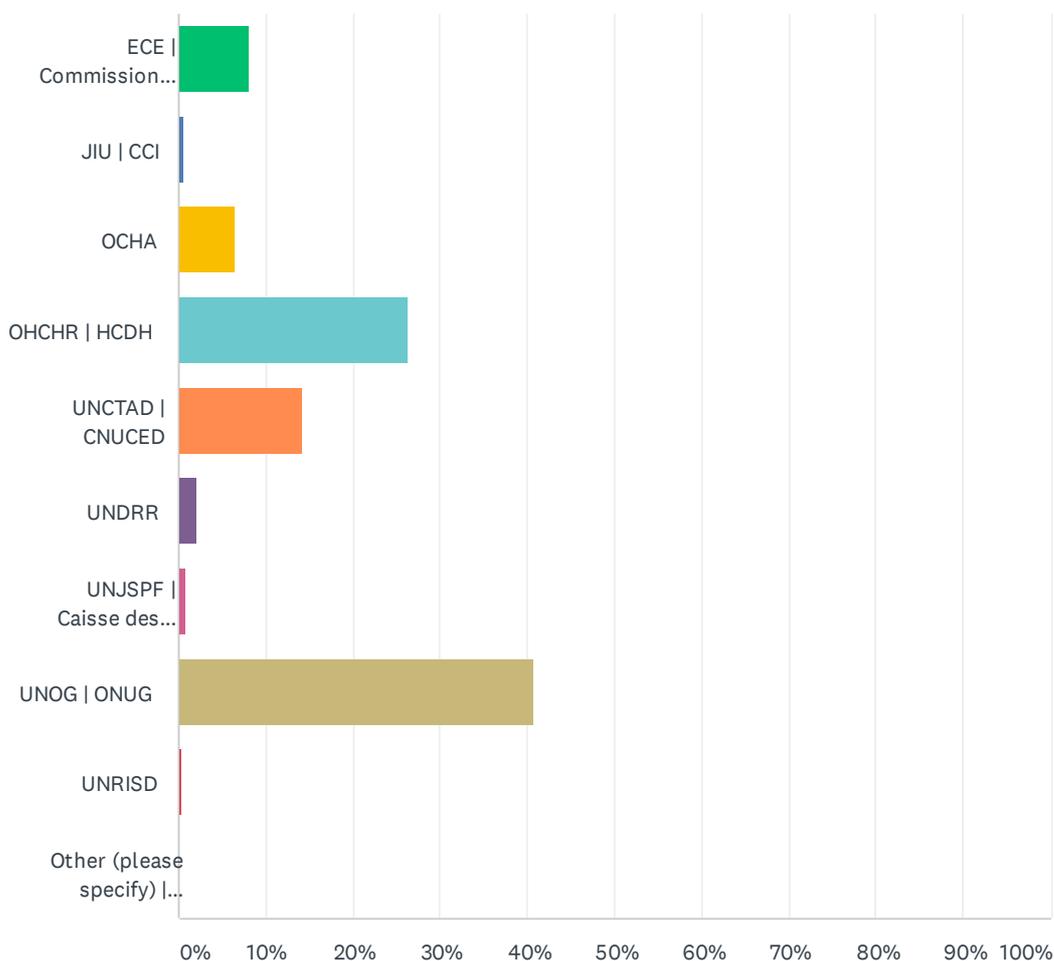


Q1 Please select your department: Veuillez préciser l'organisme auquel vous appartenez :

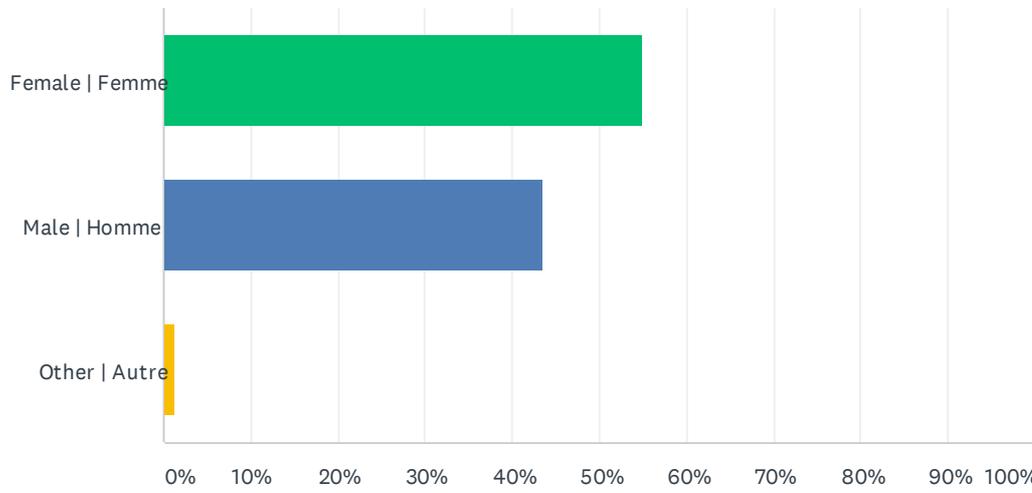
Answered: 688 Skipped: 0



ANSWER CHOICES	RESPONSES	
ECE Commission économique pour l'Europe	8.14%	56
JIU CCI	0.73%	5
OCHA	6.40%	44
OHCHR HCDH	26.31%	181
UNCTAD CNUCED	14.24%	98
UNDRR	2.03%	14
UNJSPF Caisse des pensions	0.87%	6
UNOG ONUG	40.84%	281
UNRISD	0.44%	3
Other (please specify) Autre (veuillez préciser)	0.00%	0
TOTAL		688

Q2 What is your gender: Quel est votre sexe :

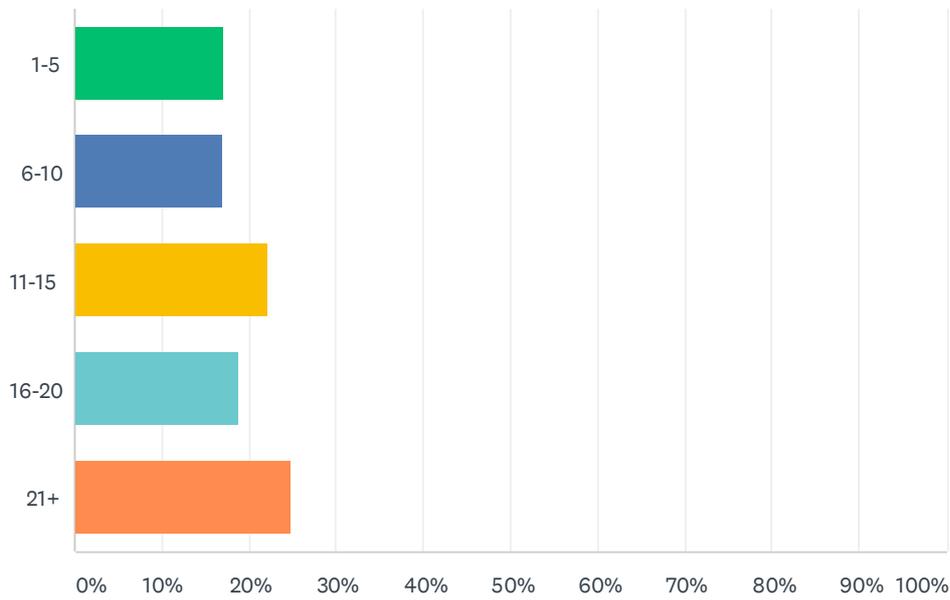
Answered: 688 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female Femme	55.09%	379
Male Homme	43.60%	300
Other Autre	1.31%	9
TOTAL		688

Q3 How many years have you been employed by the United Nations? Depuis combien d'années travaillez-vous pour l'ONU ?

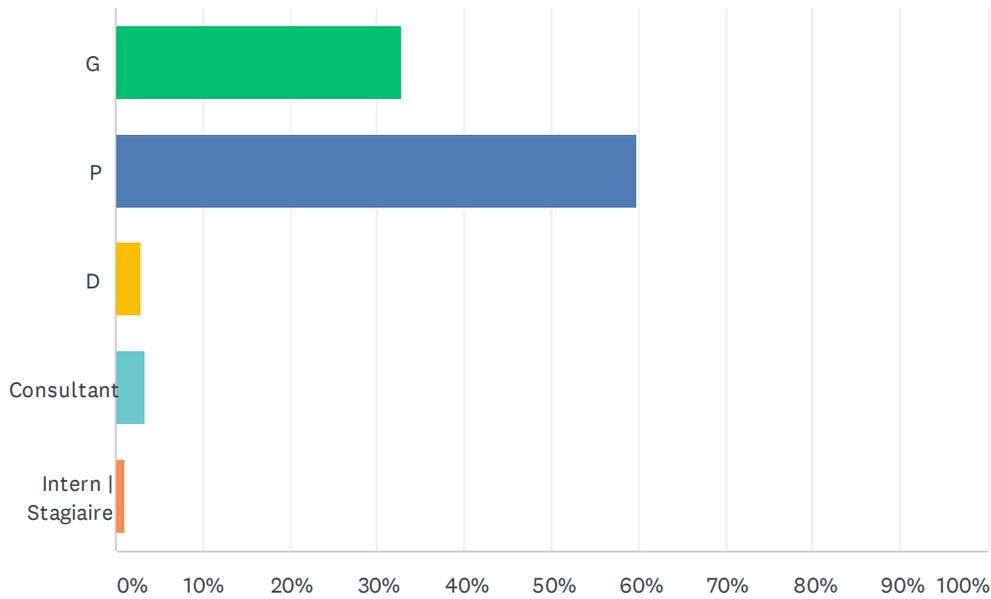
Answered: 688 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5	17.15%	118
6-10	16.86%	116
11-15	22.24%	153
16-20	18.90%	130
21+	24.85%	171
TOTAL		688

Q4 What is your grade:Quelle est votre grade :

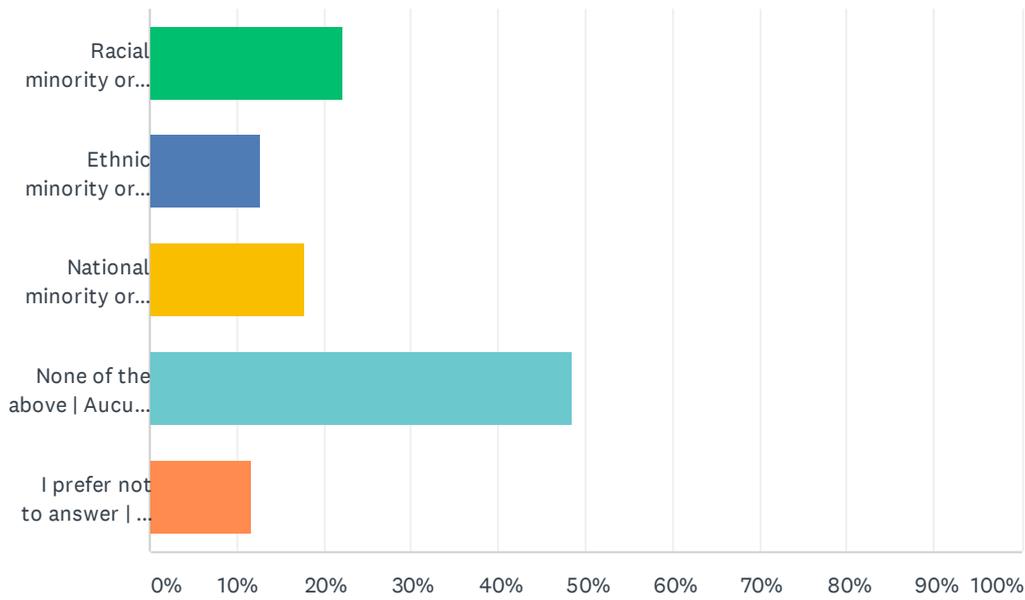
Answered: 688 Skipped: 0



ANSWER CHOICES	RESPONSES
G	32.85% 226
P	59.88% 412
D	2.91% 20
Consultant	3.34% 23
Intern Stagiaire	1.02% 7
TOTAL	688

Q5 Do you consider yourself a member of a: Vous considérez-vous comme membre :

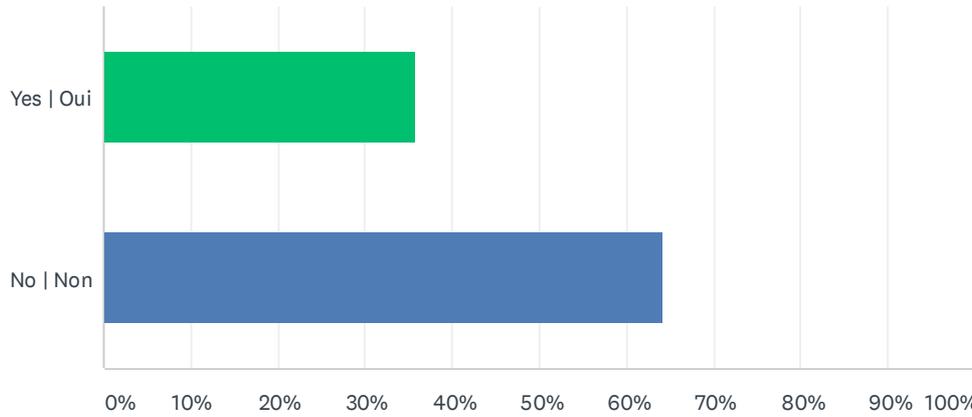
Answered: 688 Skipped: 0



ANSWER CHOICES	RESPONSES	
Racial minority or group D'une minorité ou d'un groupe racial	22.24%	153
Ethnic minority or group D'une minorité ou d'un groupe ethnique	12.79%	88
National minority or group D'une minorité ou d'un groupe national	17.73%	122
None of the above Aucune de ces réponses ne me correspond	48.55%	334
I prefer not to answer Je préfère ne pas répondre	11.77%	81
Total Respondents: 688		

Q6 Have you personally experienced racial discrimination at the workplace? Avez-vous personnellement été victime de discrimination raciale sur le lieu de travail ?

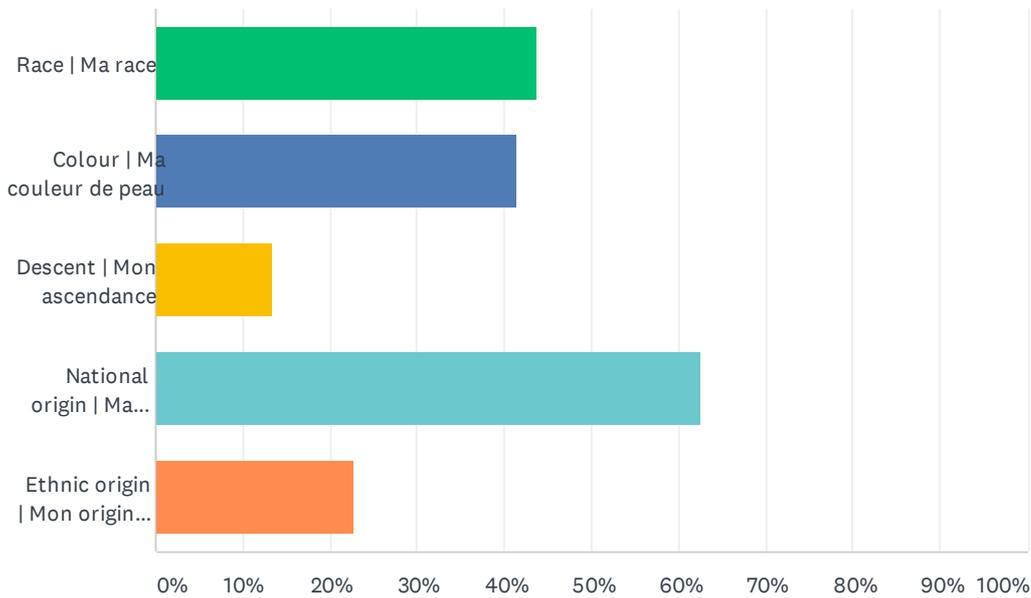
Answered: 688 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes Oui	35.76%	246
No Non	64.24%	442
TOTAL		688

Q7 On which basis were you racially discriminated? La discrimination raciale dont j'ai été victime était fondée sur :

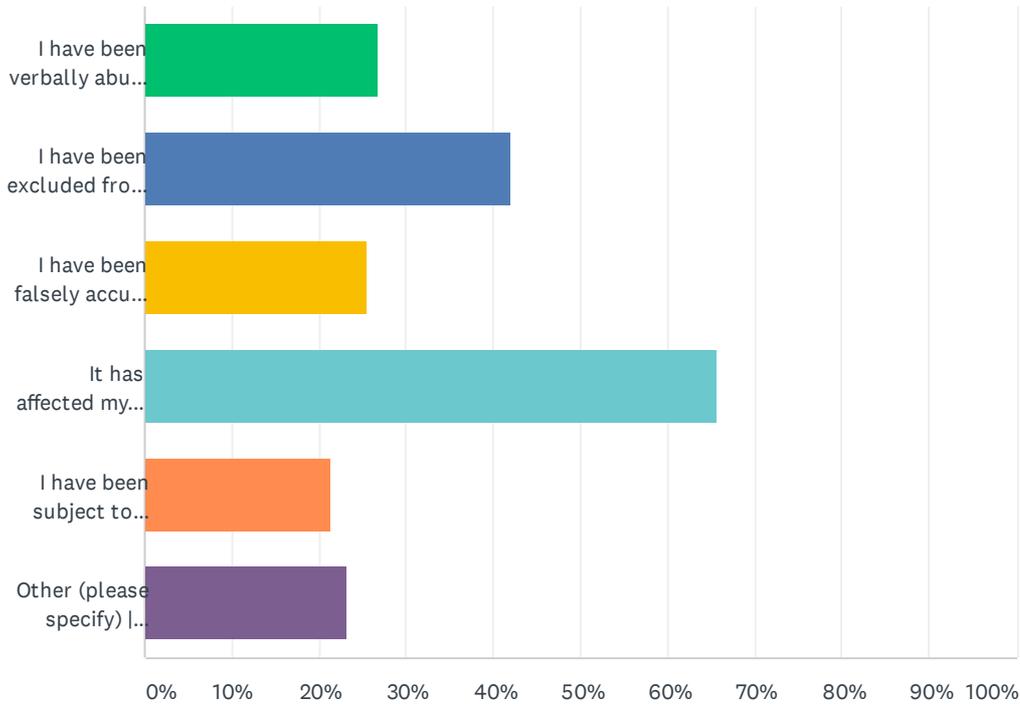
Answered: 224 Skipped: 464



ANSWER CHOICES	RESPONSES	
Race Ma race	43.75%	98
Colour Ma couleur de peau	41.52%	93
Descent Mon ascendance	13.39%	30
National origin Ma nationalité d'origine	62.50%	140
Ethnic origin Mon origine ethnique	22.77%	51
Total Respondents: 224		

Q8 How did the racial discrimination that you experienced manifest itself? Comment s'est manifestée la discrimination raciale que vous avez subie ?

