



JULY 2017

UN Secretariat Global Learning & Career Support Programmes

Addressing Unconscious Bias in Recruiting

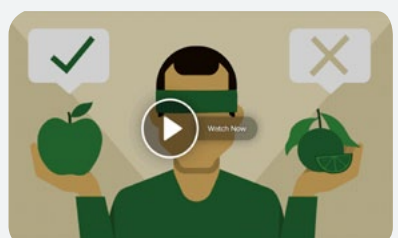
It is very exciting to think that we work at the most diverse workplace in the world. However, we continue to work towards building a more inclusive workplace for everyone. One of the aspects of diversity and inclusion explicitly prioritized by Secretary-General António Guterres is the goal to reach gender parity within the UN Secretariat by 2026.

One way to drive this goal is to learn about our biases, their impact in our Organisation and how to overcome them. In support of this, OHRM is working to address unconscious bias in the recruiting process by introducing new learning modules on Unconscious Bias in the regular learning programme on Competency Based Interviewing for Panel Members. Separate Unconscious Bias briefings will be offered - the first one of which is taking place at the end of July for those who completed this programme before the introduction of this new module (please see below). Further dates and details



Lynda.com video of the month: Unconscious Bias

In this course, diversity expert Stacey Gordon helps you recognize and acknowledge your own biases so that you can identify them when making decisions, and prevent yourself from making calls based on a biased viewpoint. Stacey explains some of the most common forms that a bias takes: affinity bias, halo bias, perception bias, and confirmation bias. She helps you recognize the negative effects of bias within your organization, as well as the benefits to be realized by uncovering bias in decision-making processes. Finally, she outlines strategies for overcoming personal and organizational bias



Duration: 24 min 42 sec

For more information on Lynda.com at the UN, visit: hr.un.org/lynda

UN for All: A Story of Inter-Agency And Inter-Country Cooperation

UN Cares has developed a set of learning modules titled "UN for All: Dignity and Inclusion in our Workplace", which addresses the following themes: disability, sexual orientation and gender identity, and substance use in relation to UN workplace policies and practices.

Since their inception, these workshop modules have been delivered in diverse Duty Stations and brought together participants from diverse UN Agencies, Funds and Programmes and UN Secretariat, who were immersed in the lively interaction that each module brings. Staff felt the learning sessions launched conversations that are very much needed and timely.

In the past 3 months alone, workshops have been held in Nairobi, Quito, Kigali, Lomé, Port Moresby, Bogotá, Belize City and Santo Domingo for inter-agency participants. Within this time frame, train-the-trainer sessions have been held in Bonn, Geneva, Port of Spain and New York with great success, thus creating a group of engaged multipliers.



Colombia: UN for All reached 200 staff in one week

For more information about these workshops, please visit the [UN for All](http://UNforAll.org) site or contact [Laurie Newell](mailto:Laurie.Newell@un.org) or [Xavier Orellana](mailto:Xavier.Orellana@un.org). To request the implementation of the UN for All modules in your country office please contact the UN Cares team in the country or write to info@uncares.org to find out who is the nearest facilitator that can lead the sessions.

GLOBAL OPPORTUNITIES FOR LEARNING AND CAREER SUPPORT IN JULY

Writing for iSeek via WebEx (LMS-2662-1)

Duration: 2 hours and one 20 minute tutoring session
Friday, 7 July, 2017
9 - 11am (New York time)

Foundations of Writing for the United Nations (LMS-2585)

Self-paced
Duration: 4 - 5 hours

Comprensión escrita y Gramática (LMS-2283)

Self-paced
Duration: 8 hours

Comprensión oral y Vocabulario (LMS-2284)

Self-paced
Duration: 8 hours

Pre-Retirement Seminar (LMS-1538)

Accessible via webcast
Duration: 7 hours 45 min
Friday, 14 July, 2017
9 - 4:45 pm (New York time)

Diversity (LMS- 2520)

Self-paced
Duration: 4.5 hours
More information [here](#)

Conflict Resolution (LMS-2521)

Self-paced
Duration: 1.5 hours
More information [here](#)

Collaborative Negotiation (LMS-2522)

Self-paced
Duration: 2 hours
More information [here](#)

Project Management Foundations (LMS-2519)

Self-paced
Duration: 4 hours
More information [here](#)

OHRM Test Development Workshop (LMS-2347)

Duration: 8 hours
Wednesday, 12 July, 2017
9 - 5 pm (New York time)

Préparer l'entretien sur compétences en français (CBI) - Partie 1 (B2) (LMS-2429)

Without tutor support/ Self-paced
Duration: 4 hours

Préparation à l'EAL de français (French LPE) (LMS-1699)

Self-paced
Duration: 8 - 22 hours

Format et exigences de l'épreuve d'expression écrite de l'EAL (LMS-2495)

Self-paced
Duration: 1 hour

Format et exigences de l'épreuve d'expression orale de l'EAL (LMS-2500)

Self-paced
Duration: 1 hour

Russian LPE INFO (LMS-2505)

Webinar and WebEX
Duration: 2 hours
Thursday, 13 July, 2017
9 - 11 am (New York time)

New!!! Unconscious Bias Briefing for trained CBI panel members (LMS-2679)

Accessible via WebEx
Duration: 1.5 hours
Tuesday, 25 July, 2017
9:30 - 11am (Geneva time)

For the full list of courses available globally for each language, click on the languages below and see the list of courses under "Online Courses":

[ARABIC](#) • [CHINESE](#) • [ENGLISH](#) • [FRENCH](#) • [RUSSIAN](#) • [SPANISH](#)

Develop your work-related skills by learning or practising the UN languages! Enroll now for the LCP summer courses or the Fall term!



Online language learning opportunities are available now to all UN staff in the 6 official languages. You can prepare for the LPE exam in French or Spanish, develop your active vocabulary in Russian on a variety of everyday topics, practise your Chinese grammar or start learning Arabic or French. The number of courses offered continues to grow, with more than 50 learning activities available, including new ones such as "Foundations of Writing for the United Nations" in English or "Redacción eficaz: Cohesión de ideas" in Spanish. For more information, visit <https://hr.un.org/page/language-learning/online>

Are you interested in learning Russian or improving your Russian language skills? Want to know more about Russian news & culture?



Then join the Russian Language Programme global newsletter! We will send you regular information and updates about the online Russian language courses offered by the UN Secretariat.

To join, please e-mail Anna Dvigubski, the Russian programme coordinator, at dvigubski@un.org спасибо and happy learning!

Boost your French Writing and Speaking Skills!

Registrations are now open for two new programmes to help you improve your speaking and writing skills in French taking place in September.

- "Introducing oneself - Writing (A1)"
- "Introducing oneself- Speaking (A1)".
- "Expressing likes and dislikes - Speaking (A1)"
- "Expressing likes and dislikes- Writing (A1)"

Visit [Inspira](#) and secure your spot!

SEE GUIDES HOW TO REGISTER FOR COURSES ON INSPIRA