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**Addressing racism and racial discrimination**

**United Nations Population Fund**

**Report on addressing racism and racial discrimination**

*Summary*

This report is submitted to the Executive Board pursuant to paragraph 9 of [Executive Board decision 2025/12](#) *Addressing Racism and Racial Discrimination*.

It presents the sustained commitment of UNFPA to fostering an inclusive, equitable and anti-racist organizational culture, and provides an update on the implementation of an anti-racism and decoloniality accountability approach, developed by the Division for Human Resources to strengthen accountability, equity and transparency across all levels of the organization.

The report outlines progress achieved, including the rollout of action plans following the Global Staff Survey (2024), the advancement of global learning and engagement initiatives, and the integration of evidence-based approaches to address systemic discrimination.

It further highlights the continued efforts of UNFPA to implement the recommendations of the Joint Inspection Unit (JIU) on racism and racial discrimination and the embedding of anti-racist principles within the UNFPA Strategic Plan, 2026-2029 and the UNFPA 2030 People Strategy.

*Elements of a decision*

The Executive Board may wish to (a) take note of the present report, (b) welcome the continued progress UNFPA in addressing racism and racial discrimination as part of its broader culture transformation agenda, and (c) express its continued support to UNFPA efforts to fostering a more inclusive and respectful workplace, especially in times of financial constraints.

## I. Introduction – UNFPA context

1. UNFPA is committed to cultivating a workplace that is inclusive, resilient, and adaptive into the future. This commitment, grounded in human rights, extends to uphold the principles of the 2030 agenda of “leaving no one behind” (LNOB), as UNFPA works to dismantle systemic barriers to sexual and reproductive health and realizing reproductive rights (SRHRR), and promote the right to be free from discrimination, violence and harmful practices, particularly for marginalized populations. This includes a focus, *inter alia*, on persons with disabilities, Afrodescendent and Indigenous peoples, older persons, people living in poverty, those affected by conflict or displacement, and individuals facing discrimination based on sexual orientation or gender identity, race, ethnicity, migration status, HIV status, or other intersecting factors.

2. The new UNFPA Strategic Plan, 2026-2029 “reaffirms the institutional commitment of UNFPA to anti-racism and non-discrimination as cross-cutting imperatives” mainstreamed across all of UNFPA operations, programmes and partnerships.

3. UNFPA holds that a diverse workforce, rich in varying perspectives and experiences free from discrimination, and developing a more equitable, inclusive and therefore resilient workforce, is fundamental to achieving its mission effectively. These values are further operationalized through a culture of accountability, transparency and ethical conduct, ensuring rights-holders’ voices shape decisions and that UNFPA remains effective, responsive and trusted.

4. At the core of the UNFPA commitment to these principles of anti-racism and non-discrimination is the unrelenting dedication of the UNFPA Executive Committee’s leadership and senior management as they uphold and model expectations for staff conduct, ensuring that all actions align with the organization’s ethical principles. Through a strong “tone at the top”, they champion a speak-up/listen-up culture, encouraging staff to voice concerns without fear of retaliation, aligning actions with ethical principles, United Nations values, and human rights, and solidifying the ethical leadership of UNFPA.

5. In a testament to its commitment to integrity and ethical governance, the updated UNFPA accountability framework was presented to this Executive Board at its annual session in June 2025. This framework establishes a unified, organization-wide architecture designed to reflect a strong ‘zero tolerance’ approach to wrongdoing. By clearly delineating responsibilities, it fosters a values-driven and results-focused culture of transparency. It unifies and strengthens ethics, oversight, risk, performance, and “accountability to affected populations” systems, ensuring responsibility to both internal and external stakeholders, especially in fragile settings.

6. As an integral part of the broader United Nations development system, UNFPA is firm in its commitment to cultivating an organizational culture that is deeply rooted in a robust legal and ethical framework. This commitment is paramount to ensuring that the principles of anti-racism are not merely aspirational but are actively and systematically embedded within every facet of UNFPA work: internal practices, human resources policies, operations and processes, and its extensive programmes across the globe.