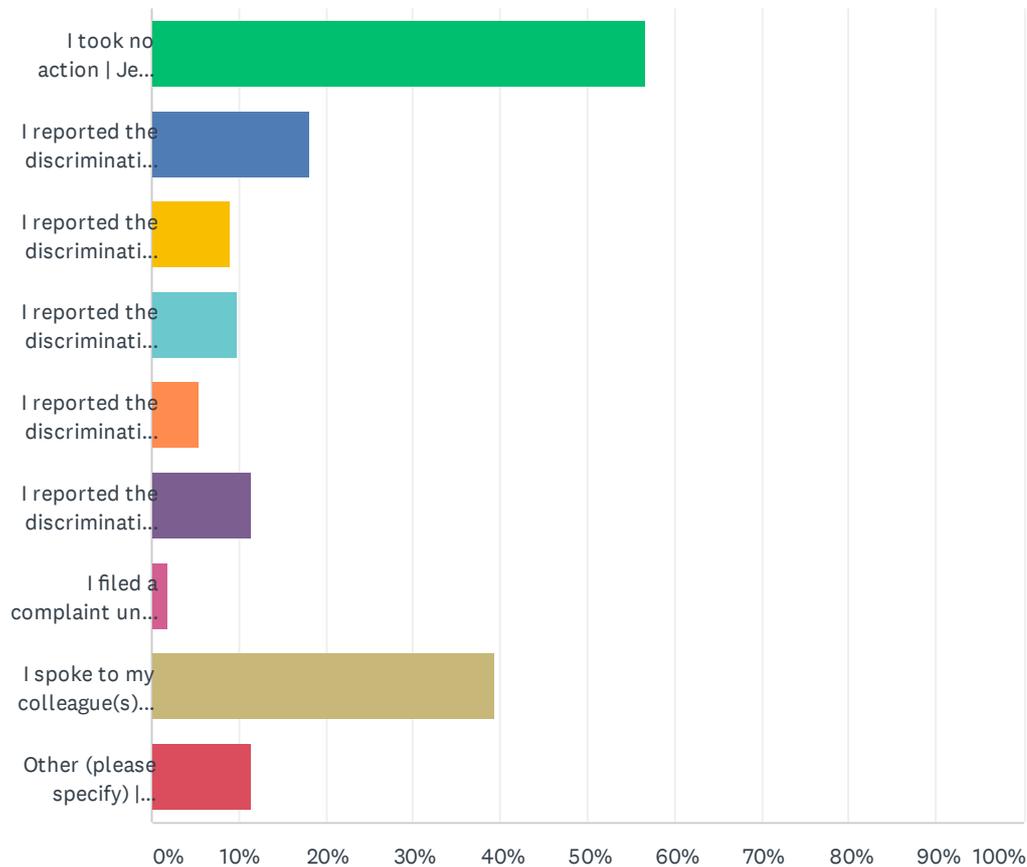
Answered: 224 Skipped: 464



ANSWER CHOICES	RESPONSES	
I have been verbally abused J'ai été victime de violence verbale	26.79%	60
I have been excluded from work events (decision-making, trainings, travels, assignments etc.) J'ai été exclu(e) de certaines activités professionnelles (prise de décisions, formations, voyages, missions, etc.)	41.96%	94
I have been falsely accused or criticized for wrongdoing J'ai été accusé(e) à tort de faute professionnelle ou mes actions ont été injustement été critiquées.	25.45%	57
It has affected my opportunities for career advancement Mes possibilités d'évolution de carrière ont été compromises	65.63%	147
I have been subject to arbitrary or unfair performance monitoring J'ai été soumis à un suivi de la performance arbitraire ou injuste	21.43%	48
Other (please specify) Autre (veuillez préciser)	23.21%	52
Total Respondents: 224		

Q9 What action did you take after you experienced racial discrimination? Quelles mesures avez-vous prises après avoir été victime de discrimination raciale ?

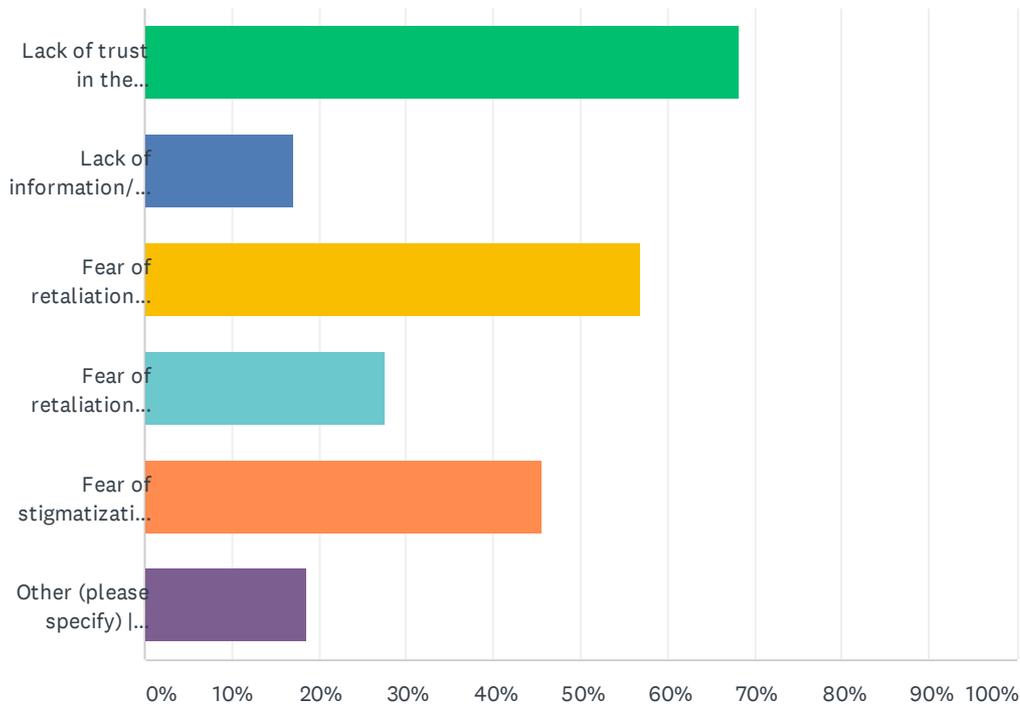
Answered: 224 Skipped: 464



ANSWER CHOICES	RESPONSES
I took no action Je n'ai rien fait	56.70% 127
I reported the discrimination to my supervisor J'ai signalé cette discrimination à mon supérieur hiérarchique	18.30% 41
I reported the discrimination to Human Resources J'ai signalé cette discrimination aux Ressources humaines	8.93% 20
I reported the discrimination to the Ombudsman J'ai signalé cette discrimination au Service du médiateur (Ombudsman)	9.82% 22
I reported the discrimination to the Staff Counsellor's office J'ai signalé cette discrimination au Bureau du Conseiller du personnel	5.36% 12
I reported the discrimination to staff representatives J'ai signalé cette discrimination aux représentants du personnel	11.61% 26
I filed a complaint under ST/SGB/2019/8 (previously ST/SGB/2008/5) J'ai porté plainte au titre de la circulaire du Secrétaire général ST/SGB/2019/8 (précédemment ST/SGB/2008/5)	1.79% 4
I spoke to my colleague(s) about it J'en ai parlé à un(e) ou des collègue(s)	39.29% 88
Other (please specify) Autre (veuillez préciser)	11.61% 26
Total Respondents: 224	

Q10 Why didn't you take any action when you experienced racial discrimination? Pourquoi n'avez-vous rien fait lorsque vous avez été victime de discrimination raciale ?

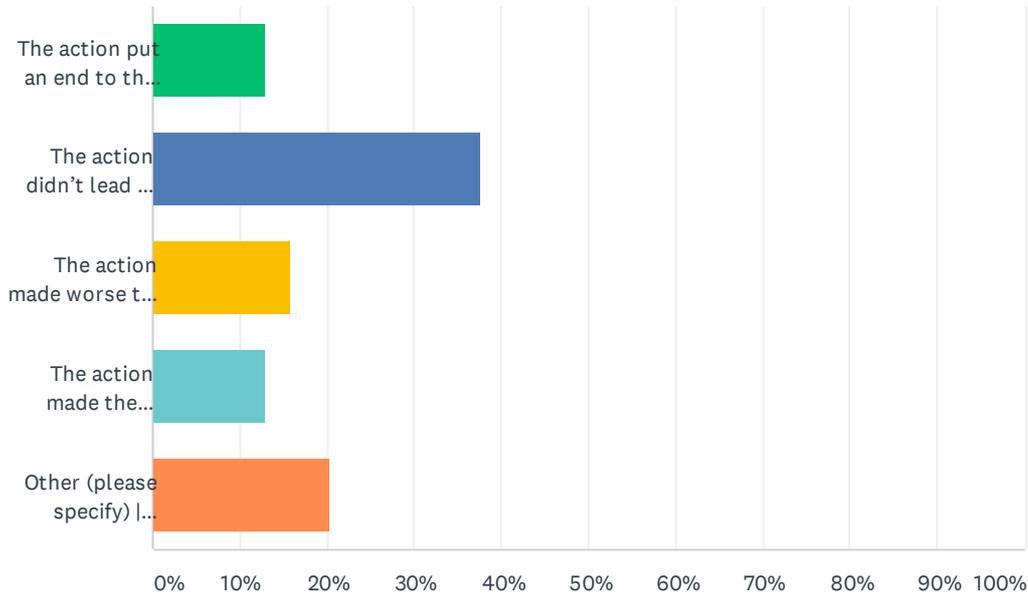
Answered: 123 Skipped: 565



ANSWER CHOICES	RESPONSES
Lack of trust in the Organization's recourse mechanisms Je ne faisais pas confiance aux mécanismes de recours de l'Organisation	68.29% 84
Lack of information/knowledge about the Organization's recourse mechanisms Je manquais d'informations sur les mécanismes de recours de l'Organisation ou je les connaissais mal	17.07% 21
Fear of retaliation from the person(s) involved J'ai craint des représailles de la part de la (des) personne(s) impliquée(s)	56.91% 70
Fear of retaliation from other colleagues J'ai craint des représailles de la part d'autres collègues	27.64% 34
Fear of stigmatization by other colleagues in the workplace J'ai eu peur d'être stigmatisé(e) sur mon lieu de travail	45.53% 56
Other (please specify) Autre (veuillez préciser)	18.70% 23
Total Respondents: 123	

Q11 What was the result of your report/complaint for racial discrimination? Quel a été le résultat de votre signalement ou de votre plainte pour discrimination raciale ?

