



We, Heads of Geneva based Entities, have gathered at the United Nations Office in Geneva on Thursday, 5 October 2023, to reaffirm our commitment to the values and principles enshrined in the United Nations Charter and in core international human rights instruments, including the Universal Declaration of Human Rights that states in Article 1 that all human beings are born free and equal in dignity and rights as well as the International Convention on the Elimination of All Forms of Racial Discrimination.

We acknowledge that racism and racial discrimination still exist at the workplace despite rules and regulations strictly prohibiting them, that they perpetuate social injustice and have a negative impact on the performance and well-being of personnel.

We recognize that despite the progress made in some of our organizations through the adoption of enhanced policies to tackle racism and racial discrimination, more needs to be done to create a working environment where everyone is treated with dignity and respect and feels a valued member of the UN family.

We recognize that one way to tackle racism and racial discrimination is through enhancing the diversity of our workforce.

Based on the above, we declare our commitment to:

1. Ensuring zero tolerance to racism and racial discrimination at the workplace.
2. Ensuring that the policy framework and internal justice system corresponds to the needs of our organizations in terms of the fight against racism and racial discrimination.
3. Encouraging a speak up culture where all members of the personnel feel empowered to denounce instances of racism and racial discrimination.
4. Identifying obstacles to diversity of members of the personnel and tackling them within our Organization's legal and policy framework.
5. Sharing our best practices and experiences in the fight against racism and racial discrimination and in the creation of a more diverse workplace.
6. Launching, where possible, common initiatives.

Signature:

Date: