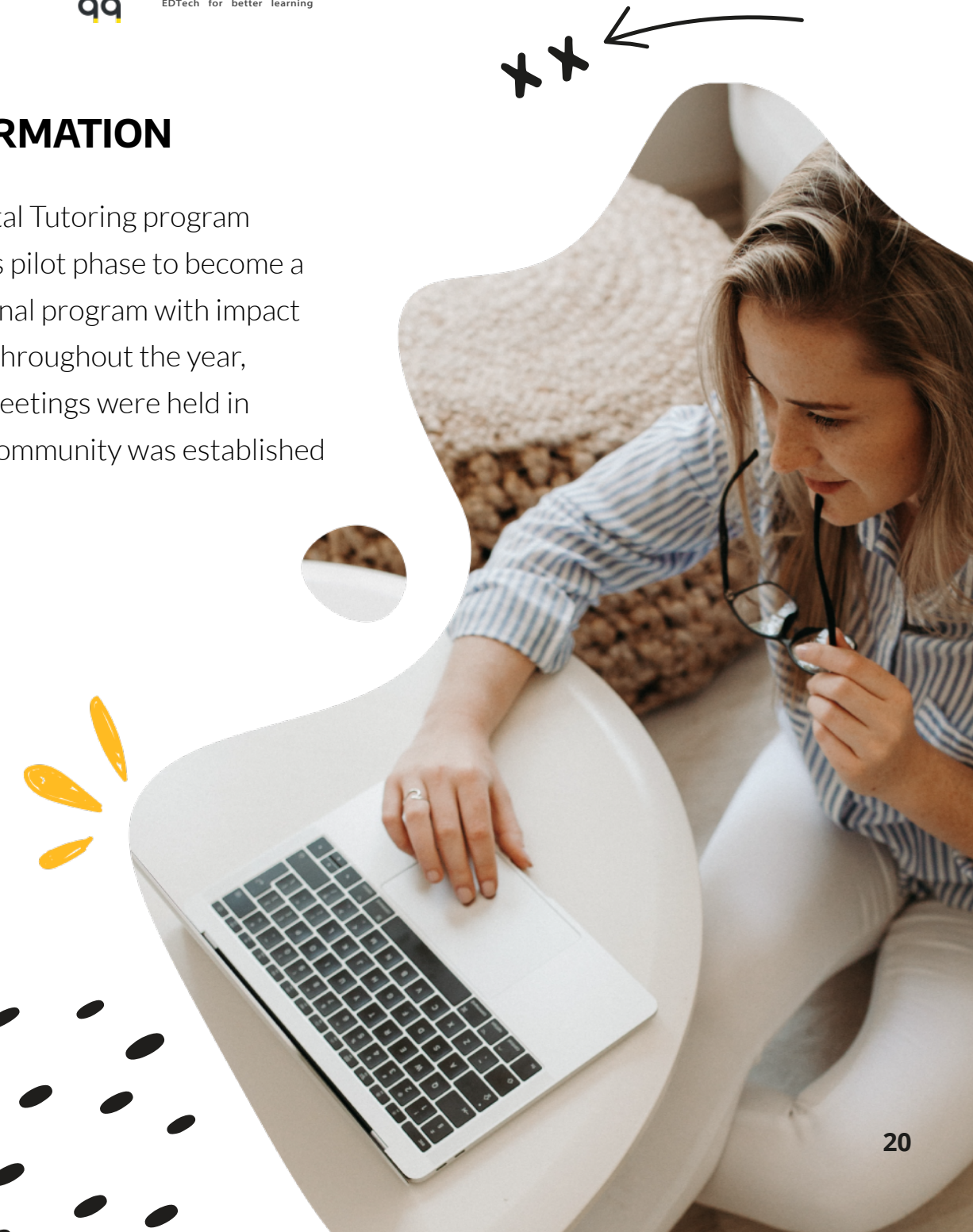
- ▶ **7497**
unique trainees
in 5 countries
- ▶ **1237**
Argentina
- ▶ **1374**
México
- ▶ **1497**
Chile
- ▶ **2257**
Colombia
- ▶ **1042**
Perú

ALLIED ORGANIZATIONS



MORE INFORMATION

This year the Digital Tutoring program graduated from its pilot phase to become a far-reaching regional program with impact in five countries. Throughout the year, several regional meetings were held in which a learning community was established with all the tutors.