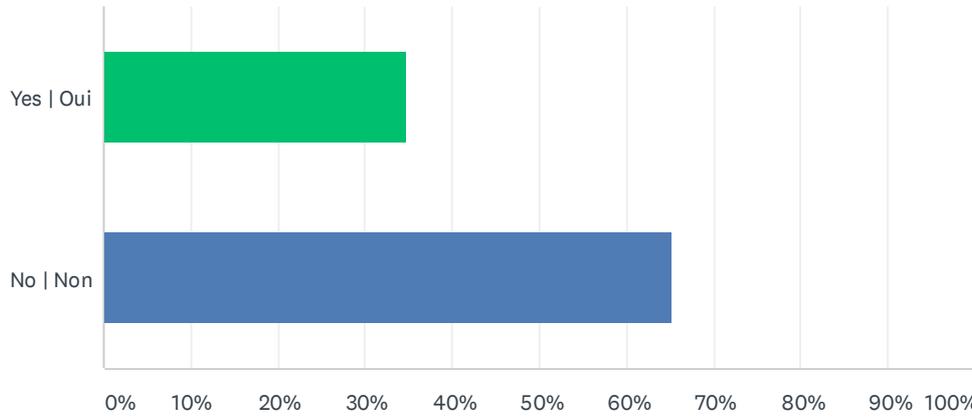
Answered: 69 Skipped: 619



ANSWER CHOICES	RESPONSES
The action put an end to the behaviour by the person(s) involved Cette action a mis fin au comportement de la (des) personne(s) impliquée(s)	13.04% 9
The action didn't lead to an end of the behaviour of the person(s) involved Cette action n'a pas mis fin au comportement de la ou des personnes impliquées	37.68% 26
The action made worse the behaviour of the person(s) involved Cette action a aggravé le comportement de la ou des personnes impliquées	15.94% 11
The action made the overall workplace situation worse Cette action a aggravé la situation générale sur mon lieu de travail	13.04% 9
Other (please specify) Autre (veuillez préciser)	20.29% 14
TOTAL	69

Q12 Have you witnessed (a) colleague(s) being racially discriminated at the workplace? Avez-vous été témoin de la discrimination raciale d'un (de) collègue(s) sur le lieu de travail ?

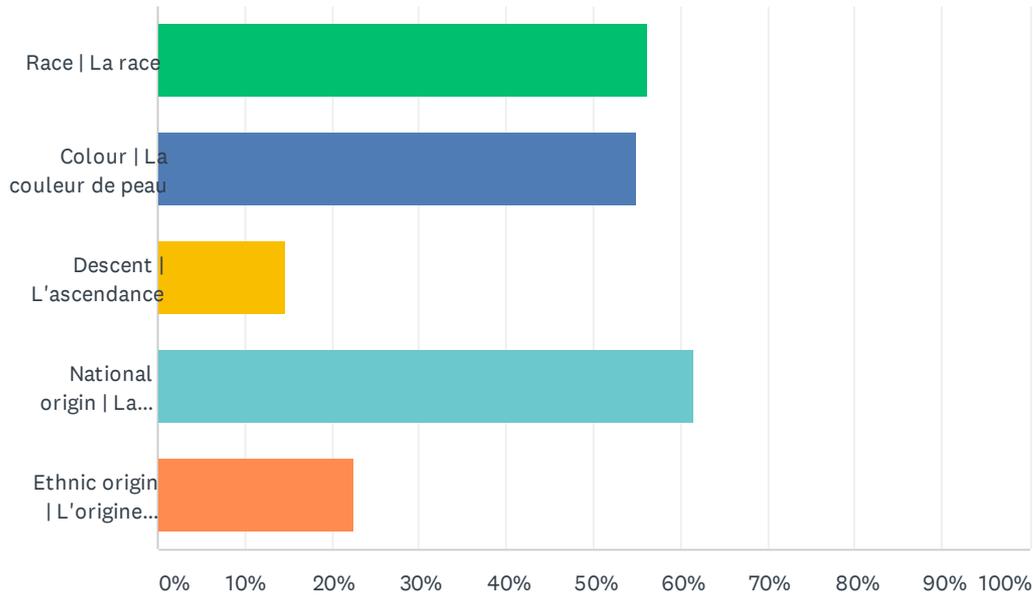
Answered: 661 Skipped: 27



ANSWER CHOICES	RESPONSES	
Yes Oui	34.64%	229
No Non	65.36%	432
TOTAL		661

Q13 On which basis was(were) your colleague(s) racially discriminated? La discrimination raciale dont mon(ma) ou mes collègue(s) a ou ont fait l'objet était motivée par :

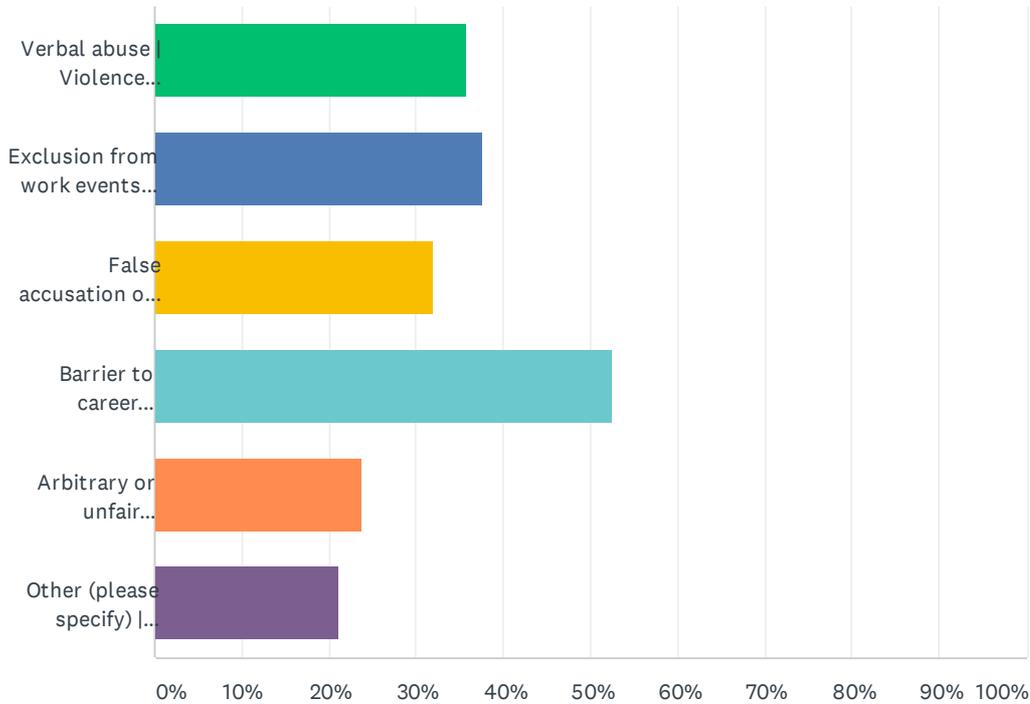
Answered: 213 Skipped: 475



ANSWER CHOICES	RESPONSES
Race La race	56.34% 120
Colour La couleur de peau	54.93% 117
Descent L'ascendance	14.55% 31
National origin La nationalité d'origine	61.50% 131
Ethnic origin L'origine ethnique	22.54% 48
Total Respondents: 213	

Q14 How was(were) your colleague(s) racially discriminated? Comment s'est manifestée la discrimination raciale subie par votre (vos) collègue(s) ?

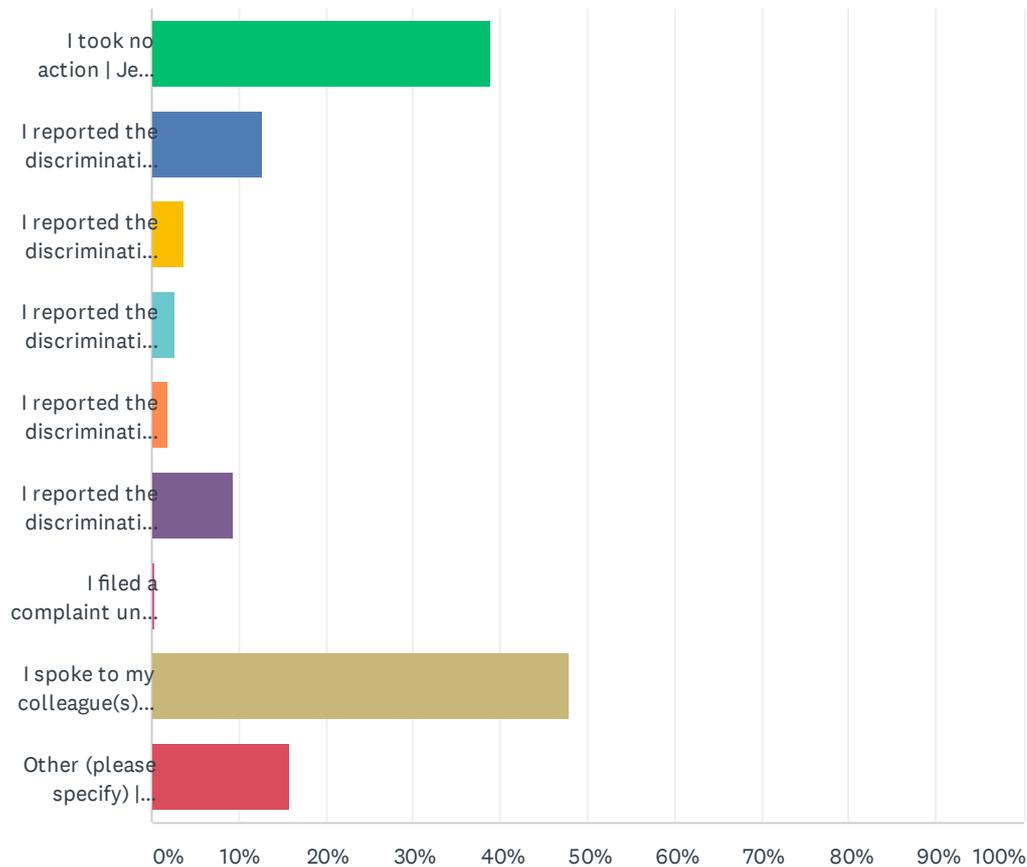
Answered: 213 Skipped: 475



ANSWER CHOICES	RESPONSES	
Verbal abuse Violence verbale	35.68%	76
Exclusion from work events (decision-making, trainings, travels, assignments etc.) Exclusion de certaines activités professionnelles (prise de décisions, formations, voyages, missions, etc.)	37.56%	80
False accusation or criticism for wrongdoing Accusation de faute professionnelle sans fondement ou actions injustement critiquées	31.92%	68
Barrier to career advancement opportunities Possibilités d'évolution de carrière compromises	52.58%	112
Arbitrary or unfair performance monitoring Suivi de la performance arbitraire ou injuste	23.94%	51
Other (please specify) Autre (veuillez préciser)	21.13%	45
Total Respondents: 213		

Q15 What action did you take after you witnessed racial discrimination? Quelles mesures avez-vous prises après avoir été témoin d'une discrimination raciale ?

