



# Update on UN-Women Organizational Culture, Anti- Discrimination and Anti-Racism

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**First Regular Session 2025, Informal Briefing**

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and Shared Leadership

# Introduction



**Strengthening Organizational Culture:**  
Fostering inclusion, ethical values, and shared leadership principles



**Alignment with JIU Recommendations:**  
Implementing measures per JIU/NOTE/2022/1/Rev.1 to enhance accountability



**Focus Areas:** Improving culture, preventing discrimination, and addressing racism with defined timelines

# Committed Organizational Culture

## **1. Organizational Commitment:**

Committed to advancing gender equality and women's empowerment, while fostering a respectful and inclusive workplace

## **2. Priorities:**

The advancement of an inclusive culture, as well as the nurturing of a diverse and empowered workforce form a key pillar of UN-Women 2022-2025 Strategic Plan.

## **3. Support:**

The organization enhances ethical behavior and well-being via training, informal resolution services, and mental health resources.

## **4. Transparency :**

Annual progress reports to the Executive Board ensure transparency and commitment to a safe workplace.

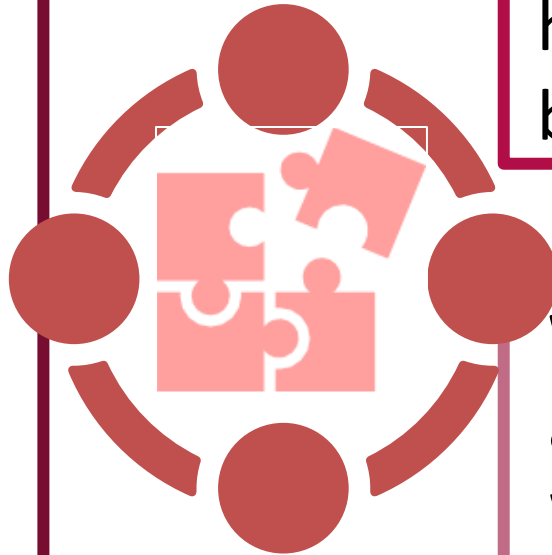
## **5. Ethical Culture:**

The Ethics function promotes a culture of integrity and accountability, mitigating risks and enhancing trust within the organization.

# Nurturing a Diverse and Empowered Workforce: Engagement, Diversity, and Safeguards

## **Diversity and Anti-Discrimination:**

Engaging workforce to address discrimination and enhance diversity. Promoting disability inclusion, training and accessibility.



**Proactive Safeguards:** Implementing measures to prevent sexual exploitation and abuse, and sexual harassment. Supporting ethical behavior and personnel well-being.

**Workforce empowerment surveys:** 85% of staff report pride in UN-Women; identified areas for improvement include well-being and contract modalities.

# Nurturing a Diverse and Empowered Workforce: Leadership Development

## **360-Feedback Assessments:**

Development feedback on 200+ senior managers to enhance accountability and leadership growth



## **Executive Coaching:**

Individual coaching to improve leadership practices, decision-making & working with teams.

## **Leadership and Team**

**Journeys:** Enhancing shared, inclusive leadership & team practices, well-being & collective accountability

## Addressing Racism and Racial Discrimination:

Aligned with  
UN Secretary  
General's Action  
Plan

**Global Equity and Inclusion Advisory Group:**  
Guides diversity, equity and inclusion (DEI)  
initiatives with multi-level representation.



**Shared Leadership Practices:**  
Inclusive practices across organizational levels to  
address racial discrimination.



# Addressing Racism and Racial Discrimination

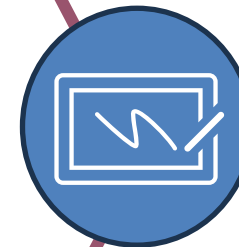
## **Leadership on DEI Efforts:**

Collaborates with UN agencies to advance system-wide diversity and inclusion strategies



## **Training and Awareness Programs:**

Webinars, workshops, and ongoing curriculum development on diversity, inclusion and unconscious bias



# Progress on Joint Inspection Unit (JIU) Recommendations (Implemented)



**Self-Identification System:** Voluntary reporting framework to monitor and assess diversity progress.



**Accountability Framework:** Executive Board updates and monitoring to ensure inclusion efforts remain on track.



**Equity in HR Practices:** Enhancing contract modalities to promote fairness and reduce administrative barriers.



# Progress on Joint Inspection Unit (JIU) Recommendations (In-Progress)



**Training Programs:**  
Developing anti-racism curriculums in partnership with UN networks to drive impact.



**Inter-Agency Collaboration:**  
Pooling resources and standardizing guidelines for DEI program implementation.



**Resource Investments:**  
Allocating resources to support organizational transformation and inclusion strategies.

# The Way Forward Part 1

## **Pivot to Countries and Regions Initiative**

Enhancing country-level impact and prioritizing local delivery mechanisms.



## **Strengthening HR Functions**

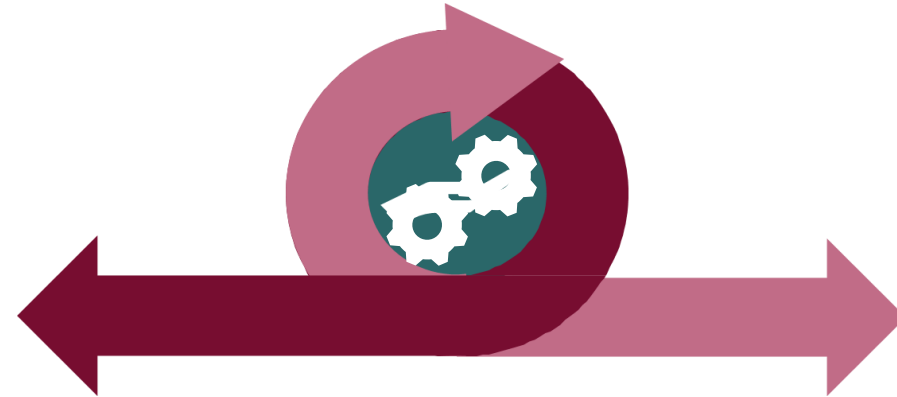
Reviewing HR capacities to address organizational growth and transformation needs

# The Way Forward

## Part 2

### **Continued Investment in DEI and Well-Being**

Sustaining diversity-focused programs, training and personnel support frameworks



### **Transparent Monitoring and Reporting**

Structured mechanisms to track progress, ensure accountability, and drive results.



# THANK YOU

 **UN  
WOMEN**   
GENERATION EQUALITY