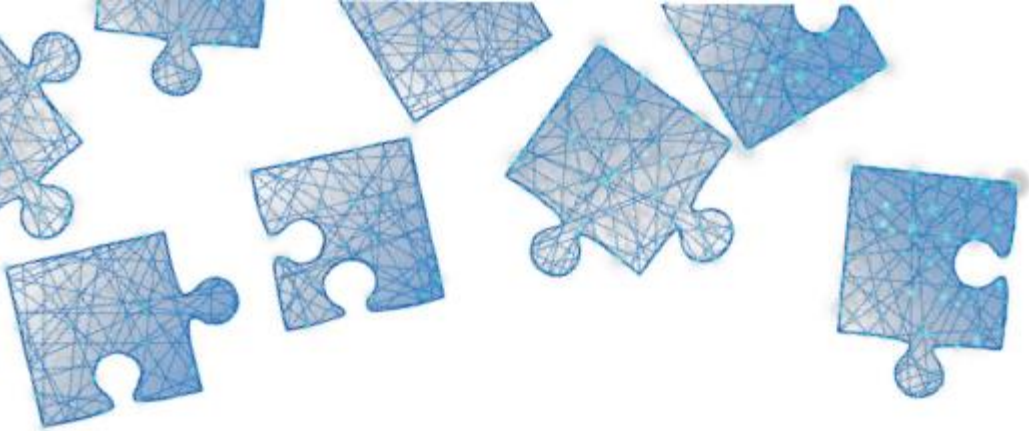# ANNEXES

STRATEGIC ACTION PLAN

Report of the Secretary-General's Task Force on Addressing Racism and Promoting Dignity for All in the United Nations Secretariat
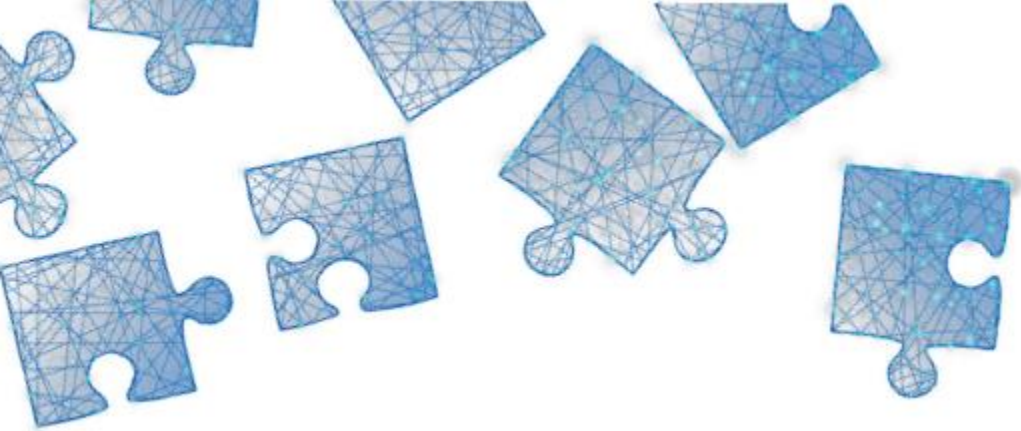
UNITED
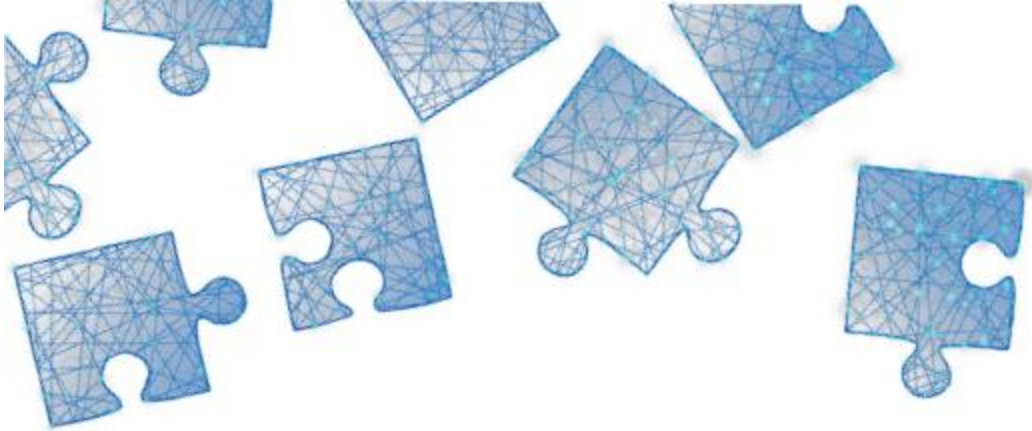**Against**
Racism : Dignity for all
in our Workplace

CONTENTS

ANNEX 1.

Membership of the Task Force on Addressing Racism and Promoting Dignity for All in the United Nations

Name	Title
Catherine Pollard (Chair)	Under-Secretary-General for Management Strategy, Policy and Compliance
Michelle Bachelet	United Nations High Commissioner for Human Rights
Ana María Menéndez Pérez	Special Adviser on Policy
Zainab Hawa Bangura	Director-General of the United Nations Office at Nairobi
Lisa Filipetto	Head of the United Nations Support Office in Somalia
Atul Khare	Under-Secretary-General for Operational Support
Melissa Fleming	Under-Secretary-General for Global Communications
Helena Fraser	United Nations Resident Coordinator in Uzbekistan
Martin Griffiths	Special Envoy of the Secretary-General for Yemen
Phumzile Mlambo-Ngcuka	Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women)
Fatoumata Ndiaye	Under-Secretary-General for Internal Oversight Services

Jeanine Antoinette Plasschaert	Special Representative of the Secretary-General for Iraq and Head of the United Nations Assistance Mission for Iraq
Miguel de Serpa Soares	Under-Secretary-General for Legal Affairs and United Nations Legal Counsel
Vera Songwe	Executive Secretary of the Economic Commission for Africa
Hanna Serwaa Tetteh	Special Representative of the Secretary-General to the African Union and Head of the United Nations Office to the African Union
Vladimir Voronkov	Under-Secretary-General of the Office of Counter-Terrorism
Jayathma D. Wickramanayake	Envoy of the Secretary-General on Youth
Leila Zerrougui*	Special Representative of the Secretary-General for the Democratic Republic of the Congo and Head of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
Bintou Keita	Special Representative of the Secretary-General for the Democratic Republic of the Congo and Head of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
Movses Abelian	Under-Secretary-General for General Assembly and Conference Management
Nada Al-Nashif	Deputy High Commissioner for Human Rights
Anita Bhatia	Deputy Executive Director for Resource Management, Sustainability and Partnerships, UN-Women
Martha Helena Lopez	Assistant Secretary-General for Human Resources
Shireen Lillian Dodson	United Nations Ombudsman
Robert Piper	Assistant Secretary-General for Development Coordination
Joseph Baricako	Representative of staff

*Replaced by Ms. Bintou Keita.

