

## **Pau Costa Foundation Diversity Manifesto**

*The Pau Costa Foundation advocates for the integration of diversity in the framework of forest fires. To this end, we integrate voices of various genders, cultures, backgrounds, ages, and sexual orientations in our daily lives to strengthen our mission, and thus contribute to a paradigm shift. Therefore, we defend and claim the following points:*

- \* We defend that, just as a healthy fire ecosystem depends on biodiversity, our society becomes more resilient when all voices are considered (heard, represented, respected and cared for).
- \* We are committed to promoting an inclusive and respectful environment with people regardless of their gender, origin, culture, religion, sexual orientation, etc., so that the fire community can better represent and serve the diverse societies in which we live.
- \* We support the well-being and life cycles of our staff and their families, adapting to family conciliation and personal development.
- \* We promote equal opportunities, fostering a gender balance in professional environments and reinforcing the participation of people of different identities.
- \* We work to create references by making silenced stories visible.
- \* We recognize that climate change accentuates the vulnerability of some groups in the face of forest fires. As a fire community, we must give visibility to this reality and promote equity to reduce vulnerabilities.
- \* We continually learn and adapt to new challenges to represent diversity and promote gender equality.