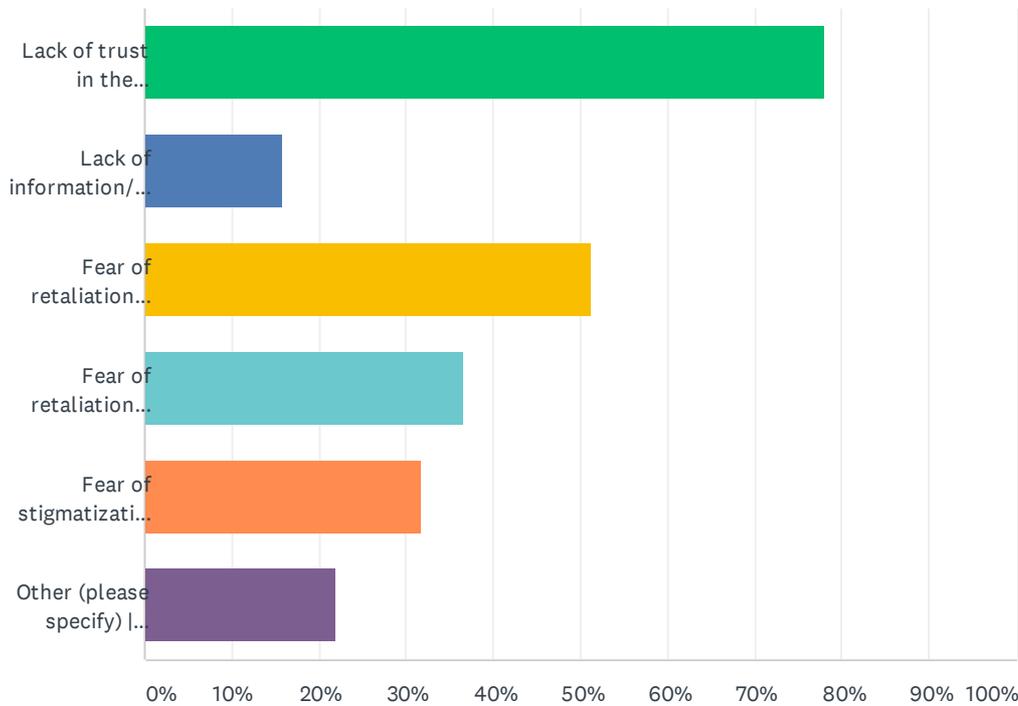
Answered: 213 Skipped: 475



ANSWER CHOICES	RESPONSES	
I took no action Je n'ai rien fait	38.97%	83
I reported the discrimination to my supervisor J'ai signalé cette discrimination à mon supérieur hiérarchique	12.68%	27
I reported the discrimination to Human Resources J'ai signalé cette discrimination aux Ressources humaines	3.76%	8
I reported the discrimination to the Ombudsman J'ai signalé cette discrimination au Service du médiateur (Ombudsman)	2.82%	6
I reported the discrimination to the Staff Counsellor's office J'ai signalé cette discrimination au Bureau du Conseiller du personnel	1.88%	4
I reported the discrimination to staff representatives J'ai signalé cette discrimination aux représentants du personnel	9.39%	20
I filed a complaint under ST/SGB/2019/8 (previously ST/SGB/2008/5) J'ai porté plainte au titre de la circulaire du Secrétaire général ST/SGB/2019/8 (précédemment ST/SGB/2008/5)	0.47%	1
I spoke to my colleague(s) about it J'en ai parlé à un(e) ou des collègue(s)	47.89%	102
Other (please specify) Autre (veuillez préciser)	15.96%	34
Total Respondents: 213		

Q16 Why didn't you take any action when you witnessed racial discrimination? Pourquoi n'avez-vous rien fait lorsque vous avez été témoin de cette discrimination raciale ?

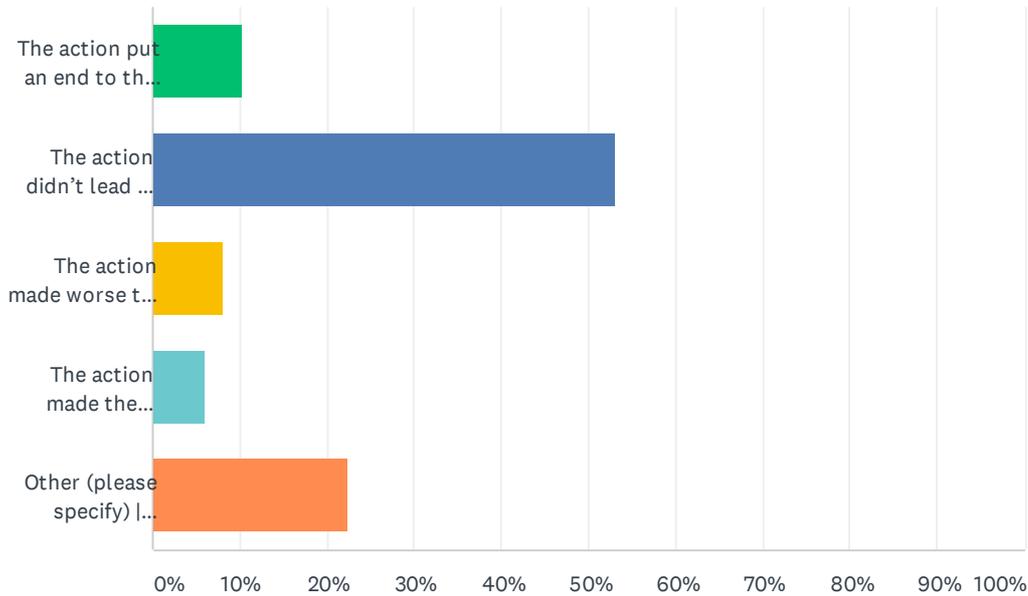
Answered: 82 Skipped: 606



ANSWER CHOICES	RESPONSES
Lack of trust in the Organization's recourse mechanisms Je ne faisais pas confiance aux mécanismes de recours de l'Organisation	78.05% 64
Lack of information/knowledge about the Organization's recourse mechanisms Je manquais d'informations sur les mécanismes de recours de l'Organisation ou je les connaissais mal	15.85% 13
Fear of retaliation from the person(s) involved J'ai craint des représailles de la part de la (des) personne(s) impliquée(s)	51.22% 42
Fear of retaliation from other colleagues J'ai craint des représailles de la part d'autres collègues	36.59% 30
Fear of stigmatization by other colleagues in the workplace J'ai eu peur d'être stigmatisé(e) sur mon lieu de travail	31.71% 26
Other (please specify) Autre (veuillez préciser)	21.95% 18
Total Respondents: 82	

Q17 What was the result of your report/complaint after having witnessed racial discrimination? Quel a été le résultat de votre signalement ou de votre plainte au sujet de la discrimination raciale dont vous aviez été témoin ?

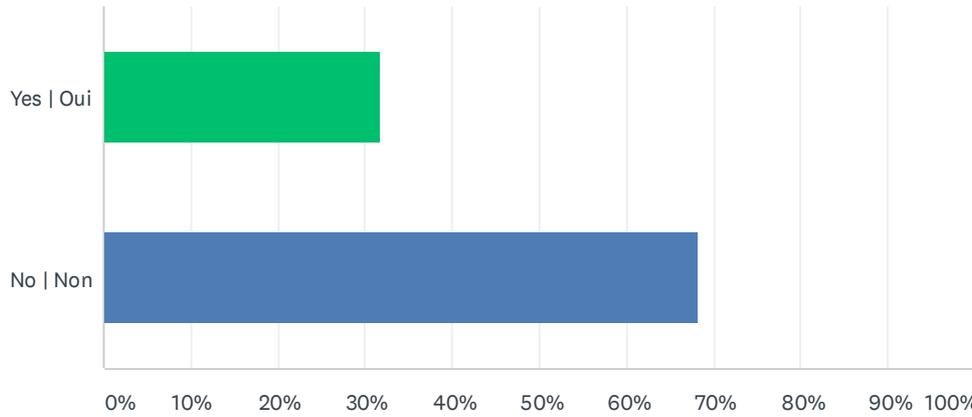
Answered: 49 Skipped: 639



ANSWER CHOICES	RESPONSES	
The action put an end to the behaviour by the person(s) involved Cette action a mis fin au comportement de la (des) personne(s) impliquée(s)	10.20%	5
The action didn't lead to an end of the behaviour of the person(s) involved Cette action n'a pas mis fin au comportement de la ou des personnes impliquées	53.06%	26
The action made worse the behaviour of the person(s) involved Cette action a aggravé le comportement de la ou des personnes impliquées	8.16%	4
The action made the overall workplace situation worse Cette action a aggravé la situation générale sur mon lieu de travail	6.12%	3
Other (please specify) Autre (veuillez préciser)	22.45%	11
TOTAL		49

Q18 Have you personally experienced harassment at the workplace? Avez-vous personnellement été victime de harcèlement sur le lieu de travail ?