ANNEX 2.

Terms of reference of the Task Force on Addressing Racism and Promoting Dignity for All in the United Nations

A.   Introduction

The scourge of racism violates the Charter of the United Nations and debases the core values of the Organization. The Secretary-General recognizes that the United Nations is not immune to this scourge and has called for action to identify, prevent and address racism and racial discrimination in the United Nations. To this end, the Secretary-General has established the Task Force on Addressing Racism and Promoting Dignity for All in the United Nations that will conduct its work through 30 September 2021.

B.   Objectives

Guided by the principles enshrined in Article 1 (3) of the Charter and the Secretary-General's vision of an equitable, diverse and inclusive workforce, the Task Force will formulate a strategic action plan and make recommendations to the Secretary-General for action that will ensure equal treatment and full inclusion of all United Nations personnel in the implementation of the Organization's mandates and its activities.

The Task Force will explore how racism is manifested within the Organization and how it undermines the core values of the United Nations, the well-being of staff and the effective delivery of mandates. Recognizing that racism is both overt and covert and that covert racism is not easily identifiable, the Task Force will examine the extent of personal, interpersonal, structural and institutional racism and racial discrimination in the Organization.

The Task Force will propose measures to promote diversity and inclusion in the management of personnel, in workplace practices and in organizational culture. The Task Force will also develop policies and tools to create a safe environment in which racism can be reported without fear of reprisal and can be addressed promptly.

C. Deliverables

The Task Force will develop a strategic action plan, for presentation to the Secretary-General in September 2021. The strategic action plan will identify concerted and sustained actions required to address racism and racial discrimination within the United Nations. The proposals of the Task Force will promote the transformation of the United Nations into an Organization where non-discrimination, diversity and inclusion flourish and are reflected in all levels, particularly in positions of power and decision-making.

The strategic action plan will identify measures that may be implemented in the short, medium and long term. It will include suggested guidance to align the practices of the United Nations system, for deliberation and consideration by the High-level Committee on Management and the United Nations System Chief Executives Board for Coordination. The strategic action plan will also develop a mechanism for monitoring the implementation of the plan.

To develop the strategic action plan, the Task Force will undertake a series of activities, including:

- Completing the United Nations survey on racism
- Collecting and analysing data from the survey to establish an understanding of the extent of racism and racial discrimination in the United Nations
- Soliciting ideas and input from stakeholders on how to address racism and racial discrimination in all its forms
- Promoting deeper understanding and awareness of racism by means of town halls, speaker series and other events
- Conducting comparative research and analysis of practices of other United Nations organizations and external public sector organizations
- Studying how implicit biases (also called unconscious biases) can manifest themselves in the work of the Organization and how such biases can be proactively addressed
- Reviewing the norms, policies and practices of the United Nations to consider changes needed to promote greater diversity and inclusion
- Preparing a communications strategy under the leadership of the Department of Global Communications

The Task Force will engage widely during the development of the strategic action plan.

D. Composition and structure

The Task Force will be chaired by the Under-Secretary-General for Management Strategy, Policy and Compliance and will comprise senior-level staff from the Office of Human Resources, the Office of the United Nations Ombudsman and Mediation Services, the Executive Office of the Secretary-General, the Department of Operational Support, the Office of Legal Affairs, the Office of the United Nations High Commissioner for Human Rights, the Department of Global Communications, the Office of Internal Oversight Services, the Development Coordination Office, the Office of Counter-Terrorism, the United Nations Assistance Mission for Iraq, the United Nations Support Office in Somalia, the United Nations

Organization Stabilization Mission in the Democratic Republic of the Congo, the Office of the Special Envoy of the Secretary-General for Yemen, the United Nations Office to the African Union, the United Nations Office at Nairobi, the Economic Commission for Africa, the Office of the Resident Coordinator in Uzbekistan, the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), the Envoy of the Secretary-General on Youth and a staff representative from the Staff-Management Committee.

At the operational level, the activities of the Task Force will be led by the Assistant Secretary-General for Human Resources and the United Nations Ombudsman. As necessary, thematic working groups will be created to advance the work of the Task Force and the activities of the campaign on addressing racism and racial discrimination in the Organization.
The Office of the United Nations Ombudsman will be engaged in the Task Force as a neutral convener of dialogue on the campaign on anti-racism and racial discrimination in the United Nations.

The Task Force will report to the Secretary-General. The Task Force will provide regular progress updates to the Executive Office of the Secretary-General.