04.

EDUCATION & SKILLS

EMPOWERING TEACHERS WITH CODE.ORG

WHAT WE DID

Throughout 2021 we worked together with CODE.org to train teachers from El Salvador in the fundamentals of Computer Science, supporting them on a tour of the innovative tools proposed by the platform.

Through online webcasts and training in small groups for teacher trainers, we delved into the computational thinking processes and 21st century skills necessary for a better understanding of the programming universe.

IMPACT

- ▶ **10.626**
people viewed the webinars
- ▶ **64**
teacher trainers participated in the intensive training
- ▶ **5760**
teachers can be reached by the trainers

PURPOSE

Provide teachers and teacher educators not only with a pedagogical perspective to address the Fundamentals of Computer Science and 21st Century Skills in the classroom, but also knowledge and familiarity with the tools of the CODE.org platform.

MORE INFORMATION

The incredible thing about this training is that it utilizes the Code.org platform, which includes a full learning journey from the fundamentals of computing to more complex programming exercises for all ages, with materials for teachers to bring both synchronous and asynchronous activities to the classroom. The spirit of the platform permeated the training itself as well as the search for ways of working with computational thinking without screens, and ways of teaching interesting content through games and decoding challenges.

In the feedback, the response was unanimous: there is a desire and a need to continue strengthening teacher training so that these proposals reach more and more classrooms.

ORGANIZING PARTNER



ALLIED ORGANIZATIONS



COMPUTATIONAL THINKING TOGETHER WITH ACCENTURE

WHAT WE DID

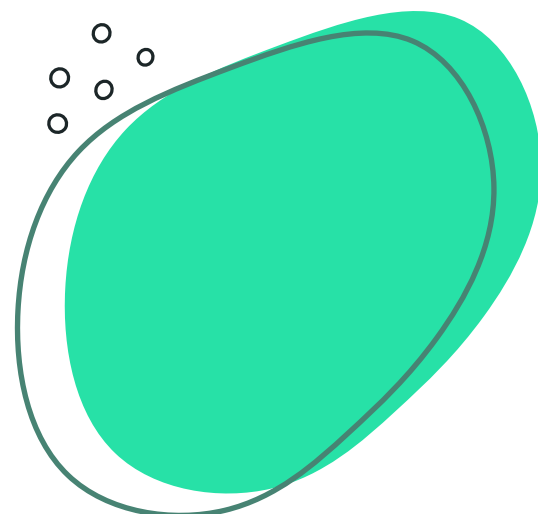
Together with Accenture we convened small groups of teachers from all educational levels and from all over the country to two editions of **TEC.LA, our computational thinking training for educators.**

In the live classes, we worked on computational thinking and 21st century skills, offering tools to translate this content to the classroom. During independent work time, participants developed a model of Design Thinking and lesson planning to tackle the challenge of adapting the content of computational thinking lessons to the unique characteristics and context of each educational community.

PURPOSE

Provide a pedagogical framework for the development of computational thinking and 21st century skills for new classroom realities.

Share theoretical and practical content around computational thinking such as pattern recognition processes, algorithm creation, decomposition into subproblems, and 21st century skills, among which are empathy, resilience, adaptability, and creativity.



IMPACT

- ▶ **51** teachers completed the training
- ▶ **15** Argentine provinces
- ▶ **3862** students

MORE INFORMATION

The biggest challenge we faced was to generate enthusiasm and proximity - even through virtual means - among teachers who have had to accommodate and adapt to the pandemic. We managed to generate a meeting space where we could share pedagogical tools with very positive feedback and high participation and interaction from those who attended.