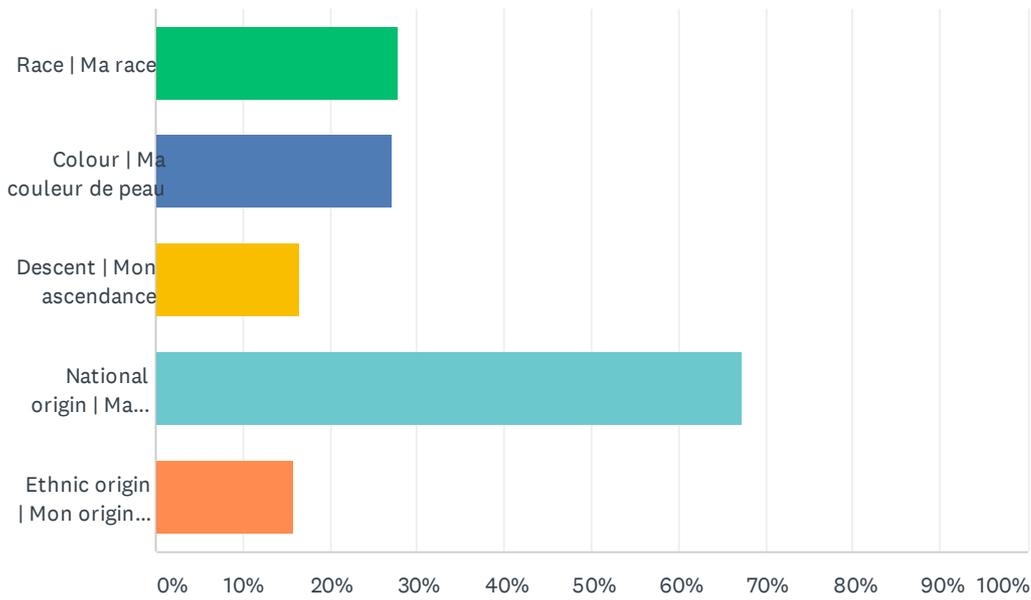
Answered: 636 Skipped: 52



ANSWER CHOICES	RESPONSES	
Yes Oui	31.76%	202
No Non	68.24%	434
TOTAL		636

Q19 On which basis have you been harassed?Le harcèlement dont j'ai été victime était motivé par :

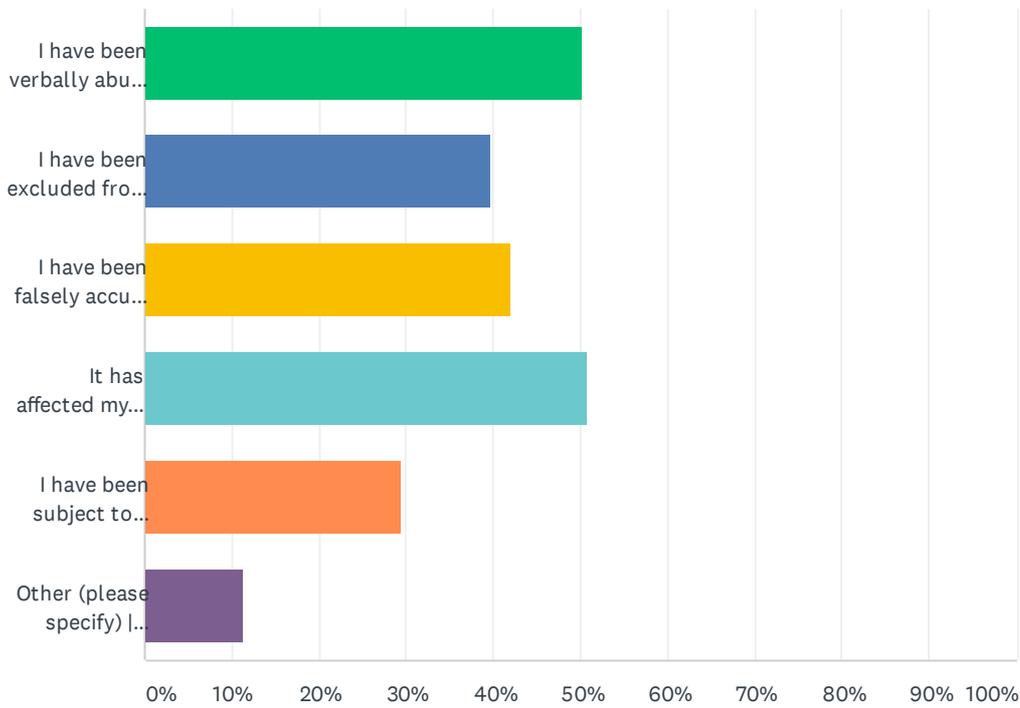
Answered: 169 Skipped: 519



ANSWER CHOICES	RESPONSES	
Race Ma race	27.81%	47
Colour Ma couleur de peau	27.22%	46
Descent Mon ascendance	16.57%	28
National origin Ma nationalité d'origine	67.46%	114
Ethnic origin Mon origine ethnique	15.98%	27
Total Respondents: 169		

Q20 How have you been harassed? Comment s'est manifesté le harcèlement que vous avez subi ?

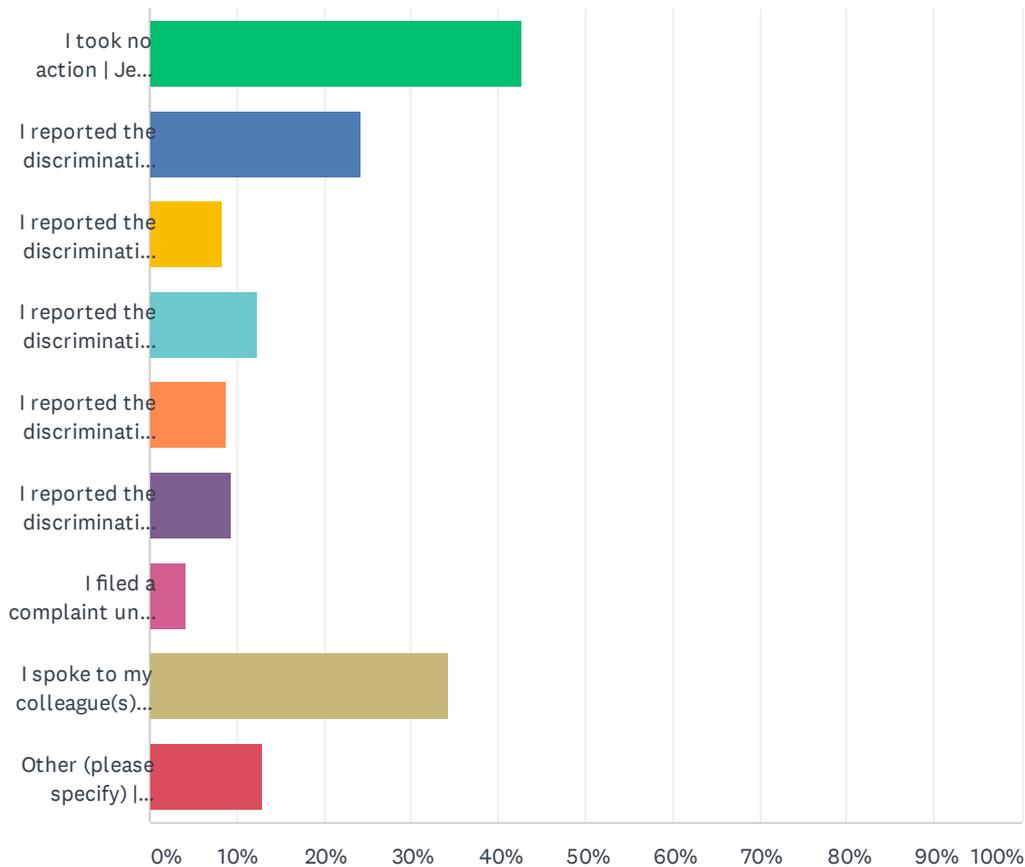
Answered: 169 Skipped: 519



ANSWER CHOICES	RESPONSES
I have been verbally abused J'ai été victime de violence verbale	50.30% 85
I have been excluded from work events (decision-making, trainings, travels, assignments etc.) J'ai été exclu(e) de certaines activités professionnelles (prise de décisions, formations, voyages, missions, etc.)	39.64% 67
I have been falsely accused or criticized for wrongdoing J'ai été accusé(e) à tort de faute professionnelle ou mes actions ont été injustement été critiquées.	42.01% 71
It has affected my opportunities for career advancement Mes possibilités d'évolution de carrière ont été compromises	50.89% 86
I have been subject to arbitrary or unfair performance monitoring J'ai été soumis à un suivi de la performance arbitraire ou injuste	29.59% 50
Other (please specify) Autre (veuillez préciser)	11.24% 19
Total Respondents: 169	

Q21 What action did you take after you experienced harassment? Quelles mesures avez-vous prises après avoir été victime de harcèlement ?