7. The commitment of UNFPA to combating racism and racial discrimination is not new: in 2020, the organization stepped up its efforts and accountability to zero tolerance and launched several programmes to address these issues. These initiatives are grounded in the LNOB principle of the 2030 Agenda for Sustainable Development, aiming to dismantle systemic biases, promote equality and empower marginalized communities.

8. A key component of this effort has been the UNFPA People of African Descent Initiative. This initiative employs a human rights-based approach, aligning with the International Conference on Population and Development (ICPD) Programme of Action, the Durban Declaration and Programme of Action, the Montevideo Consensus, and the International Decade for People of African Descent. Its purpose is to advance the rights, justice, and development of people of African descent. The initiative specifically targets structural inequalities, limited rights, inadequate access to high-quality sexual and reproductive health services, violations of the right to bodily autonomy, intersectional forms of discrimination, and the need for more comprehensive disaggregated data and evidence.

9. Since establishing its diversity, equity and inclusion (DEI) function in 2021, UNFPA has strengthened its anti-racism initiatives through focused programming aligned with the UNFPA 2030 People Strategy's commitment to being anti-racist and maintaining zero tolerance for all forms of discrimination. Over four years, the dedicated DEI team has spearheaded more than 80 webinars and workshops across all regions, creating safe spaces for personnel to engage in conversations about racism, racial discrimination, and the intersectionality of diverse lived experiences. These activities include discussions with external speakers, leadership dialogues with senior UNFPA leaders, and collaborations with the Office of the Executive Director on human rights and intersectional racism. They are designed to develop awareness, dismantle systemic biases, foster equality, and cultivate belonging and safety throughout the organization. This sustained focus on DEI awareness has generated increased demand from personnel across the global workforce for team-specific training, managerial capacity building, regional DEI initiative support, and facilitated workshops to navigate challenging workplace conversations around personal experiences of social discrimination.

10. UNFPA is actively monitoring and evaluating its progress towards becoming an anti-racist organization. Through surveys like the Global Staff Survey (GSS) and the EDGEplus Diversity Survey, UNFPA has gathered data to better understand and address perceptions through an intersectional lens. In 2024, UNFPA conducted its latest GSS, a tool for assessing organizational engagement and identifying areas for improvement. The outcomes of this survey have served as a catalyst for significant action, and while data have shown that religion and ethnic origins (categories used by UNFPA to monitor differences in workplace experiences due to race) are not a strong predictor of employee experiences, UNFPA commitment to continuous working on anti-racist practices remains strong and a top priority.

11. As part of this process, all managers and supervisors were required to share the survey results with their teams and encouraged to discuss them in an open and candid manner through facilitated conversations that while celebrating success, also looked at gaps to identify strategic actions to implement. In 2025, UNFPA has embarked on the development and implementation of over 300 detailed action plans to address the specific findings and recommendations from the GSS. This approach underscores UNFPA dedication to transparency and its responsibility to its personnel as it translates survey results into tangible, measurable improvements throughout the organization.

## II. UNFPA anti-discriminatory organizational culture

12. In alignment with the UNFPA strategic plans 2022-2025; and 2026-2029, the Division for Human Resources, developed and continues to implement its UNFPA 2030 People Strategy. The UNFPA 2030 People Strategy makes a clear statement that UNFPA is an anti-racist organization. Built upon three pillars – (a) building our workplace of the future; (b) empowering our people; and (c) improving our efficiency and effectiveness – the UNFPA 2030 People Strategy reinforces the organization's commitment to creating a healthy, inclusive and resilient workplace.

13. Under the first pillar of the UNFPA 2030 People Strategy, the UNFPA DEI programme rests on an intersectional approach that builds awareness, accountability and allyship<sup>1</sup> around five dimensions of focus: racism; disability; LGBTQIA+; gender; and generations. UNFPA is committed to developing a workplace that is and feels power-equitable, inclusive and where all employees feel a sense of belonging regardless of their race or heritage.

14. The commitment of UNFPA to address racism and promote the understanding of intersectionality is underscored by a human rights approach, adhering to the principle of 'leaving no one behind' and the motto "ensuring rights and choices for all." This commitment to anti-racism is further articulated in the 2030 People Strategy, which mandates the creation of an "anti-racist workplace culture," and is reinforced within the DEI dimensions, where UNFPA affirms its willingness to address the complexities inherent in eliminating racism within the workplace.