ORGANIZING PARTNER

 **accenture**

ALLIED ORGANIZATIONS



COMPUTATIONAL THINKING & SCHOOL CURRICULA

Together with UNESCO and with the support of organizations such as Plan Ceibal, we brought together 94 education decision makers from across the region with a hand in curriculum and teacher training, and invited them to be part of a regional awareness training series on computational thinking. Additionally, we hosted an intensive meeting with government leaders from that group who decided to take a deeper dive into the subject, generating a space for reflection and shared practice with the aim of thinking about the importance of institutionalizing computational thinking in Latin American schools and the ways in which we can achieve it.

The purpose of the initiative was to present the possibilities uncovered by working on computational thinking in the classroom in connection with various areas of knowledge, to analyze computational thinking and curriculum proposals in the region, and to share teaching materials and platforms designed by specialists in the field.

Which is our next challenge? To deepen teacher training in digital transformation of classrooms and to work together with interested governments to democratize access to new technologies.



DIGIGIRLZ

WHAT WE DID

Digigirlz was a series of five events aimed at students in their last years of high school who wanted to explore the world of science and technology from a different perspective. Through five one-hour days, those who participated were able to meet and interact with role models from different fields of knowledge within the framework of an interactive and playful learning experience that brought gender perspectives into the equation throughout.

PURPOSE

With the support of Microsoft, the Ministry of Public Innovation, ARSAT and INET, DigiGirlz set out to foster interest in STEAM careers among students (women and gender non-conforming people) from technical schools across the country.

IMPACT

▶ **800**
participants

▶ **5**
hours of content

▶ **8**
speakers

MORE INFORMATION

During this series of events we were guided by a clear idea: it's not the same if you're not here! In the meetings we were able to reflect upon what gender equality in science and technology means, what the current panorama is, and consider ways to jointly build a vision of a future that allows us to take action so that more women and gender non-conforming people can explore the world of science and technology from a different perspective.

ORGANIZING PARTNER



ALLIED ORGANIZATIONS



THE SOCIAL INNOVATION WAREHOUSE (SIW)

WHAT WE DID

Born during the 2018 Youth Summit, the Social Innovation Warehouse (SIW) is a free, online, hands-on training program created by Eidos Global that aims to empower young leaders of social enterprises from around the world to strengthen their projects, increase their impact, create employment, and enhance sustainability. SIW is a space designed to build bridges between the innovative solutions created by young people and the government organizations, agencies or NGOs that can replicate these solutions in their local contexts.

PURPOSE

To support young changemakers to develop the skills and tools they need to overcome the main challenges they face in their organizations, with an approach focused primarily on social innovation. The project seeks to promote the creation of sustainable social enterprises that generate an impact on society and create employment opportunities for young people. At the same time, it seeks to make visible a repository of solutions framed around the SDGs so that companies, organizations and governments can reference and replicate the projects hand in hand with young people around the world.

IMPACT

- ▶ **11**
young social
innovators from
- ▶ **10**
countries

MORE INFORMATION

This new edition, unlike previous years, was designed to support young people with enterprises in a more advanced state of development and with greater potential to generate employment for other young people. It had a cohort of only 11 young people for whom we were able to create a more customized learning process that allowed us to add more value for young people and their organizations.

ALLIED ORGANIZATIONS



SIW X NET.IMPACT

This year Eidos joined forces with Net Impact for the design and implementation of a new edition of its accelerator program in two formats with different themes: the Future of Energy and the Food Solutions Challenge. The aim of the collaboration was to support young change-makers to develop the skills and tools they need to overcome challenges they face in their organizations, with a training approach based on social innovation and sustainability.

MORE INFORMATION

At the close of the program, teams presented their organizations to leaders in the field from public, private, and third sector organizations. The winning teams received funding and resources to empower their businesses and increase their impact.

