



Dignity for all
in our Workplace

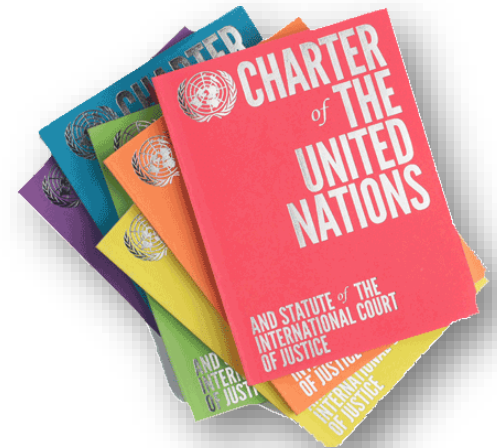
Strategic Action Plan on Addressing Racism and Promoting Dignity for all in the United Nations Secretariat

AT A GLANCE



Note: This is an interactive brief. Click an infographic to access relevant sections in more detail.

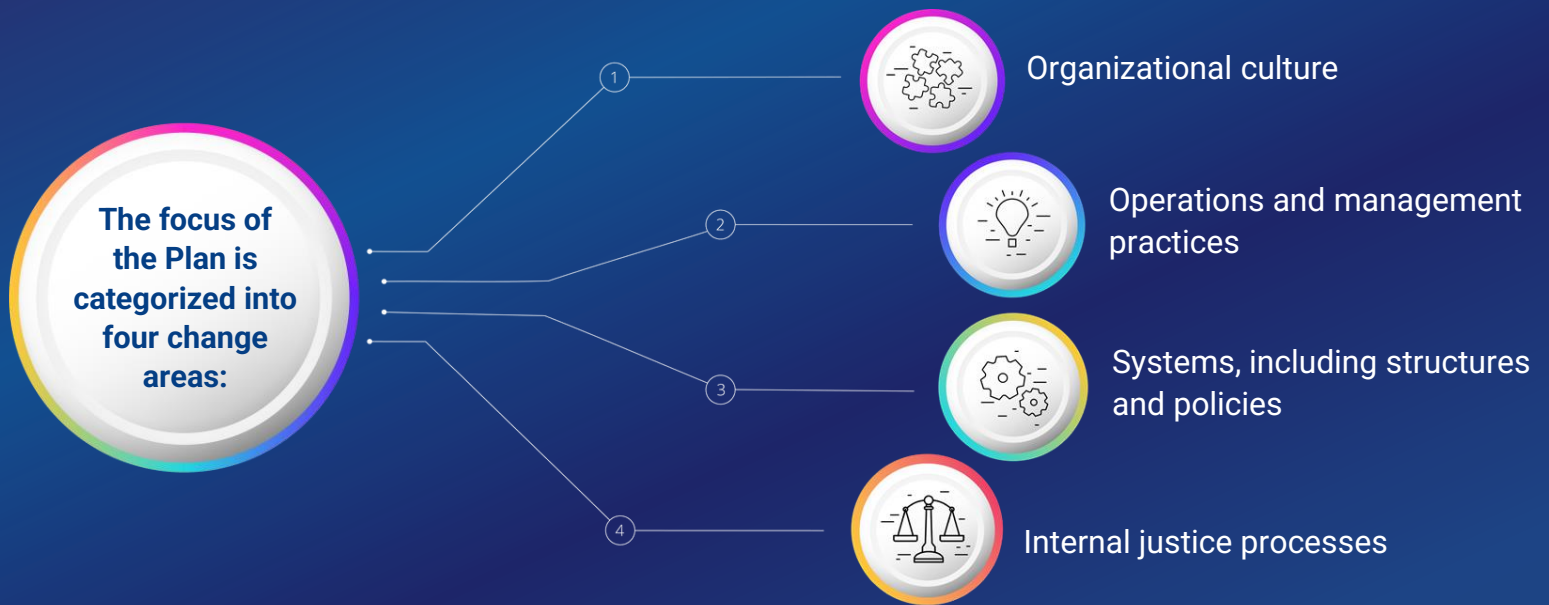
The Charter of the United Nations, recognizes that diversity, equity, and inclusion bring tangible benefits and efficiencies to the invaluable work of the Organization, while racism, exclusion, and marginalization affect staff morale, undermine solidarity and commitment and hamper the delivery of mandates.



Guided by the ideals of the Charter, the Secretary General's Task Force on Addressing Racism and Promoting dignity for all at the United Nations Secretariat embarked on executing its mandate by:

- establishing the perceived extent of racism and racial discrimination in the Organization, and how it affects staff morale, undermines solidarity and commitment and hampers the delivery of mandates.
- identifying change areas to transform systems, structures, policies, practices, processes, and culture towards the embodiment of the Charter.
- establishing a concrete and practical set of strategic areas of action and defined objectives, providing a framework, and setting up success indicators for establishing effective scorecards and measures to address racism and increase racial inclusion.
- identifying risks and challenges and establishing progressive and innovative ways to address them.

