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The EDGE certification is based on high global standards, including international legislation on gender equity and intersectionality. After a rigorous assessment, *Banco de la República* (the Central Bank of Colombia) obtained this certification, thus becoming the second central bank in Latin America to reach this milestone.

This was made possible thanks to the participation of Banrep employees in a survey conducted from 20 May to 04 June 2024, where they expressed a positive perception on various aspects evaluated under the EDGE (Economic Dividends for Gender Equality) global standard.

EDGE Assess highlighted *Banco de la República's* (the Central Bank of Colombia) commitment to diversity, gender equity, and inclusion in the workplace, driven by the implementation of various policies and practices that have positively impacted the well-being of its employees throughout the country.

The assessment revealed a representation of both genders above the median of its peer group as compared to other central banks and 19 international financial institutions such as the International Monetary Fund, the World Bank, and the central banks of Italy, Mexico, and Europe, all of which are EDGE certified.

Some of the key aspects in granting the certification to *Banco de la República* (the Central Bank of Colombia) were:

- Cultural inclusion
- Effectiveness of policies and practices, achieving the highest scores in training, leadership development, mentoring, and organizational culture.
- Female representation in leadership positions
- High employee satisfaction levels in four key areas:

- **Recruitment and promotion**: Equal opportunities for men and women to be hired or promoted.
- **Training, leadership development, and mentoring**: Opportunities to enhance skills and prepare for key leadership roles.
- **Organizational culture**: Employees recommend Banrep as a great place to work and appreciate the management's commitment to gender equality and inclusion in team decision-making.
- **Flexible work**: Work/life balance, as well as the support by #LíderesBanRep (Banrep leaders) in personal or family situations.

Banco de la República (the Central Bank of Colombia) will continue assessing and implementing actions to further strengthen diversity, gender equity, and inclusion in the workplace for Banrep Talent.

“For *Banco de la República* (the Central Bank of Colombia), equity, diversity, and gender equality are crucial, and we are confident that by 2026, when our certification will be reviewed, we will have made even more progress”. Marcela Ocampo, Deputy Executive Governor at *Banco de la República* (the Central Bank of Colombia).

Fuente: https://www.banrep.gov.co/en/news/news-updates/banrep-obtained-edge-assess-certification-equity-inclusion