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<sup>1</sup> *Allyship*, an English-language neologism, is used in contemporary social justice activism to describe efforts by groups of people to advance the interests of marginalized groups, both in society at large and in particular social contexts, for example, in the workplace.

Figure 1. UNFPA 2030 People Strategy



15. UNFPA acknowledges that anti-racism and decolonial work requires shifting not only institutions and systems but also relationships. The UNFPA 2030 People Strategy adopts and operationalizes the concept of ‘calling in,’ approach and tool designed to transform challenging dialogues, including those that concern experiences of racism and discrimination, into constructive exchanges that foster power equity. UNFPA strives to develop self-aware personnel and leaders at every level, who are cognizant of their capacity to address these issues and work toward greater shared understanding..

16. UNFPA has initiated the following strategic actions:

- (a) Create an anti-racist workplace culture by facilitating individual and collective behavioural change, including by advancing diversity, equity and inclusion;
- (b) Encourage our staff to “call in” (rather than “call out”) difference and to develop skills to interrupt moments of discrimination at an individual and organizational level;
- (c) Be intentional in our human resources policies and practices, paying attention to any disparate effects on under-represented groups that may result from how we articulate or interpret our policies;
- (d) Keep a keen eye for representation and systemic “othering” in placement, recognition, discipline and sensitive actions across the human resources function;
- (e) Openly talk about the workplace experience for diverse staff and the need to let go of long-held bias, internalized norms, beliefs and taboos that may colour our views of what is “different” and what is “ordinary”, and result in judgments, biases and “othering” in our everyday human interactions at work;

- (f) Raise awareness on mobility, appointments to higher levels and participation in critical projects to determine whether there are provisions or practices, including in decision-making, which may have a disparate impact on staff members of a particular age, gender, race, colour, ethnic or national origins;
- (g) Train managers and staff to recognize and disrupt “othering” and “micro and macro aggressions” and instead create safe spaces and promote psychological safety and active anti-racism in the workplace.

**Figure 2.**

**UNFPA diversity, equity and inclusion dimensions under pillar 1 of the UNFPA 2030 People Strategy**



17. These values and commitments are further operationalized through a culture of accountability, transparency and ethical conduct, ensuring rights-holders’ voices shape decisions and that UNFPA remains effective, responsive and trusted. In 2019, UNFPA launched its “Culture Initiative”, aimed at promoting culture change and ensuring stronger alignment with the core values of the United Nations. To achieve this mission, UNFPA undertook a comprehensive consultation exercise to map the existing UNFPA organizational culture and to define the UNFPA aspirational culture. This extensive exercise involved personnel from all categories, functions, regions, and countries, providing a holistic view of the existing organizational culture.

18. The consultation reaffirmed the organization’s inherent strengths, notably personnel’s widespread passion for the mandate, and the clear linkage between the organization’s strategic goals, the work performed, and the manner in which it is executed. Crucially, it also identified critical opportunities for growth and change. These opportunities included the need to dismantle existing silos in its ways of working, fostering greater collaboration and integration across teams, and the importance of addressing a perceived aversion to risk-taking, encouraging a culture that embraces innovation and calculated experimentation to better serve the populations it serves.

19. Under the auspices of the Culture Initiative and following the comprehensive consultations, UNFPA identified five key principles as the pillars of its aspirational culture. These five culture principles are: (a) trust and respect; (b) belonging; (c) commitment and accountability; (d) team spirit; and (e) innovation. The five principles underpin the organization’s commitment to fostering an inclusive, equitable, and anti-racist organizational culture by establishing a behavioural and structural foundation that inherently values diversity and fairness, with a zero-tolerance approach towards any form of discrimination.

20. To foster a significant and lasting shift in culture and ensure that personnel at all levels internalize the five culture principles, a diverse range of activities and products have been implemented.

21. These activities include the inaugural UNFPA Culture Awards programme, a lively component for recognizing and celebrating teams and individuals who demonstrate exceptional efforts to uphold and embody the principles in their daily work and interactions. This programme served as a motivator for teams to engage in advancing the UNFPA organizational culture and highlighted best practices.