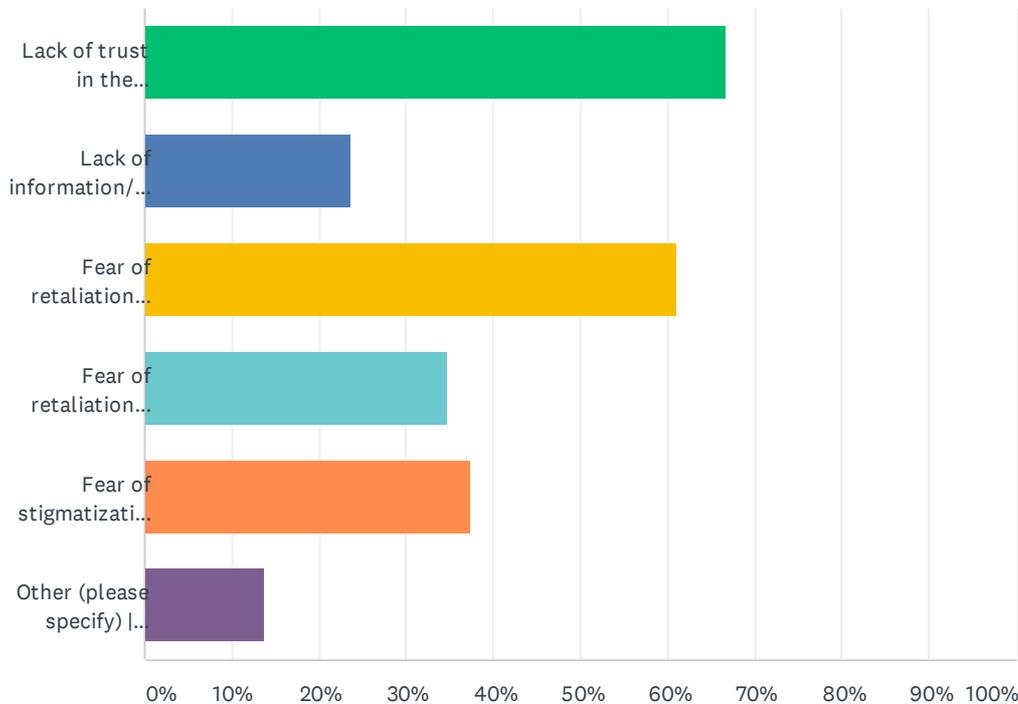
Answered: 169 Skipped: 519



ANSWER CHOICES	RESPONSES	
I took no action Je n'ai rien fait	42.60%	72
I reported the discrimination to my supervisor J'ai signalé cette discrimination à mon supérieur hiérarchique	24.26%	41
I reported the discrimination to Human Resources J'ai signalé cette discrimination aux Ressources humaines	8.28%	14
I reported the discrimination to the Ombudsman J'ai signalé cette discrimination au Service du médiateur (Ombudsman)	12.43%	21
I reported the discrimination to the Staff Counsellor's office J'ai signalé cette discrimination au Bureau du Conseiller du personnel	8.88%	15
I reported the discrimination to staff representatives J'ai signalé cette discrimination aux représentants du personnel	9.47%	16
I filed a complaint under ST/SGB/2019/8 (previously ST/SGB/2008/5) J'ai porté plainte au titre de la circulaire du Secrétaire général ST/SGB/2019/8 (précédemment ST/SGB/2008/5)	4.14%	7
I spoke to my colleague(s) about it J'en ai parlé à un(e) ou des collègue(s)	34.32%	58
Other (please specify) Autre (veuillez préciser)	13.02%	22
Total Respondents: 169		

Q22 Why didn't you take any action when you experienced harassment? Pourquoi n'avez-vous pris aucune mesure lorsque vous avez été victime de harcèlement ?

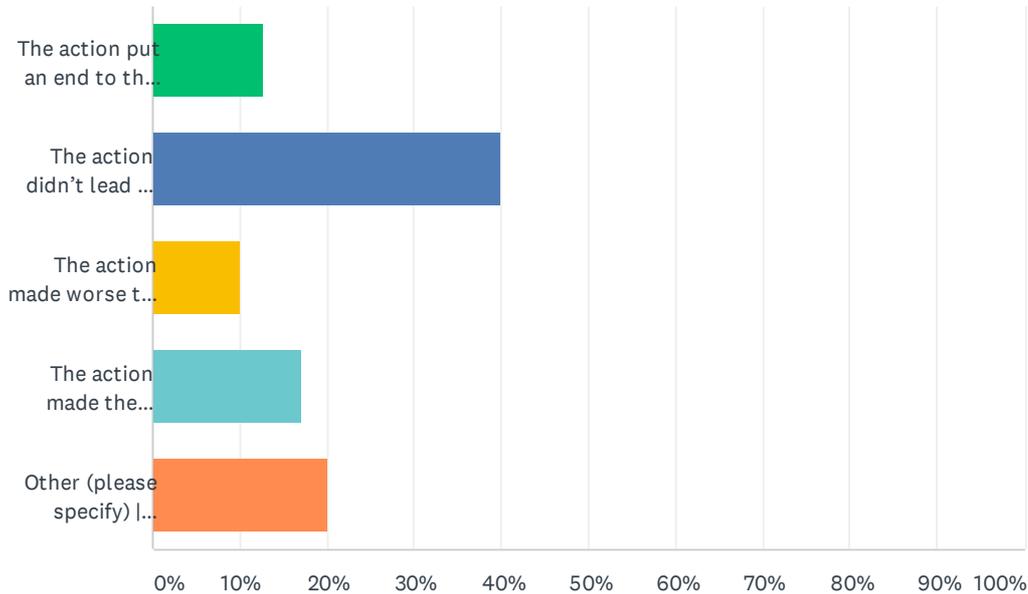
Answered: 72 Skipped: 616



ANSWER CHOICES	RESPONSES
Lack of trust in the Organization's recourse mechanisms Je ne faisais pas confiance aux mécanismes de recours de l'Organisation	66.67% 48
Lack of information/knowledge about the Organization's recourse mechanisms Je manquais d'informations sur les mécanismes de recours de l'Organisation ou je les connaissais mal	23.61% 17
Fear of retaliation from the person(s) involved J'ai craint des représailles de la part de la (des) personne(s) impliquée(s)	61.11% 44
Fear of retaliation from other colleagues J'ai craint des représailles de la part d'autres collègues	34.72% 25
Fear of stigmatization by other colleagues in the workplace J'ai eu peur d'être stigmatisé(e) sur mon lieu de travail	37.50% 27
Other (please specify) Autre (veuillez préciser)	13.89% 10
Total Respondents: 72	

Q23 What was the result of your report/complaint for harassment? Quel a été le résultat de votre signalement ou de votre plainte pour harcèlement ?

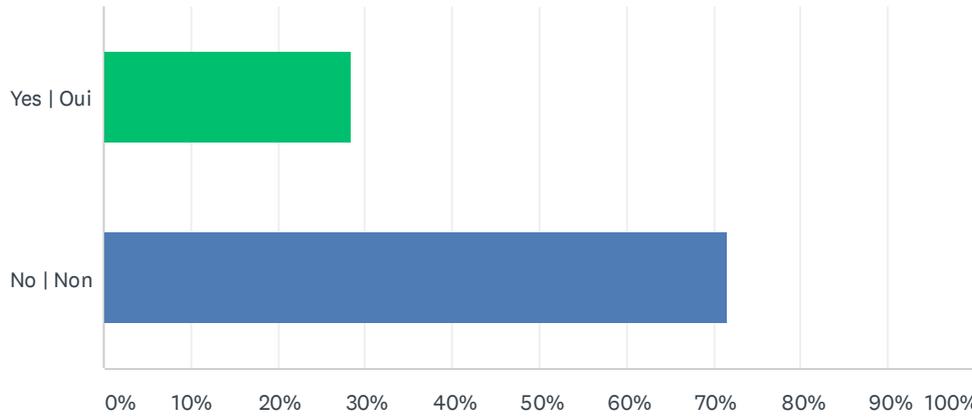
Answered: 70 Skipped: 618



ANSWER CHOICES	RESPONSES
The action put an end to the behaviour by the person(s) involved Cette action a mis fin au comportement de la (des) personne(s) impliquée(s)	12.86% 9
The action didn't lead to an end of the behaviour of the person(s) involved Cette action n'a pas mis fin au comportement de la ou des personnes impliquées	40.00% 28
The action made worse the behaviour of the person(s) involved Cette action a aggravé le comportement de la ou des personnes impliquées	10.00% 7
The action made the overall workplace situation worse Cette action a aggravé la situation générale sur mon lieu de travail	17.14% 12
Other (please specify) Autre (veuillez préciser)	20.00% 14
TOTAL	70

Q24 Have you witnessed (a) colleague(s) being harassed at the workplace? Avez-vous été témoin du harcèlement d'un (de) collègue(s) sur votre lieu de travail ?

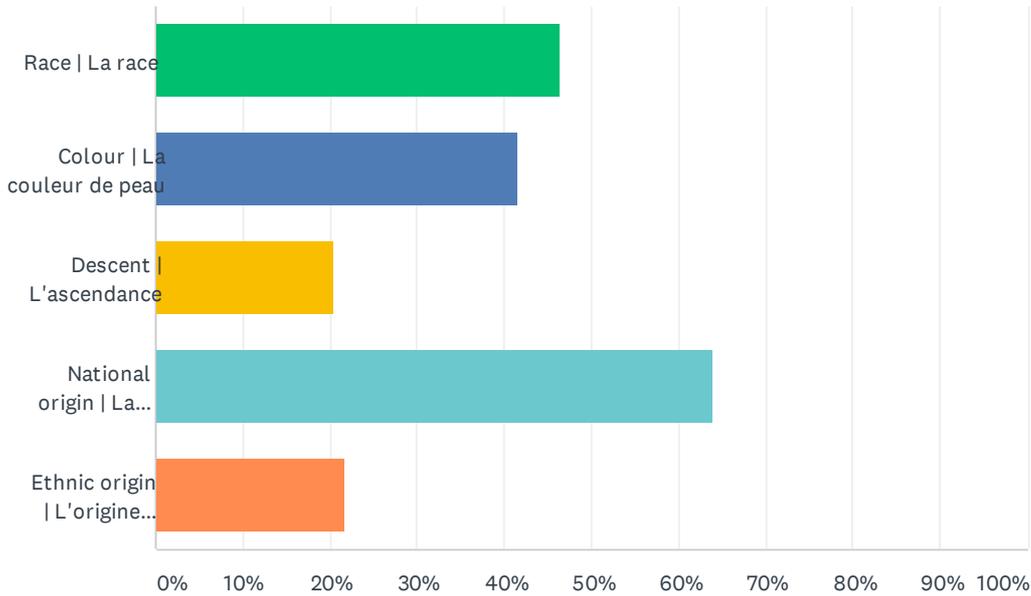
Answered: 598 Skipped: 90



ANSWER CHOICES	RESPONSES	
Yes Oui	28.43%	170
No Non	71.57%	428
TOTAL		598

Q25 On which basis was(were) your colleague(s) harassed?Le harcèlement dont mon(ma) ou mes collègue(s) a ou ont fait l'objet était motivé par :

