

## List of Pledges March 2024

### System-wide Strategy

1. We commit to advocating for the adoption of a system-wide Strategy<sup>1</sup> to fight racism and racial discrimination at the workplace.

### Organizational Culture

2. We commit to adopting and implementing a zero-tolerance policy on racism and racial discrimination in my organization.
3. We commit to creating a speak-up culture where all personnel are able to report instances of racism and racial discrimination without fear of reprisal. This will be done, inter alia, through awareness raising activities, training of personnel including managers, and dissemination of information about existing complaint mechanisms.
4. We commit to gathering regular feedback through surveys or any other adequate means in order to assess the impact of actions taken to create a conducive working environment, free of all forms of racism and racial discrimination in my organization, to share the results with staff at large and to take concrete actions to timely address the points of concern.
5. We commit to organizing internal dialogue sessions, involving various speakers from diverse backgrounds, on the topic of racism and racial discrimination.
6. We commit to ensuring all personnel, including managers, complete a mandatory course when available and commit to annual dialogue sessions to raise awareness and build knowledge about racism, racial bias and racial discrimination in the workplace and how to fight it.

### Recruitment and Selection

7. We commit to recruitment and selection processes that ensure the recruitment and selection of all types of personnel, including consultants, in an equitable and diverse manner.
8. We commit to ensuring diversity on recruitment and selection panels.

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<sup>1</sup> For entities inside the UN system, the aim is to have the [SAP](#) adopted at the CEB level. For entities outside the UN system, they may wish to adopt the SAP as a guiding document.

9. We commit to equipping hiring managers in my organization with practical tools to ensure equal opportunities for all candidates.
10. We commit to ensuring that recruitment and selection interviews address the commitment of candidates to promote a working environment free from all forms of racism and racial discrimination.
11. We commit to publishing annually reports accessible to all staff of my organization containing disaggregated data by regional groupings about new hires, lateral assignments, placements of staff on special projects, temporary assignments (both internal and external), promotions and separations from service.
12. We commit to creating mechanisms to enable young professionals, from under- and unrepresented nationalities, to access internships at my organization and we commit to publishing relevant data.
13. We commit to conducting exit interviews and analyzing resulting data to understand the reasons behind the resignation of staff from different geographic groupings, with a special focus on under- and unrepresented countries.

### **Complaint Mechanisms**

14. We commit to providing staff and non-staff with clear and straightforward guidelines on where and how to report incidents of racism and racial discrimination in my organization.
15. We commit to creating and/or strengthening existing accountability mechanisms in my organization to deal with incidents (or cases) of racism and racial discrimination.
16. We commit to following-up on all reported allegations of racism and racial discrimination and providing timely feedback to the affected individuals, through the available mechanisms in my organization.