IMPACT

- ▶ **12**
social enterprises
- ▶ **6**
of them from
the United States
focused on clean
energy
- ▶ **6**
from Africa
focused on solutions
in the field of food.

ALLIED ORGANIZATIONS

NET IMPACT 



HISTORIAS PARA ARMAR

WHAT WE DID

During 2021, Eidos collaborated with Disney and Chicos.Net on “Historias para Armar.” The program presents content and resources for children in Latin America to acquire digital and socio-emotional skills while they use the languages of the digital age to create stories that express and communicate ideas.

We created supporting content and resources for teachers that allow the program to be easily adapted for classrooms in different socioeconomic contexts and a variety of hybrid and virtual learning environments. The materials can be used both in face-to-face and distance training and are even adapted for limited or no internet connectivity.

PURPOSE

Enable 1 million children in the region to acquire 21st century skills through the creation of stories.

MORE INFORMATION

“Historias para Armar” supports hybrid education in a cross-functional way, giving teachers the ability to adapt the content to different realities, and ensuring that no child is left without the possibility of learning new skills.

ORGANIZING PARTNER

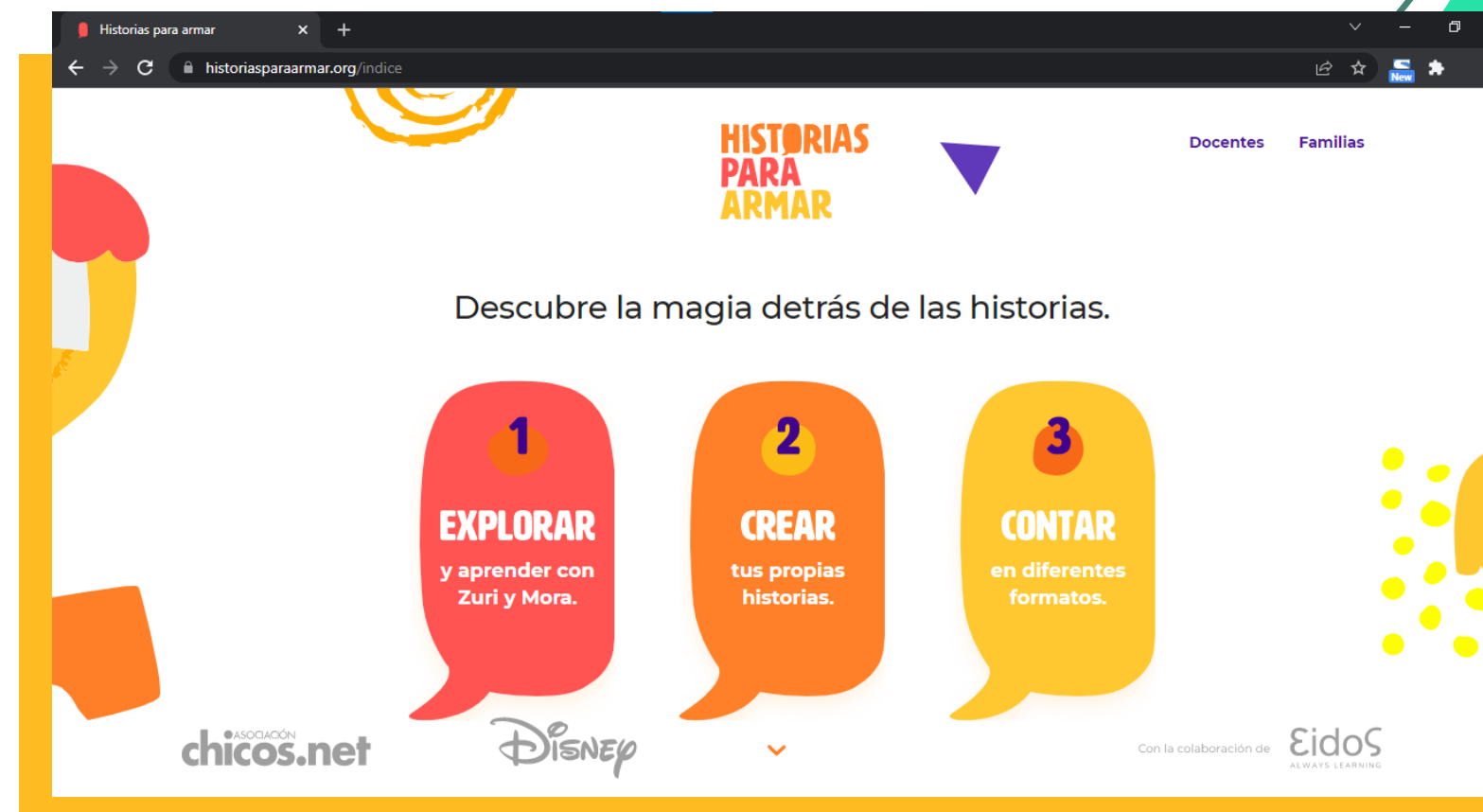


ALLIED ORGANIZATIONS



TO LEARN MORE

CLICK HERE



LEARNER'S VOICE

WHAT WE DID

Learner's Voice is a project focused on skills of self-expression, in which young students from Qatar explored different topics related to current affairs such as sustainability, technology, and gender equality, among others. The program included guests from the local Qatari ecosystem and at the same time, through photography workshops, presented the opportunity to learn how to use this powerful medium to create an artistic project that represents their voices and opinions.

PURPOSE

To create spaces of trust and safety so that students can express their voice.

MORE INFORMATION

The project represented a challenge and a great opportunity, especially to work with young people, who in many cases suffer from not having spaces for self-expression or to share their opinions. The results of the project were exhibited at the World Innovation Summit for Education in Qatar during December 2021.

IMPACT

► **45**
high school students
from Qatar

ORGANIZING PARTNER



INICIATEC

WHAT ARE WE DOING

