

United Nations System-Wide Action Plan and Accountability Framework on Fighting Racism and Racial Discrimination in the Workplace

Background

On 5 October 2023, UNOG Director-General Ms. Tatiana Valovaya and 22 leaders and representatives from Geneva-based UN and non-UN entities launched the Geneva Alliance Against Racism. At the launch, a joint declaration was signed, reaffirming the commitment of the participants to the principles of human rights, equality, and the emphasis on diversity as a means to fight racism and racial discrimination.

Following the launch of the Alliance, a series of 16 pledges¹ were adopted by the Heads of Entities. Heads of Entities are invited to implement all 16 pledges within a three-year-period and to report, on an annual basis, on the status of the implementation.

For ease of reference, a scoring system, inspired by UN-SWAP, is being suggested to report on the implementation status.

The scoring system aims to establish the following:

- A common method to advance towards eliminating racism and racial discrimination in the workplace and
- A common and progressive sliding scale against which to monitor progress.

The below scores will be used:

Meets	Entity has implemented the Performance Indicator
Approaches	Entity is still in the planning stages of implementing the Performance Indicator
Missing	Entity has not yet implemented the Performance Indicator
Not Applicable	The Performance Indicator is not applicable

When selecting a score, an explanation will be provided with supporting documentation, including any Word, PDF, or URLs, where applicable. If the “Missing” score is selected, an Action Plan is required to improve the scoring.

A reporting sample can be found below:

PI 1: We commit to advocating for the adoption of a system-wide Strategy to fight racism and racial discrimination in the workplace.

1. Performance Indicator rating

¹ The 16 Pledges can be viewed in Annex A.

- Meets requirements
- Approaches requirements
- Missing
- Not Applicable

2. Explanation for rating

3. Action Plan for rating (only if indicator is assessed as missing)

4. Evidence/supporting documentation for rating

Focal Points are required to complete a reporting matrix and narrative for the Performance Indicators.

ANNEX A – 16 Pledges

System-wide Strategy

1. We commit to advocating for the adoption of a system-wide Strategy² 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.
9. We commit to equipping hiring managers in my organization with practical tools to ensure equal opportunities for all candidates.

² 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.

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.