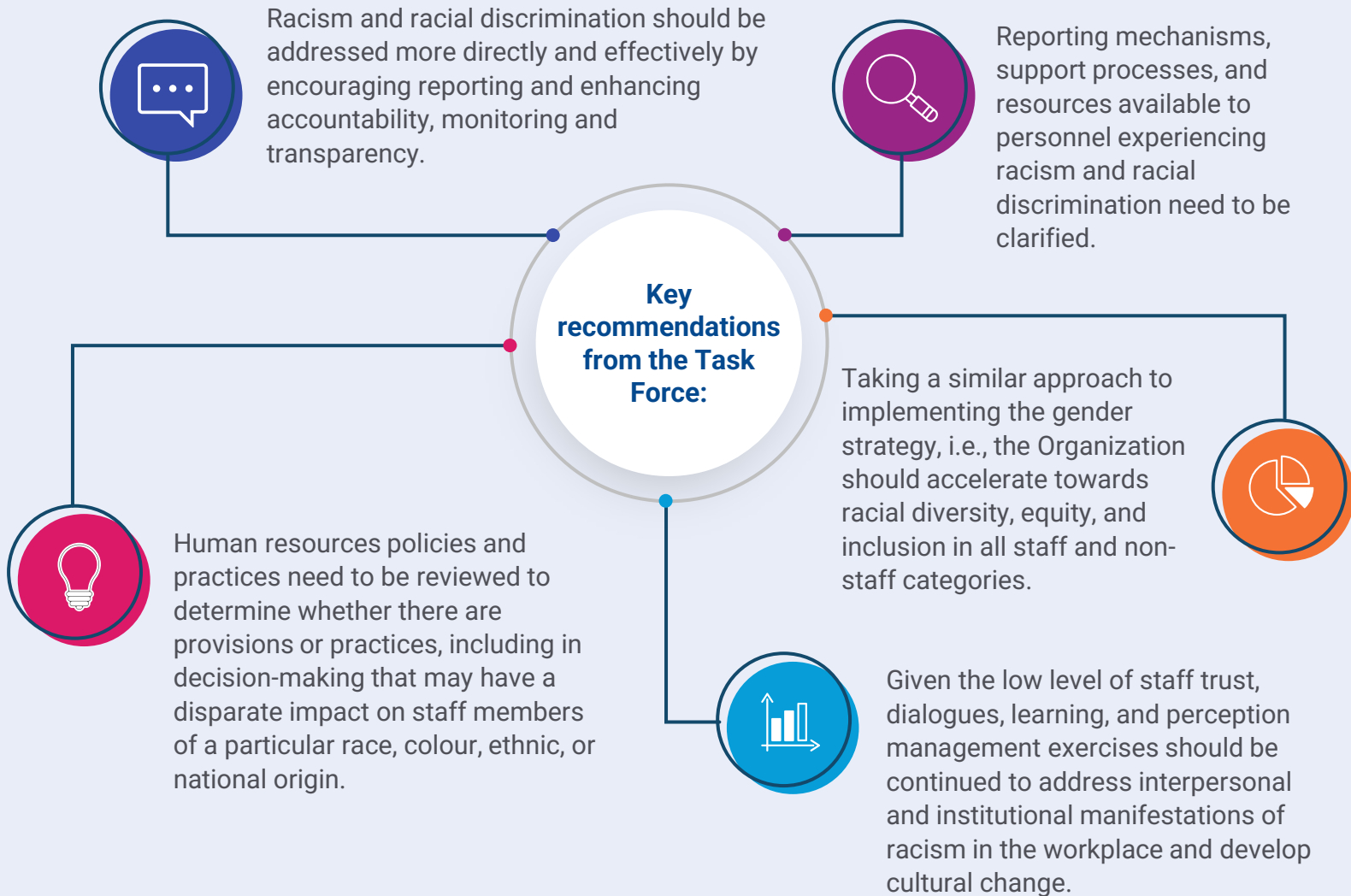
The Task Force developed the Strategic Action Plan, which outlines a way forward with concrete actions to transform the United Nations into a workplace where racism is actively addressed and there is accountability for racist conduct, ensuring a racially diverse, equitable and inclusive workplace for all.



KEY FINDINGS

- ▶ Staff members are reluctant to report or act against racial discrimination when they witness it because they believe nothing will happen, lack trust, or fear retaliation.
- ▶ Staff members perceive national or ethnic origin as the primary grounds for racism and racial discrimination experienced or witnessed by staff in the Secretariat.
- ▶ Racism in the workplaces of the United Nations can also take the form of harassment, abuse of authority, exclusion, marginalization, indignities and lack of respect, implicit bias and microaggressions.
- ▶ Some staff believe our human resources regulations and rules can sometimes be applied unfairly based on race, nationality, or ethnic background.
- ▶ The Organization has made significant progress in closing the gender gap. However, when gender intersects with geographical representation, a substantial imbalance is revealed.
- ▶ Of all professional and higher categories (P-1 to D-2) appointments, approximately 50% are from one regional group, possibly implying structural inequities in applying the human resources recruitment and promotion systems.
- ▶ There is a significant lack of diversity in senior managerial positions (P-5, D-1, and D-2).





RISK AREAS IN THE IMPLEMENTATION OF THE PLAN

High expectations from personnel that racism and racial discrimination should be addressed as a matter of priority, with immediate and visible results.

The plan may be perceived as tokenism or a short-term approach to addressing racism, whereby management may appear to do 'just enough' for the optics, without meaningful and deliberate institutional and structural changes.

Entity-level leadership may work at cross purposes (resistance to change) with each other and the Strategic Action Plan, unless they have a shared vision and a common narrative on the importance of implementing the plan to its fullest.

Resource limitations (in both funding and expertise) may delay the immediate operationalization of the plan and timely attainment of the desired outcomes.