In 2021, Iniciatec was born, created together with Accenture and implemented by Mindhub. During 2021, Eidos carried out the educational development and coordination of the program, and in 2022 the program will be further developed with the addition of complementary training workshops related to self-knowledge, self-regulation and resilience, skills especially necessary for populations and learners in highly vulnerable contexts.

PURPOSE

In partnership with Accenture and implemented by Mindhub, IniciaTec seeks to train young people from vulnerable neighborhoods in Argentina in socio-emotional and technical skills so that they have the necessary tools to enter the labor market.

IMPACT

▶ **4**
cohortes.

▶ **100**
young people
between 18 and 30
in vulnerable situations

MORE INFORMATION

The program is one of the few free training initiatives designed to generate job opportunities specifically focused on vulnerable neighborhoods. We are so excited for what's to come!

ORGANIZING PARTNER

 **accenture**

ALLIED ORGANIZATIONS

 **MIND
HUB.**

05.

FEATURED ACTIVITIES

WISE SUMMIT 2021

This year we were once again invited to participate in the Wise Summit, the annual event in Qatar that brings together thousands of education stakeholders around the world to plan the future of education.

As part of our participation, we were invited to coordinate two spaces:

WORKSHOP ON STUDENT AGENCY

Developing students with agency for their own learning – creating positive outcomes for themselves and their communities – is one of the core concepts of the OECD Learning Compass 2030. To spread this concept, we prepared a 1-hour interactive session in which the participants were able to address the question of learning agency from their own experiences and perspectives. Participants generated proposals to promote the agency of learners from multiple perspectives



AMBASSADORS OF THE PLANET

Educating about the actions we need to take on issues of sustainability can be a real catalyst for change. Young people, who will inherit our legacy in the fight against climate change, have a unique perspective on the climate crisis. They also have the ability to take advantage of new creative formats and media to share their knowledge. It is for this reason that Eidos was invited to participate in a round table conversation about young people leveraging their skills and tools to promote education around climate change and what actions could be taken to mitigate its effects.