ANNEX 3. RESULTS OF THE 2020 UNITED NATIONS SURVEY ON RACISM

EXECUTIVE ANALYSIS AND BRIEFING
GLOBAL TOWNHALL PRESENTATION

31 March 2021

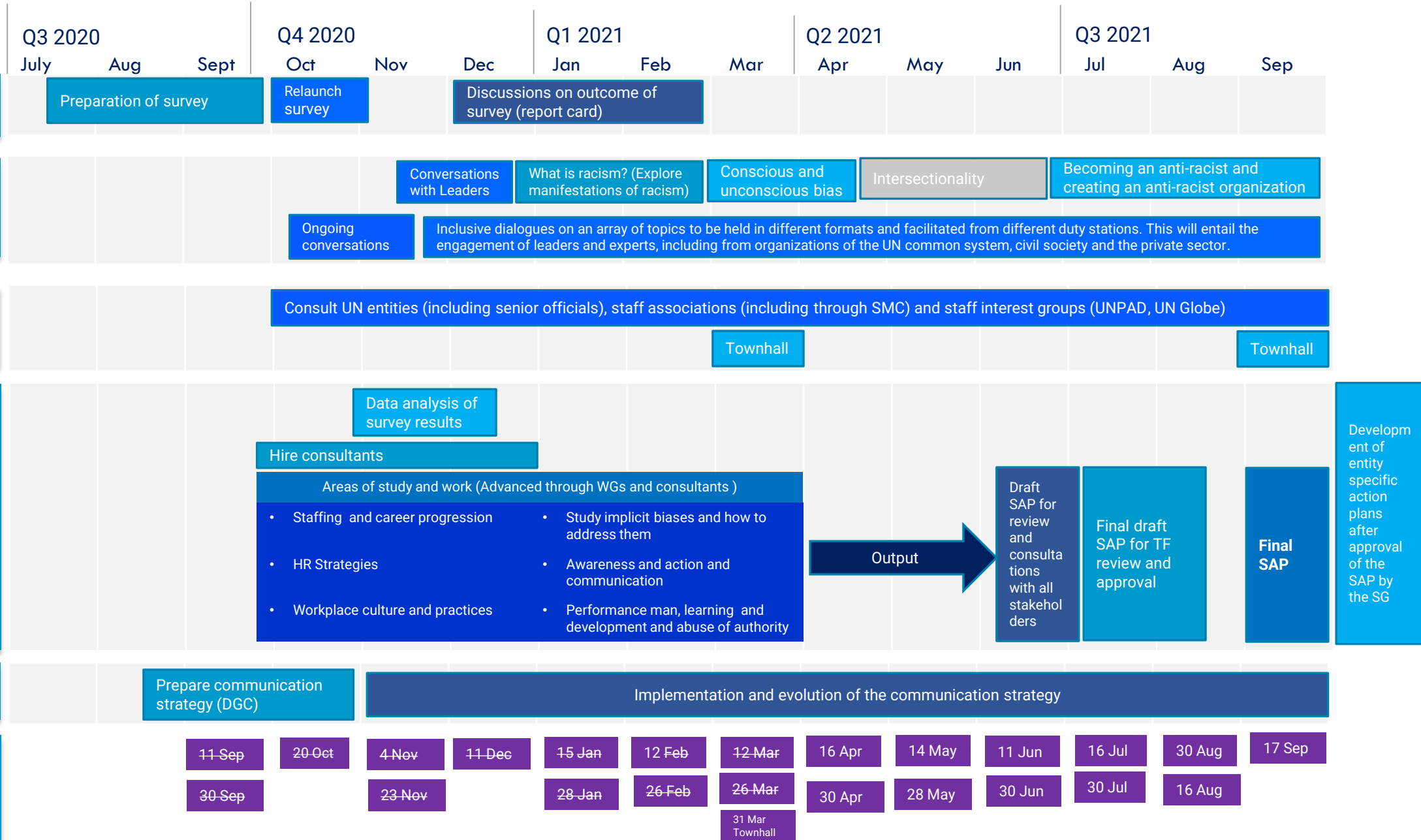# AGENDA

A. Anti-Racism Campaign – Awareness and Action

B. Results of the 2020 UN Survey on Racism

1. Participation rates
2. High-level results
3. Dimensions
4. Microaggressions
5. Main conclusions

A. ANTI-RACISM CAMPAIGN – AWARENESS AND ACTION

	Q3 2020			Q4 2020			Q1 2021			Q2 2021			Q3 2021		
	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Knowledge
- Preparation of survey
- Relaunch survey
- Discussions on outcome of survey (report card)

Awareness *Themes*
- Conversations with Leaders
- What is racism? (Explore manifestations of racism)
- Conscious and unconscious bias
- Intersectionality
- Becoming an anti-racist and creating an anti-racist organization
- Ongoing conversations
- Inclusive dialogues on an array of topics to be held in different formats and facilitated from different duty stations. This will entail the engagement of leaders and experts, including from organizations of the UN common system, civil society and the private sector.

Consultative process
- Consult UN entities (including senior officials), staff associations (including through SMC) and staff interest groups (UNPAD, UN Globe)
- Townhall
- Townhall

Analysis and Action
- Data analysis of survey results
- Hire consultants
- Areas of study and work (Advanced through WGs and consultants)
  - Staffing and career progression
  - HR Strategies
  - Workplace culture and practices
  - Study implicit biases and how to address them
  - Awareness and action and communication
  - Performance man, learning and development and abuse of authority
- Output
- Draft SAP for review and consultations with all stakeholders
- Final draft SAP for TF review and approval
- **Final SAP**
- Development of entity specific action plans after approval of the SAP by the SG

Communication
- Prepare communication strategy (DGC)
- Implementation and evolution of the communication strategy

Meetings of the Task Force *(Tentative)*

11 Sep	20 Oct	4 Nov	11 Dec	15 Jan	12 Feb	12 Mar	16 Apr	14 May	11 Jun	16 Jul	30 Aug	17 Sep
30 Sep		23 Nov		28 Jan	26 Feb	26 Mar	30 Apr	28 May	30 Jun	30 Jul	16 Aug	
						31 Mar Townhall						

B. RESULTS OF THE 2020 UN SURVEY ON RACISM

PARTICIPATION RATES 1

2 **HIGH LEVEL RESULTS**

DIMENSIONS 3

4 **MICROAGRESSIONS**

MAIN CONCLUSIONS 5

1. PARTICIPATION RATES

8,052 responded

37,276 invited

22%

30 points lower than 2019 Secretariat Staff Engagement Survey

Scores from groups with fewer than 385 respondents should be interpreted very cautiously

Job Family (Top 10 by participation rates)

Groups	Respondents	Rate
Administration	910	22.51%
Programme Management	752	26.70%
Security	672	16.61%
Political Affairs	457	24.72%
Language	453	22.82%
Human Resources	357	27.63%
Transportation	340	13.85%
Finance	335	22.35%
Information Management Systems and Techno	317	18.17%
Public Information	316	23.90%

Duty Station (Top 10 by participation rate)

Groups	Respondents	Rate
New York	1,718	25.71%
Geneva	997	25.74%
Nairobi	432	23.75%
Vienna	277	23.94%
Bonn	185	36.20%
Juba	182	13.88%
Bangkok	181	24.90%
Bangui	169	17.88%
Kabul	149	19.53%
Bamako	148	15.46%

Pay Scale Categories

Groups	Respondents	Rate
Professional and higher categories (P and D)	3,917	29.07%
General Service and related categories	2,980	16.95%
Field Service (FS)	663	19.53%
National Professional Officers (NO)	441	17.88%
USG & ASG	41	30.37%
Other	7	3.11%

Note: The participation rate for Job family, duty station and pay scale category representation are representative of the total number of staff in each group in the composition of staff in the Secretariat

CultureIQ

RESPONSE RATES

22% | **8,052** responded | **37,276** invited | **30 points lower** than 2019 Secretariat Staff Engagement Survey | Scores from groups with fewer than **385** respondents should be interpreted very cautiously
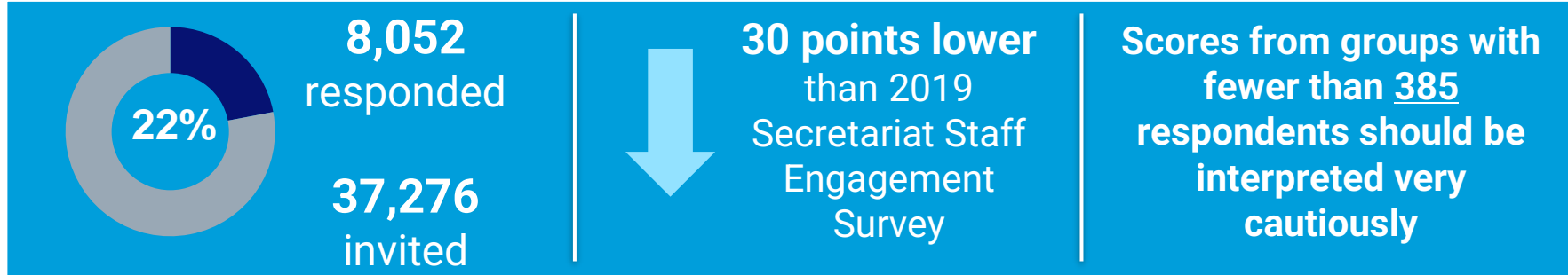
Gender

Group	Respondents	Rate
Male	4,427	19.52%
Female	3,625	24.85%

Note:
The participation rates for both gender and regional group representation are representative of the total number of staff in each group in the composition of staff in the Secretariat

Regional Groups

Group	Respondents	Rate
Western European & Others Group	3,515	25.7%
African Group	2,648	17.56%
Asia-Pacific Group	1,342	22.28%
Latin American & Caribbean Group	373	23.91%
Eastern European Group	121	21.23%
Not Assigned	50	13.7%

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SELF-IDENTIFICATION

- Of the 8,052 employees who participated in this survey, 57% (4,584) responded to the question "What is your racial identity?"