22. Another activity carried out under the Culture Initiative is a highly valued series of interactive “change dialogues” for all personnel. These dialogues provide a safe and constructive space for open discussion and learning, covering a wide array of topics crucial to fostering a positive organizational culture. Notably, these discussions have included critical subjects such as “gender biases in the workplace” and “protection from sexual exploitation and abuse and sexual harassment (PSEAH) at UNFPA: from commitment to accountability”, underscoring the UNFPA commitment to addressing sensitive issues that contribute to a respectful and secure working environment for everyone.

23. As part of the Culture Initiative, UNFPA also developed a comprehensive toolkit centred around the five culture principles. The toolkit contains resources and activities to support learning and stimulate discussions on culture, including on topics such as implicit bias.

**Figure 1.**  
**UNFPA culture principles**



24. UNFPA encourages innovative participation as an organization that actively strives to build a workforce that mirrors the diversity of the global communities it serves. This mission involves targeted efforts to ensure fair and balanced representation across all hierarchical levels, functional areas and geographical locations.

25. In the ongoing implementation of the commitments outlined in the UNFPA 2030 People Strategy, UNFPA has adopted the implementation of guiding accountability frameworks, such as the United Nations System-wide Action Plan on Gender Equality and Women’s Empowerment and the United Nations Disability Inclusion Strategy. UNFPA has actively participated in the High-Level Committee on Management (HLCM) Working Group on Diversity, Equity, and Inclusion. This involvement was crucial in developing seven system-wide values and principles, which the HLCM officially adopted in 2023.

26. UNFPA further works to empower its diverse workforce by fostering opportunities of exchange for staff to experience interactions within our diverse workforce through inclusive mentorship and leadership initiatives, which equips staff with the skills for long-term success, recognizing that a diverse workforce drives innovation and effectiveness. Development opportunities, including the UNFPA Mentorship Programme, career development training, career coaching, on-demand learning libraries and tuition reimbursement, are made available and accessible to all, irrespective and benefited by their differences. The mentorship programme has been particularly successful in helping mentees achieve their goals, offering significant emotional, developmental and networking benefits to both mentors and mentees. Out of 359 applications, 104 mentor/mentee pairs were carefully matched, with diversity criteria, languages spoken (22 per cent of matched pairs spoke a language other than English), functional level and location all taken into consideration.

27. The UNFPA workforce is made up of people from 164 countries. Of these, 5 per cent identify as belonging to a minority ethnic group, 6 per cent to a minority religious group, and 8 per cent to Indigenous or native peoples. Although UNFPA does not have geographical quotas, the organization has always made a deliberate effort to recruit broadly to reflect the diversity of the populations it serves, consistent with the United Nations Charter's mandate.

28. In alignment with the ICPD Programme of Action, the 2030 Agenda for Sustainable Development and the Secretary-General's vision for a UN 2.0., UNFPA relocated its Programme Division and the Independent Evaluation Office to establish a UNFPA headquarters presence in Nairobi, Kenya, joining other United Nations agencies already located there, such as UNEP and UN-Habitat. This strategic shift aims to decentralize UNFPA operations and bring decision-making closer to the communities it serves, particularly in Africa. This allows for closer collaboration with stakeholders on the continent, and leverages Nairobi's status as a diplomatic and technical hub while placing the African continent at the heart of the UNFPA business model and organizational structure.

29. To increase diversity and strengthen support for young professionals from developing and least-developed countries, UNFPA launched the Young Professionals from Africa and African Descent Programme (YPAD) in 2021. This initiative addresses the disparity in sponsorship, recruitment and training opportunities within multilateral international cooperation organizations for qualified young professionals from these regions, which limits their entry into the United Nations system. The YPAD Programme aims to achieve two key goals: build the organization's pipeline of young talent and develop UNFPA as an inclusive institution, while also supporting inclusive growth from developing countries. This aligns with broader United Nations efforts to enhance diversity and ensure broad geographical representation.