INVESTORS BOOTCAMP

Investment in education startups is crucial to support them in developing quality content and promoting the future of learning. However, the investing world often seems far-removed from the possibilities that entrepreneurs have available, making it difficult to access development opportunities.

With this in mind, Eidos organized a space specially-designed to prepare both entrepreneurs and investors to create significant connections with one another and enhance access to opportunities.

“

Creating engagement with K-12 students in a fully remote program can be very challenging, but EIDOS helped us to establish meaningful ties with our Learners cohort, and demonstrated that cultural differences, rather than being barriers, can actually spark curiosity and stimulate dialogue.

”

Aurelio Amaral

Head of the Learning
Ecosystems track - WISE Qatar.



06.

GLOBAL ALLIANCES

21ST CENTURY SKILLS COALITION

This year we were selected to be part of the 21st Century Skills initiative led by the Inter-American Development Bank (IDB).

Our goal is to work together with public and private sector actors in order to strengthen learning ecosystems in Latin America and the Caribbean, providing transferable skills that prepare citizens to face the various challenges of the 21st century.



OCDE - LEARNING COMPASS 2030

Eidos continues to contribute to the Learning Compass 2030, the OECD initiative that proposes to build a learning framework that sets the vision for the future of education. This initiative is constantly evolving, bringing together the strengths of global specialists from various fields for co-creation.



GLOBAL EDUCATION COALITION

The Global Coalition for Education, launched by UNESCO, is a platform for collaboration and exchange that seeks to protect the right to education during this unprecedented interruption. Our participation allowed more people to acquire cognitive and socio-emotional digital skills for free.

DECENT JOBS FOR YOUTH

As a result of our efforts focused on employability, we have joined the Decent Jobs for Youth project promoted by the ILO (International Labor Organization).

This global initiative enables increased action and impact on youth employment in support of the 2030 Agenda for Sustainable Development.

The platform works as a catalyst for associations, collaborations and joint actions generated around evidence-based strategies, whose objective and final result is that a greater number of people are prepared for and have access to decent jobs.

GLOBAL COMPACT OF THE UNITED NATIONS

We are aligned with the Global Compact and its thousands of organizations and companies to promote the 2030 agenda within the business world. In this alliance, we work together with all the organizations and companies that comprise it in order to promote the 2030 agenda and its 17 objectives in the business field.



07.

A GREAT PLACE TO WORK

Since 2020, Eidos has been working to put on the agenda an issue that we consider essential: to recover and retain a focus on what's human, especially in times of extreme virtuality.

With this in mind, we decided to create a functional group in our organization specifically designed to guarantee the well-being of those who are part of our team.



Here's a little of what we have been up to as we work to build and be an example of a more humane workplace:

- * 11 new people joined the team (70% growth!) which led us to redesign our **selection and onboarding process** to support their entry into the tribe.
- * We deepened our conception and definition of "well-being" to take all the dimensions of physical and mental health into consideration. We incorporated free **yoga classes** twice a week and extended fully-paid mental health support as an employee benefit.
- * We worked extensively on how gender shows up in our organization, which led us to modify the way we communicate and teach through a **non-binary communication policy**.
As part of our internal development, our team participated in a training led by Contratá Trans focused on how to create **diverse workspaces**.
- * As part of Eidos' commitment to becoming an organization where there is no gender pay gap, we implemented **an annual bonus for menstruating people**, which covers 100% of the cost of menstrual hygiene products throughout the year.
- * As our entire tribe was working from home this year, we covered the **full cost of internet service** for everyone's home and provided all equipment necessary to be able to work comfortably.
- * To encourage further personal and professional development, we incorporated **discounts for postgraduate studies** in UTDT and in FLACSO, in addition to agreements with cultural spaces and theaters.

08.

PARTNERS AND COLLABORATORS THIS YEAR



**LEARNING EXPERIENCES
TO FACE
UNCERTAIN FUTURES**

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