- Staff members self-identified into 13 groups (2 of which had fewer than 10 respondents and not shown)

Racial identity	Respondents
Racial identity not provided	3,468
White	1,800
Black or Afro-descent	1,454
Asian	462
Multi-racial	210
North African/ Middle Eastern	205
Latino/Hispanic	162
South Asian	148
East Asia	58
Southeast Asia	39
Other	29

Latino/Hispanic, 2%
East Asian, 1%
Southeast Asian, 0%
South Asian, 2%
North African/Middle Eastern, 3%
Other, 0%
Multi-racial, 3%
Racial identity not provided by staff, 43%
Asian, 6%
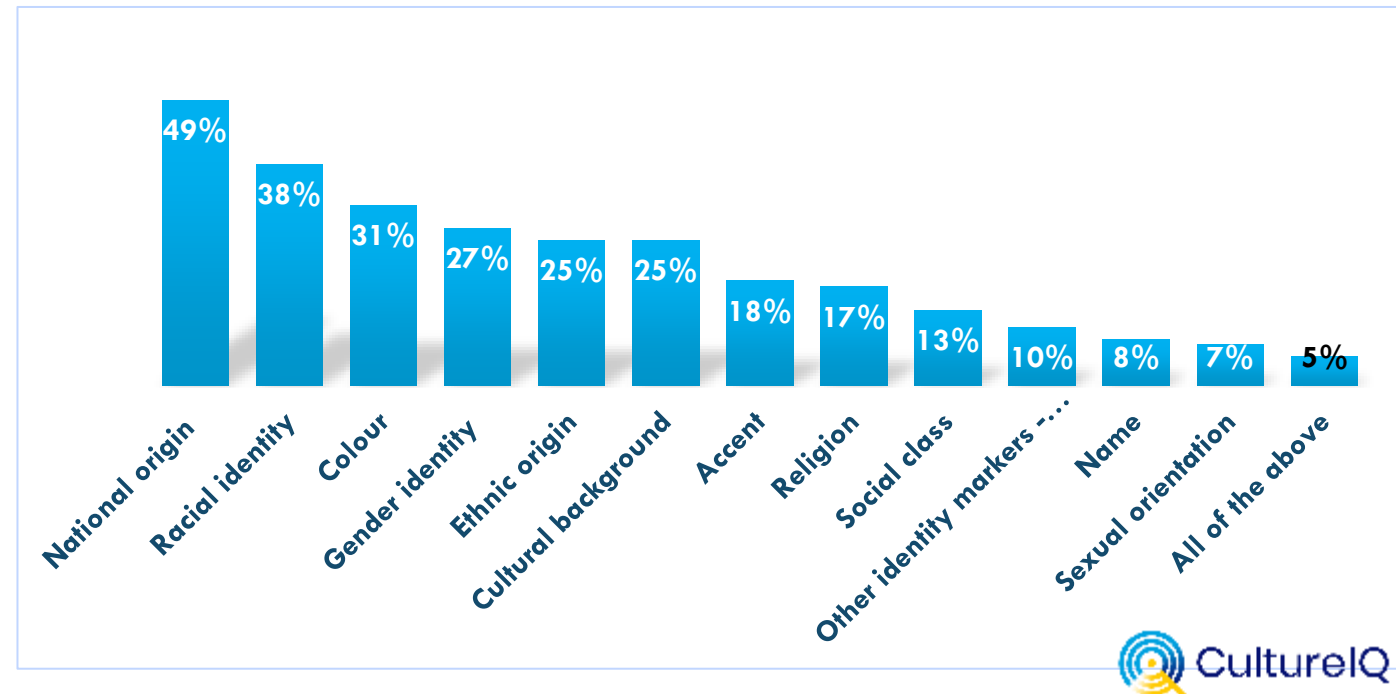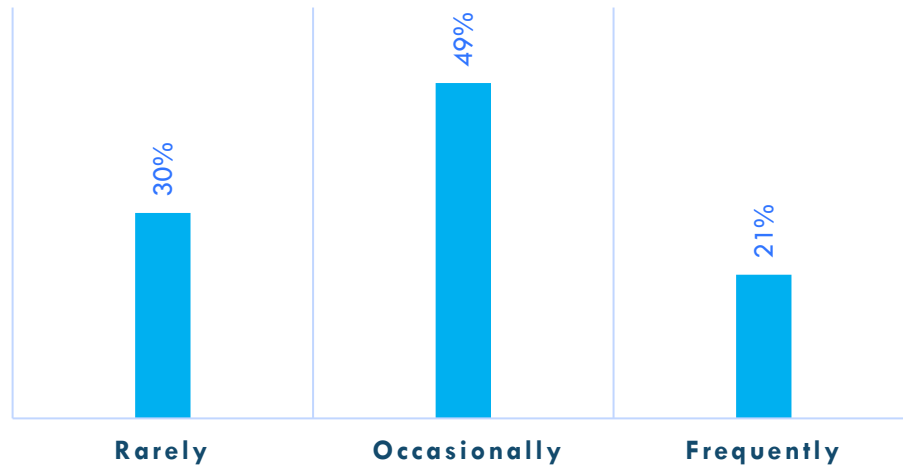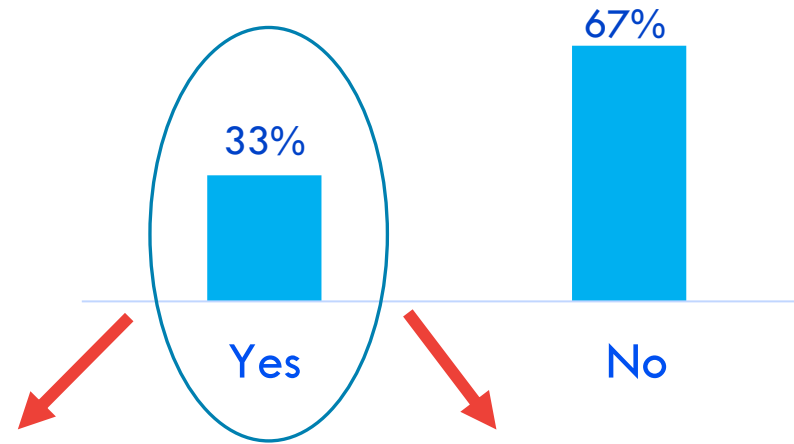Black or Afro-descent, 18%
White, 22%