30. Since its inception, ten young professionals of African descent have joined UNFPA and gained invaluable hands-on experience in a dynamic international environment. Notably, four of the five young professionals from the programme's first cohort have already secured P-2 and P-3 level positions within UNFPA, even before completing their three-year programme.

31. Beyond representation and fair treatment, UNFPA endeavours to cultivate a workplace culture where every individual is valued, respected, and an integral part of the UNFPA family. This means creating an inclusive environment where diverse voices are heard, contributions are recognized, and differences are celebrated. UNFPA will continue to actively promote open communication, collaborative teamwork, and a supportive atmosphere where all personnel have access to psychologically safe ways to express themselves, share ideas, and contribute authentically to the success of the organization.

32. UNFPA is strengthening equal opportunities in human resources, guided by the United Nations Charter, the UN Staff Rules, and relevant General Assembly resolutions. The organization aims for a workforce with the highest standards of efficiency, competence, and integrity, reflecting diversity in geography, gender, culture, generation, language, and disability. This approach ensures talent development for a more equitable global workforce.

### III. Anti-racism and decoloniality approach

33. At the heart of the transformative agenda of UNFPA is the ongoing implementation of an anti-racism and decoloniality<sup>2</sup> accountability approach. This global initiative represents a commitment to identifying, confronting and rectifying systemic injustices and is specifically conceived to eliminate all forms of racial discrimination that may manifest within UNFPA. At the same time, it is an instrument to critically examine and dismantle power imbalances (perceived and real) that might inadvertently perpetuate inequality and marginalization in the workplace.

34. UNFPA continues to deepen its engagement with personnel throughout 2025 to proactively address and mitigate potential sources of discrimination and inequality within the workplace, through several sub-

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<sup>2</sup> *Decoloniality* refers to an ongoing process of understanding and dismantling the deep-seated influence of colonialism in the way we think and navigate through the world. It recognizes that even after colonial powers leave, their systems, ideas and ways of seeing the world – particularly Eurocentric/Western perspectives – still tend to dominate. Decoloniality is important because it promotes critical thinking about whose knowledge and histories are prioritized and why; centres knowledge and perspectives marginalized during colonial rule; and embraces alternative, Indigenous, ecological, and pluralistic ways of knowing and being.

initiatives that embed anti-racism and decolonial principles within UNFPA. This work involves actively engaging with subject matter experts, advocates, staff groups from across the global presence of UNFPA in order to stay regionally relevant and impactful by creating safe and inclusive platforms for open communication.

35. Beyond race, the dialogue and investigative work of UNFPA is cultivating awareness around various attributes that, if not properly understood and respected, can lead to exclusionary practices. These include:

- (a) *Ethnicity*. Recognizing and valuing the diverse ethnic backgrounds of its global workforce;
- (b) *Religion*. Fostering an environment where religious beliefs are respected and accommodated;
- (c) *Socio-economic status*. Addressing any potential disparities or biases related to an individual's socioeconomic background.

36. These dialogues are designed to encourage continuous feedback, critical reflection, and the sharing of diverse perspectives and to remain responsive to evolving needs and challenges within the workplace.

37. Through these sustained efforts, UNFPA aims to dismantle systemic barriers and create a workplace where every individual feels valued, respected, and empowered, irrespective of personal characteristics. This work directly supports the overarching UNFPA objective of fostering a truly anti-racist workplace. It is not an isolated effort, but is deeply rooted in the foundational aspirations of human rights law,<sup>3</sup> including the International Convention for Elimination of Racial Discrimination, as well as Article 1 of the United Nations Charter; Principle 6 of the Standards of Conduct for the International Civil Service; Rule 1.2 (f) of the United Nations Staff Rules and Regulations; paragraph 3.5 of the UNFPA Policy on Prohibition of Harassment, Sexual Harassment, Abuse of Authority and Discrimination; Principle 1 of the ICPD; the UNFPA Strategic Plan; and the UNFPA 2030 People Strategy.

### **Continuous progress and ongoing commitment**

38. UNFPA recognizes the importance of collecting and analysing data that considers various dimensions of identity through an intersectional lens.

