Organizational Culture and Diversity, Equity & Inclusion

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Orientation for the 2024 Executive Board
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How?

People that deliver results while living our core values and represent the diversity of the populations we serve.

irrespective of gender identity, race or ethnicity, disability, age, sexual orientation, native language, religion, socio-economic background, income, nationality, geographic origin, etc.
Paragraph 95. Dynamic and inclusive people and culture

Paragraph 96. Inclusion and representation will be prioritized, so that every member of the UNICEF workforce can count on feeling safe, respected and valued.
WHY THIS IS IMPORTANT

Example 1. PROGRAMMATIC
Revealing uncomfortable truths to leave no one behind

Example 2. INSTITUTIONAL
COVID matters, to some more than others
Watershed Moment: ITF Report (June 2019)

Core values redefined and articulated into behaviours
• Promotion of a speak up culture
• Pulse Check on workplace culture
• Humans of UNICEF
• OIAI and Ethics Office capacities strengthened
• New internal communication strategy
• Good practices documented
Watershed Moment:
TASK TEAM ON ANTI-RACISM AND DISCRIMINATION REPORT (June 2020)

Data: Demographic questions in employee surveys; discrimination perceptions in surveys; EDGE certification
Staff support: Employee Resource Groups (ERGs); Support to employees with disabilities
Capacity: DEI tools, products, learning, awareness
PREVENTING & RESPONDING TO SEXUAL HARASSMENT

- Shared Accountability
- Explicit in Prohibited Conduct Policy
- Prioritization by OIAI
- Mandatory Training
- Victim Assistance
- UNICEF leadership of new Executive Group on SH (2024)