CultureIQ
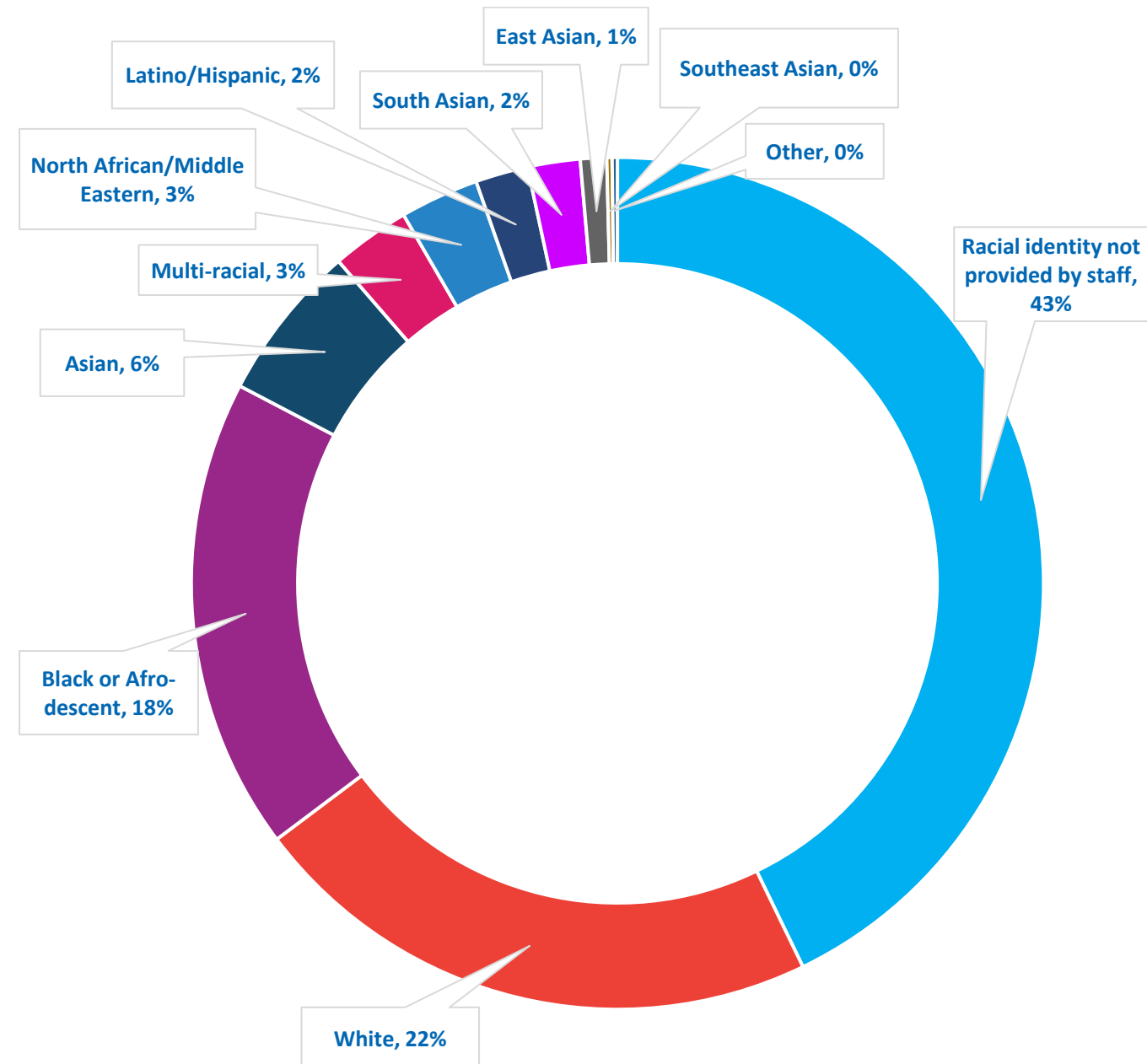
2. HIGH-LEVEL RESULTS

- Experience of discrimination at the workplace

- Reactions to experiences of discrimination at the workplace

- Allyship

HAVE YOU EXPERIENCED DISCRIMINATION AT YOUR CURRENT WORKPLACE?

1/3 of respondents have experienced discrimination, and of those 21% experienced it frequently. Most of those experiences were based on national origin but often involved more than one aspect of identity.

33% Yes

67% No

30% Rarely

49% Occasionally

21% Frequently

49% National origin

38% Racial identity

31% Colour

27% Gender identity

25% Ethnic origin

25% Cultural background

18% Accent

17% Religion

13% Social class

10% Other identity markers - ...

8% Name

7% Sexual orientation

5% All of the above

CultureIQ

IF YOU EXPERIENCED DISCRIMINATION, HOW DID YOU REACT?

- 34% did not report the incident, address the matter, or tell a coworker or supervisor.

- 52% reported being dissatisfied or very dissatisfied with the way the situation was handled.

- Of those not reporting the incident 72% did nothing because they thought nothing would happen.

| 34%	28%	25%	19%	11%	11%	10%	8%	3%
I did none of the above options	I addressed the matter myself	I told a co-worker other than my supervisor about the incident	I told my immediate supervisor about the incident	I reported the incident using existing informal channels in the United Nations	I sought professional help to cope with the situation (counselling services)	I reported the incident using existing formal channels in the United Nations	None of the above	I used an anonymous reporting tool (online, phone, etc.)

CultureIQ

HAVE YOU BEEN SUPPORTED OR PROTECTED BY SOMEONE WHILE EXPERIENCING RACIAL DISCRIMINATION AT YOUR CURRENT WORKPLACE?

- Only 13% reported that they had been supported or protected by someone. The descriptions of what that support entailed ranges from public rebukes of improper behavior to simply working around the perpetrator.