39. UNFPA works to champion a speak-up culture and to elevate the voices of all UNFPA personnel. As an opportunity for personnel to voice their concerns, share insight and feedback on the lived experiences of their workdays, the GSS is a flagship speak-up moment. The 2024 GSS revealed an impressive 87 per cent engagement rate within the organization. Culture and values, and diversity, equity and inclusion consistently ranked among the top three performance indicators across all regions.

40. UNFPA efforts to address systemic racism and to uphold an anti-racist workplace have enabled the organization to broaden representation across regions with a share of over 45 per cent people in leadership positions (P5, P6/D1/D2 levels) coming from sub-Saharan Africa, followed by South Asia (10 per cent) and Central and Latin America (9 per cent).<sup>4</sup> UNFPA will continue to monitor its representation across different groups, regions, levels and functional areas as part of its regular human resource systems and reporting.

41. In conducting the EDGEplus Diversity Survey organization-wide, UNFPA continued to demonstrate that commitment. GSS outcomes showed that religion and ethnic origins (categories used by UNFPA to monitor racial discrimination) are not a strong predictor of employee experiences. More particularly, 88 per cent and 78 per cent of respondents, respectively, answered that people at UNFPA are treated equally irrespective of religion and ethnic origins. The EDGEplus Diversity Survey had also confirmed this outcome in 2022.

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<sup>3</sup> Existing international human rights laws that contain provisions to address and condemn racism include the Universal Declaration of Human Rights; the International Convention on Civil and Political Rights; the International Convention on Economic, Social and Cultural Rights; the Convention on the Rights of the Child; the Convention on the Elimination of All Forms of Discrimination against Women; and the Convention on the Rights of Persons with Disabilities.

<sup>4</sup> Self-reported EDGE Plus Diversity Survey data (52 per cent response rate), as of October 2023. This includes all personnel types.



42. Moving forward, UNFPA is collaborating with two external anti-racism consultants to develop questions for the upcoming EDGEplus Diversity Survey, to be launched in early 2026. This initiative aims to enhance the precision and accuracy of data collection concerning racial discrimination.

43. UNFPA is dedicated to enhancing its inclusive practices through ongoing action plans, which are an integral part of each EDGE certification. These plans focus on providing learning and training opportunities globally and regionally. Additionally, UNFPA is committed to ensuring all staff members have equitable access to networking and mentorship, supporting their career development.

44. Achieving this cultural transformation requires the active participation and unwavering dedication of every individual, in every location where UNFPA operates. It needs a collective understanding that racism and racial discrimination are not isolated events but deep systemic issues that undermine human dignity, perpetuate inequalities and impede progress towards sustainable development.

45. At both the individual and systemic levels, UNFPA remains committed to a sustained and dedicated effort to confront and eradicate racism and racial discrimination, both within its internal workplace and in the work it conducts globally.

46. To further reinforce the sustained success of these efforts and to uphold the highest standards of accountability and staff welfare, UNFPA has established a crucial mechanism: the Integrity Group, comprising the Office for Audit and Investigation Services (OAIS), the Ethics Office, the Legal Unit, the PSEAH Coordinator and the Division for Human Resources, in coordination with the Office of the Ombudsman.

47. This group is a coordinated team of interconnected entities within UNFPA, all dedicated to addressing internal accountability matters and safeguarding staff welfare. The Integrity Group underscores the proactive approach of UNFPA to fostering a culture of integrity and transparency. Its primary objectives are to:

- (a) *Strengthen a “speak-up/listen-up” culture.* The Integrity Group is designed to actively encourage and empower staff to voice concerns, report misconduct, and seek assistance without fear of retaliation. This involves improving prevention strategies for workplace conflicts and facilitating early resolution of issues;
- (b) *Increase trust in existing reporting, accountability and response mechanisms.* A key function of the Integrity Group is to build and reinforce trust in the established channels for reporting grievances, ensuring that accountability mechanisms are robust and that responses to reported issues are timely and effective. This commitment to transparency and fairness is vital for maintaining staff morale and confidence;
- (c) *Enhance support to survivors and affected individuals.* Recognizing the sensitive nature of certain workplace issues, the Integrity Group is dedicated to providing enhanced support to individuals who have been subjected to, or affected by, misconduct or harm. This includes offering confidential guidance, access to resources, and ensuring appropriate follow-up.

48. Through the collaborative efforts of the Integrity Group, UNFPA reinforces its fervent commitment to creating a just, respectful and safe anti-racist, anti-discriminatory organization and workplace for all its employees.

### **Implementation of the JIU report**

49. UNFPA is committed to cultivating an inclusive and equitable environment, one that is entirely free from racism and all forms of racial discrimination. This commitment is deeply rooted in and directly informed by the critical findings and recommendations presented in the Joint Inspection Unit (JIU) report, “Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness”.

50. UNFPA recognizes that actively addressing and dismantling systemic racism and racial discrimination is not only a moral imperative but also fundamental to achieving organizational effectiveness and fulfilling its mandate to deliver a world where every pregnancy is wanted, every childbirth is safe, and every young person’s potential is fulfilled. The organization is therefore dedicated to implementing robust measures and

mechanisms to prevent, detect, and respond to incidents of racism, while fostering a culture of respect, diversity, and belonging for all its personnel and the communities it serves.

51. As stated in the Information Note of 15 April 2025, presented to this Executive Board at its annual session 2025, UNFPA has accepted and implemented four of the six recommendations put forward by the JIU. As two of the recommendations, specifically 1 and 4, require inter-agency coordination and fall outside the exclusive remit of UNFPA; these remain to be fully implemented through the support of a formal directive mandated by the HLCM.

52. UNFPA believes that the intersectionality of identities must be given consideration due to its profound impact on inclusion. UNFPA observed that an intersectional lens significantly enhances any approach to developing anti-racism resources and addressing racism and other forms of discrimination in the workplace. This perspective ensures that all UNFPA personnel, irrespective of their identity or background, can be fully present and contribute to their utmost potential and capacity within the workplace.

53. As a first step in this direction, UNFPA is going to take a deep look into the next diversity survey that will be launched in early 2026, through the EDGEplus recertification and the intention is to make sure all potential aspects of racial discrimination are taken into account.

54. UNFPA commitment to combating racism and racial discrimination is evident in its active implementation of four out of six recommendations from the JIU. This ongoing effort, detailed in this report, demonstrates the organization's dedication to establishing and strengthening internal measures and mechanisms to address these issues.

55. Recommendations 1 and 4 extend beyond the sole authority of UNFPA and its operational scope. Their complete execution relies on a more formal directive and inter-agency collaboration. UNFPA proposes that the HLCM issue such a mandate to foster a unified and consistent approach across the United Nations system. This cooperative effort is vital for systemic transformation and the uniform implementation of anti-racism and anti-racial discrimination measures throughout all United Nations system organizations.

56. UNFPA is prepared to actively participate in and contribute to these system-wide initiatives, working towards the shared goal of an inclusive and equitable United Nations for everyone.

## **IV. Conclusion**

57. UNFPA is committed to the equality, dignity and respect that are upheld as the cornerstones of its institutional integrity, culture and operations. The anti-racism and decoloniality accountability approach, together with related initiatives under the UNFPA 2030 People Strategy, the Culture Initiative, the Integrity Group, and the updated UNFPA accountability framework, have positioned the organization to take a more coherent and systemic approach to confronting racism and discrimination in all forms within our workplace. These efforts reaffirm that an inclusive, diverse and accountable workplace is indispensable to achieving the organization's mandate and advancing sustainable development, human rights and sexual and reproductive health.

58. Moving forward, UNFPA will continue to strengthen its data-driven and evidence-based actions, enhance leadership accountability and expand organizational learning and dialogue to further embed anti-racist principles into every aspect of its work. The organization will also deepen inter-agency collaboration to ensure coherence with system-wide initiatives and the implementation of the JIU recommendations.

59. UNFPA recognizes that building a truly equitable organization is a continuous process, which requires collective commitment and ongoing reflection. Guided by its Strategic Plan and the LNOB principle, UNFPA will continue to foster an enabling environment in which every individual – regardless of their background – can thrive and contribute fully to its mandate. Through this enduring commitment, UNFPA aims to serve as a model anti-racist organization, ethical leadership and institutional integrity within the United Nations system.