SAMPLE COMMENTS

- Reaffirmation, support and encouragement
- Some staff are nice and supportive while others try to make the abuser happy and support him or her
- They called out the person who was doing the discrimination and brought it up in a meeting we had. Turns out I was not the only person being discriminated…
- My supervisor, who was supportive, stood up against his supervisor, who was abusive. That helped.
- They spoke up and defended me against the supervisor and proceeded to report the situation.
- I was given help by the National staff Union who handled the case properly through to HR
- I was temporarily moved to another office until my then supervisor left
- I reported to my supervisor. He asked me what I wanted him to do! Not helpful at all

87% No

13% Yes

CultureIQ
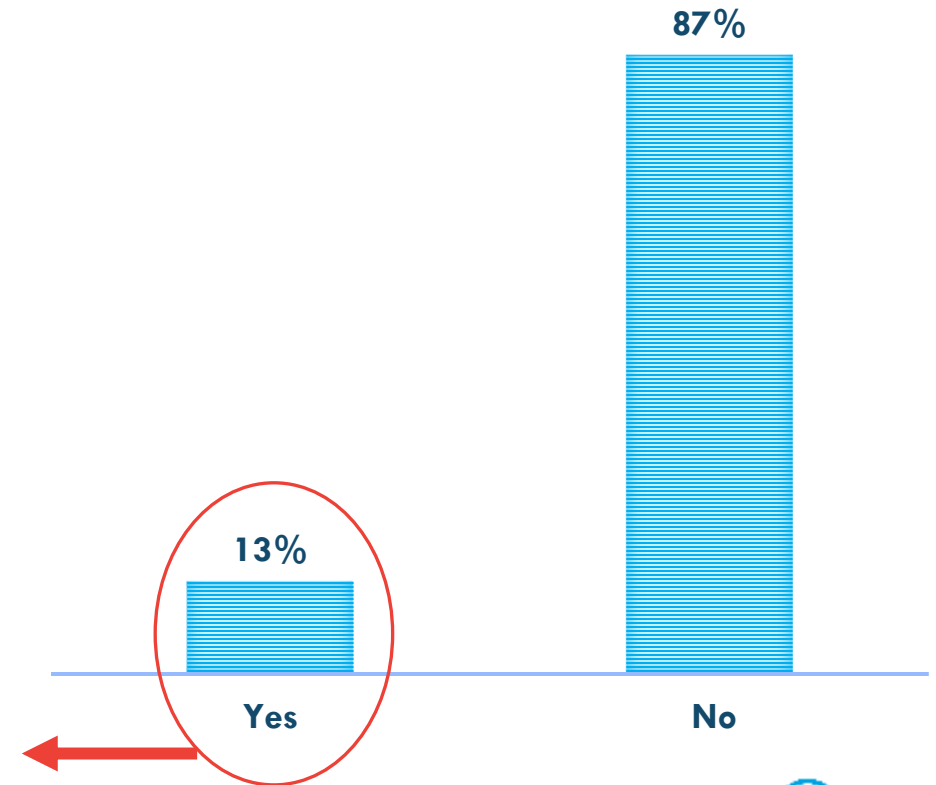
3. DIMENSIONS

Scoring procedure

Dimension scores: most positive to least positive

Dimension scores by self-identification

Dimension scores by gender

Dimension scores by category

Dimension scores by contract type

Dimension scores by duty station samples

SCORING

The survey questions had both positive and negative wording, meaning that agreeing with a statement sometimes meant a lack of racism but sometimes meant the presence of racism.

To create scores by dimension (a set of related questions), responses to the negatively worded questions were "reversed" so that all scoring would be consistent.

Higher scores indicate more positive responses, indicating the lack of racism or the presence of anti-racism.
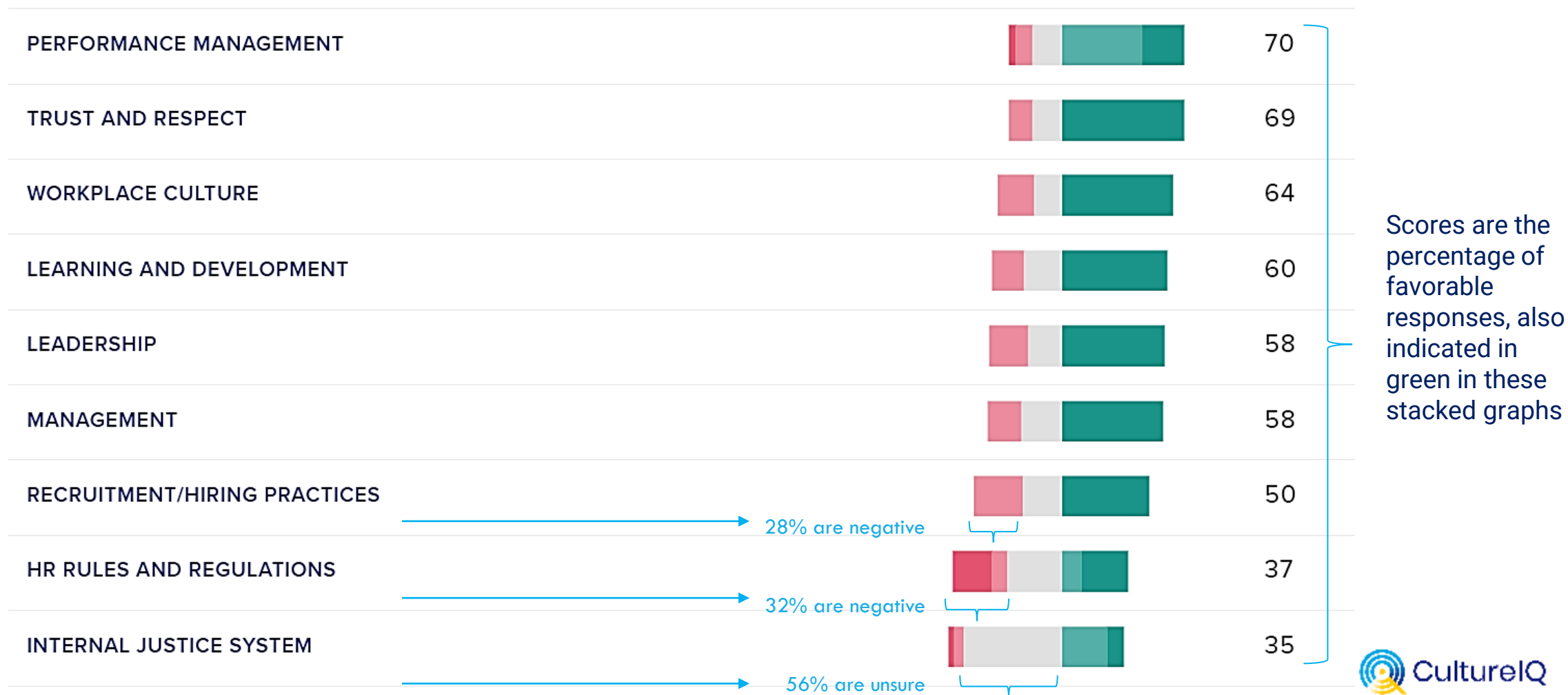
DIMENSION SCORES: MOST POSITIVE TO LEAST POSITIVE

The most favorable (i.e., most anti-racist) dimensions were Performance Management (closely followed by Trust and Respect), but the least favorable were HR Rules and Regulations, and Recruitment/Hiring Practices. Responses to the questions on Internal Justice System were mostly neutral. The most negative comments pertained to advancement, senior leaders, and processes.

Dimension	Score
PERFORMANCE MANAGEMENT	70
TRUST AND RESPECT	69
WORKPLACE CULTURE	64
LEARNING AND DEVELOPMENT	60
LEADERSHIP	58
MANAGEMENT	58
RECRUITMENT/HIRING PRACTICES	50
HR RULES AND REGULATIONS	37
INTERNAL JUSTICE SYSTEM	35

28% are negative

32% are negative

56% are unsure

Scores are the percentage of favorable responses, also indicated in green in these stacked graphs

CultureIQ

DIMENSION SCORES BY SELF-IDENTIFICATION

The most favorable responses based on self-identification remain Performance Management and Trust and Respect, with Recruitment and Human Resources Regulations having the lowest favourability. Internal Justice has the most neutral responses.

	All Respondents	Racial identity not provided	White	Black or Afro-descent	Asian	Multi-racial	North African/Middle Eastern	Latino/Hispanic	South Asian	East Asian	South-east Asian	Other
Respondents	**8,052**	3,468	1,800	1,454	462	210	205	162	148	58	39	29
Performance Management	**70**	70	78	60	66	69	67	79	64	76	71	59
Trust and Respect	**69**	69	81	56	66	70	65	77	68	69	66	50
Workplace Culture	**64**	64	72	53	59	59	60	70	57	66	60	46
Learning and Development	**60**	63	63	53	55	50	60	65	58	58	58	45
Leadership	**58**	61	64	47	55	52	56	64	56	59	63	43
Management	**58**	61	62	51	51	54	58	58	54	55	57	43
Recruitment/Hiring Practices	**50**	52	55	40	46	44	49	54	47	50	59	37
HR Rules and Regulations	**37**	41	38	29	33	28	40	51	29	36	38	28
Internal Justice System	**35**	41	29	32	31	22	37	32	40	27	49	25

- ■ Significantly above other scores (statistically determined)
- ■ Significantly below other scores (statistically determined)

Grey text indicates a sample too small to represent the population enough to trust scores

CultureIQ

DIMENSION SCORES BY GENDER

Women are significantly less positive than men on most of the dimensions

	All Respondents	Male	Female
Respondents	*8,052*	*4,427*	*3,625*
Performance Management	**70**	72	68
Trust and Respect	**69**	70	68
Workplace Culture	**64**	66	61
Learning and Development	**60**	63	57
Leadership	**58**	62	54
Management	**58**	62	53
Recruitment/Hiring Practices	**50**	53	46
HR Rules and Regulations	**37**	41	33
Internal Justice System	**35**	41	27

Significantly above other scores (statistically determined)

Significantly below other scores (statistically determined)

Grey text indicates a sample too small to represent the population enough to trust scores

CultureIQ

DIMENSION SCORES BY CATEGORY

Perceptions were less positive among staff in the Field Service and Professional and higher categories.

	All Respondents	Professional & higher categories	General Service & related categories	Field Service category	National Officer category
Respondents	8,052	3,917	2,980	663	441
Performance Management	70	67	74	61	78
Trust and Respect	69	69	72	59	73
Workplace Culture	64	61	68	57	69
Learning and Development	60	54	68	55	63
Leadership	58	53	65	51	66
Management	58	54	61	58	69
Recruitment/Hiring Practices	50	45	56	45	57
HR Rules and Regulations	37	32	45	33	41
Internal Justice System	35	25	46	40	43

■ Significantly above other scores (statistically determined)

■ Significantly below other scores (statistically determined)

Grey text indicates a sample too small to represent the population enough to trust scores

CultureIQ

DIMENSION SCORES BY CONTRACT TYPE

Scores were overwhelmingly lower among those with a continuing contract type.

	All Respondents	Fixed-Term	Continuing	Permanent
Respondents	**8,052**	*4,782*	*1,545*	*1,282*
Performance Management	**70**	72	63	68
Trust and Respect	**69**	70	65	69
Workplace Culture	**64**	66	57	63
Learning and Development	**60**	62	54	60
Leadership	**58**	61	50	56
Management	**58**	60	52	56
Recruitment/Hiring Practices	**50**	52	43	49
HR Rules and Regulations	**37**	40	33	36
Internal Justice System	**35**	39	28	33

Significantly above other scores (statistically determined)

Significantly below other scores (statistically determined)

Grey text indicates a sample too small to represent the population enough to trust scores

CultureIQ

DIMENSION SCORES BY DUTY STATION SAMPLES

Scores were most negative in Nairobi, New York and Geneva.

	All Respondents	New York	Geneva	Nairobi	Vienna	Bonn	Juba	Bangkok	Bangui
Respondents	*8,052*	1,718	997	432	277	185	182	181	169
Performance Management	**70**	70	70	58	70	78	62	70	64
Trust and Respect	**69**	71	72	58	72	80	60	68	62
Workplace Culture	**64**	63	64	52	65	71	59	62	56
Learning and Development	**60**	55	60	54	66	65	56	60	55
Leadership	**58**	55	57	46	57	65	55	55	50
Management	**58**	53	52	49	55	61	62	54	56
Recruitment/Hiring Practices	**50**	48	47	38	50	56	45	48	40
HR Rules and Regulations	**37**	31	34	26	36	42	31	34	31
Internal Justice System	**35**	26	26	31	31	28	46	30	34

■ Significantly above other scores (statistically determined)

■ Significantly below other scores (statistically determined)

Grey text indicates a sample too small to represent the population enough to trust scores

CultureIQ

4. MICROAGGRESSIONS

Most common microaggressions by self-identification

Less common microaggressions by self-identification

Least common microaggressions by self-identification

MOST COMMON MICROAGGRESSIONS BY SELF-IDENTIFICATION

Percent who frequently or occasionally experienced	All Respondents in agreement with the statement	Self-identity not provided	White	Black or Afro-descent	Asian	Multi-racial	North African/ Middle Eastern	Latino/ Hispanic	South Asian	East Asian	Southeast Asian	Other
Respondents	**8,052**	**3,468**	**1,800**	**1,454**	**462**	**210**	**205**	**162**	**148**	**58**	**39**	**29**
54. I have observed an individual(s) from a certain background being treated favourably compared with those of other racial identities, colours, descents, or national or ethnic origins.	44%	38%	39%	59%	51%	53%	44%	40%	52%	46%	36%	69%
45. I have heard comments or jokes that mock persons of a certain racial identity, colour, descent, or national or ethnic origin.	33%	27%	30%	45%	37%	45%	42%	29%	31%	35%	33%	45%
61. I have heard comments or jokes that mock or stereotype a colleague(s) on the basis of their religion, gender identity, sexual orientation, accent, social class, name or cultural background.	30%	25%	30%	38%	33%	44%	32%	30%	21%	28%	26%	41%
55. I have heard comments or questions about a colleague's racial identity, colour, descent, or national or ethnic origin.	26%	22%	24%	36%	30%	39%	31%	22%	28%	30%	24%	45%
58. I have heard assumptions that a colleague(s) would be a good fit for a specific job or assignment only because of their racial identity, colour, descent, or national or ethnic origin.	26%	22%	21%	36%	30%	28%	29%	27%	25%	23%	15%	55%
48. I have witnessed less attention being paid to a colleague's ideas because of their racial identity, colour, descent, or national or ethnic origin.	25%	21%	17%	41%	28%	33%	27%	26%	28%	24%	21%	38%
53. I have witnessed a person(s) having to work harder to gain access to support at my workplace as a result of their racial identity, colour, descent, or national or ethnic origin.	25%	22%	18%	39%	27%	36%	35%	22%	29%	27%	26%	31%
57. I have heard assumptions that a colleague(s) would not be a good fit for a specific job or assignment because of their racial identity, colour, descent, or national or ethnic origin.	22%	20%	18%	34%	20%	27%	23%	18%	22%	24%	15%	45%
44. I have been the subject of comments or jokes that mock my racial identity, colour, descent, or national or ethnic origin.	20%	18%	16%	28%	22%	27%	24%	25%	18%	20%	15%	24%
52. I have witnessed a colleague's job/work status being mistaken on the basis of their racial identity, colour, descent, or national or ethnic origin.	18%	14%	13%	30%	19%	22%	22%	18%	24%	24%	15%	46%

LESS COMMON MICROAGGRESSIONS BY SELF-IDENTIFICATION

Percent who frequently or occasionally experienced	All Respondents in agreement with the statement	Self-identity not provided	White	Black or Afro-descent	Asian	Multi-racial	North African/ Middle Eastern	Latino/ Hispanic	South Asian	East Asian	Southeast Asian	Other
Respondents	**8,052**	**3,468**	**1,800**	**1,454**	**462**	**210**	**205**	**162**	**148**	**58**	**39**	**29**
50. I have witnessed a colleague(s) isolate another colleague because of their racial identity, colour, descent, or national or ethnic origin.	17%	15%	10%	29%	14%	20%	21%	13%	20%	11%	21%	31%
65. I have heard trivializing or condescending comments directed towards a colleague(s) of a certain racial identity, colour, descent, or national or ethnic origin.	17%	14%	12%	29%	12%	27%	16%	15%	15%	19%	18%	25%
51. My job/work status has been mistaken because of my racial identity, colour, descent, or national or ethnic origin.	15%	12%	7%	29%	19%	20%	16%	16%	24%	26%	23%	38%
56. I have been asked unwanted questions about my racial identity, colour, descent, or national or ethnic origin.	15%	14%	8%	24%	17%	28%	24%	14%	21%	22%	13%	28%
46. I have witnessed others avoid a colleague(s) because of their racial identity, colour, descent, or national or ethnic origin (e.g., not riding in an elevator with someone).	14%	14%	6%	26%	11%	18%	18%	14%	16%	13%	23%	24%
60. I have witnessed the mistakes or performance of a colleague(s) being attributed to their racial identity, colour, descent, or national or ethnic origin.	14%	12%	10%	23%	13%	18%	19%	14%	13%	15%	11%	24%
62. I have witnessed the use of pejorative names or slurs directed towards a colleague(s) of a certain racial identity, colour, descent, or national or ethnic origin	13%	12%	8%	22%	11%	19%	15%	11%	14%	9%	18%	18%
49. I have been isolated by a colleague(s) because of my racial identity, colour, descent, or national or ethnic origin.	12%	11%	7%	20%	9%	13%	17%	11%	12%	7%	18%	31%
66. I have been the subject of trivializing or condescending comments because of my racial identity, colour, descent, or national or ethnic origin.	11%	10%	6%	18%	10%	15%	14%	12%	9%	9%	13%	22%

LEAST COMMON MICROAGGRESSIONS BY SELF-IDENTIFICATION

Percent who frequently or occasionally experienced	All Respondents in agreement with the statement	Self-identity not provided	White	Black or Afro-descent	Asian	Multi-racial	North African/ Middle Eastern	Latino/ Hispanic	South Asian	East Asian	Southeast Asian	Other
Respondents	8,052	3,468	1,800	1,454	462	210	205	162	148	58	39	29
59. My mistakes or performance on the job have been attributed to my racial identity, colour, descent, or national or ethnic origin.	10%	9%	4%	18%	9%	8%	16%	8%	5%	9%	8%	26%
64. I have witnessed the exclusion of a colleague(s) from meetings and discussions regarding their job because of their racial identity, colour, descent, or national or ethnic origin.	10%	9%	6%	18%	5%	12%	15%	8%	7%	6%	8%	21%
47. I have been avoided by a colleague(s) because of my racial identity, colour, descent, or national or ethnic origin (e.g., not riding in an elevator with me).	9%	9%	4%	17%	6%	11%	12%	7%	6%	2%	15%	24%
63. I have been subject to pejorative names or slurs as a result of my racial identity, colour, descent, or national or ethnic origin.	7%	7%	4%	12%	5%	9%	11%	8%	6%	2%	15%	21%

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5. MAIN CONCLUSIONS

" **We must raise our voices against any and all expressions of racism and instances of racist behaviour.**

MAIN CONCLUSIONS

- The response rate was low (22%) to effectively ascertain the perceived prevalence of racism at the duty station or entity level.

- Nevertheless, respondents provided a rich set of data on emerging themes (and close to 85,000 comments) that will inform the development of a long-term strategy to address and reduce the prevalence of racism in the Organization.

- The most favorable (i.e. most anti-racist) dimensions were performance management, followed closely by trust and respect.

- The least favorable dimensions were the application of human resources regulations and rules, and the Organization's recruitment and hiring practices.

- More than 1 in 5 of the respondents disagreed with the statement that racial discrimination is not tolerated in their workplace.

- About 1/3 of respondents believe our human resources regulations and rules can sometimes be applied unfairly based on race, nationality or ethnic background.

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MAIN CONCLUSIONS (continued)

1 in 3 respondents mentioned experiencing discrimination based on national origin, racial identity or gender identity; of those, 21% experienced it frequently.
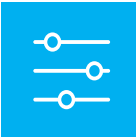
Of those who did not report incidents of racial discrimination, 72% did nothing because they thought nothing would happen, lacked trust, or feared retaliation.

Of those who reported incidents of racial discrimination, 52% reported being dissatisfied or very dissatisfied with the way the situation was handled.

Only 13% of respondents who have experienced racial discrimination reported that they had been supported or protected by someone.

The most negative comments pertained to advancement, senior leaders, and processes.

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