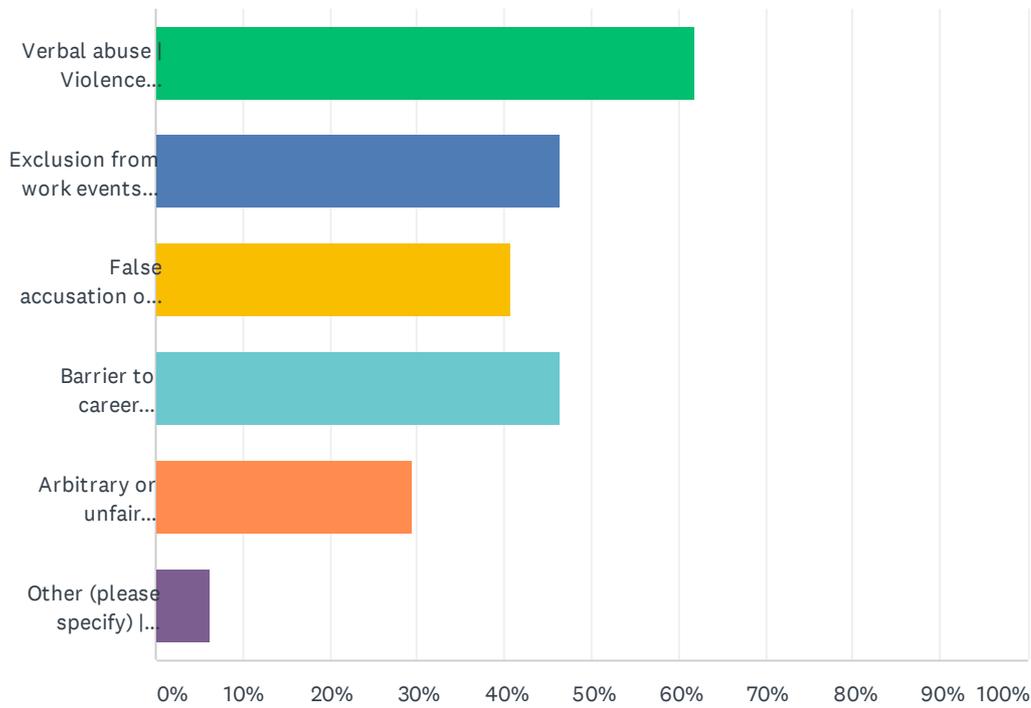
Answered: 142 Skipped: 546



ANSWER CHOICES	RESPONSES
Race La race	46.48% 66
Colour La couleur de peau	41.55% 59
Descent L'ascendance	20.42% 29
National origin La nationalité d'origine	64.08% 91
Ethnic origin L'origine ethnique	21.83% 31
Total Respondents: 142	

Q26 How was(were) your colleague(s) harassed? Comment s'est manifesté le harcèlement subi par votre (vos) collègue(s) ?

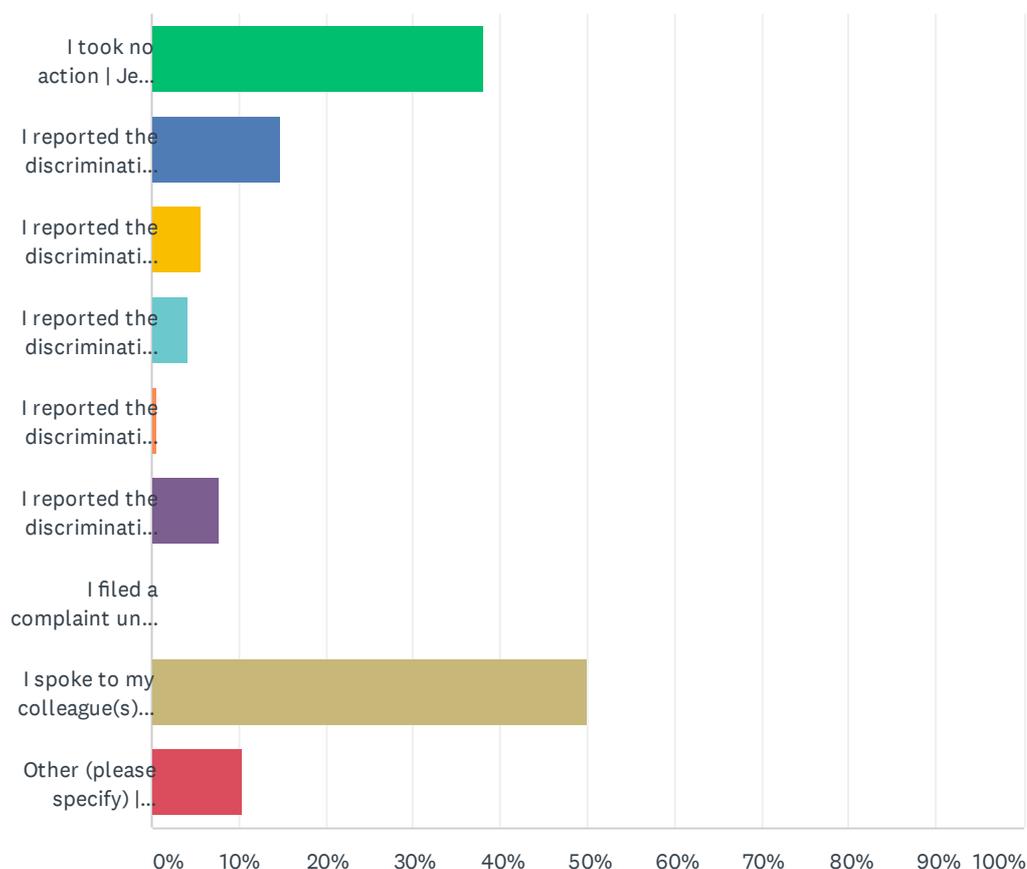
Answered: 142 Skipped: 546



ANSWER CHOICES	RESPONSES
Verbal abuse Violence verbale	61.97% 88
Exclusion from work events (decision-making, trainings, travels, assignments etc.) Exclusion de certaines activités professionnelles (prise de décisions, formations, voyages, missions, etc.)	46.48% 66
False accusation or criticism for wrongdoing Accusation de faute professionnelle sans fondement ou actions injustement critiquées	40.85% 58
Barrier to career advancement opportunities Possibilités d'évolution de carrière compromises	46.48% 66
Arbitrary or unfair performance monitoring Suivi de la performance arbitraire ou injuste	29.58% 42
Other (please specify) Autre (veuillez préciser)	6.34% 9
Total Respondents: 142	

Q27 What action did you take after you witnessed harassment? Quelle mesure avez-vous prise après avoir été témoin du harcèlement ?

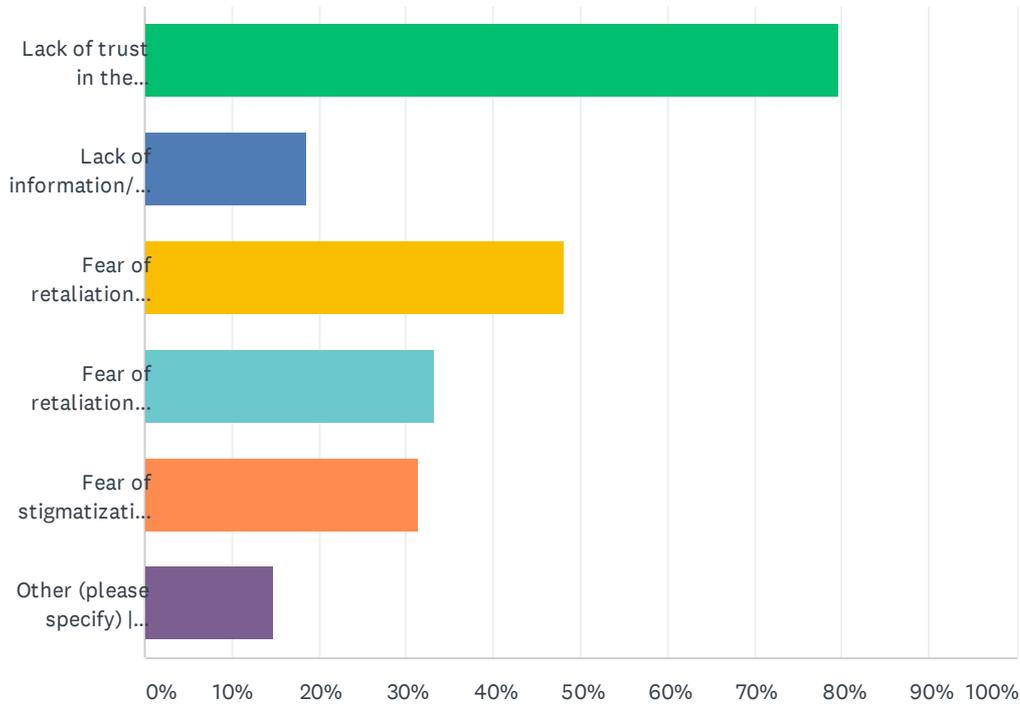
Answered: 142 Skipped: 546



ANSWER CHOICES	RESPONSES
I took no action Je n'ai rien fait	38.03% 54
I reported the discrimination to my supervisor J'ai signalé cette discrimination à mon supérieur hiérarchique	14.79% 21
I reported the discrimination to Human Resources J'ai signalé cette discrimination aux Ressources humaines	5.63% 8
I reported the discrimination to the Ombudsman J'ai signalé cette discrimination au Service du médiateur (Ombudsman)	4.23% 6
I reported the discrimination to the Staff Counsellor's office J'ai signalé cette discrimination au Bureau du Conseiller du personnel	0.70% 1
I reported the discrimination to staff representatives J'ai signalé cette discrimination aux représentants du personnel	7.75% 11
I filed a complaint under ST/SGB/2019/8 (previously ST/SGB/2008/5) J'ai porté plainte au titre de la circulaire du Secrétaire général ST/SGB/2019/8 (précédemment ST/SGB/2008/5)	0.00% 0
I spoke to my colleague(s) about it J'en ai parlé à un(e) ou des collègue(s)	50.00% 71
Other (please specify) Autre (veuillez préciser)	10.56% 15
Total Respondents: 142	

Q28 Why didn't you take any action when you witnessed harassment? Pourquoi n'avez-vous rien fait lorsque vous avez été témoin du harcèlement ?

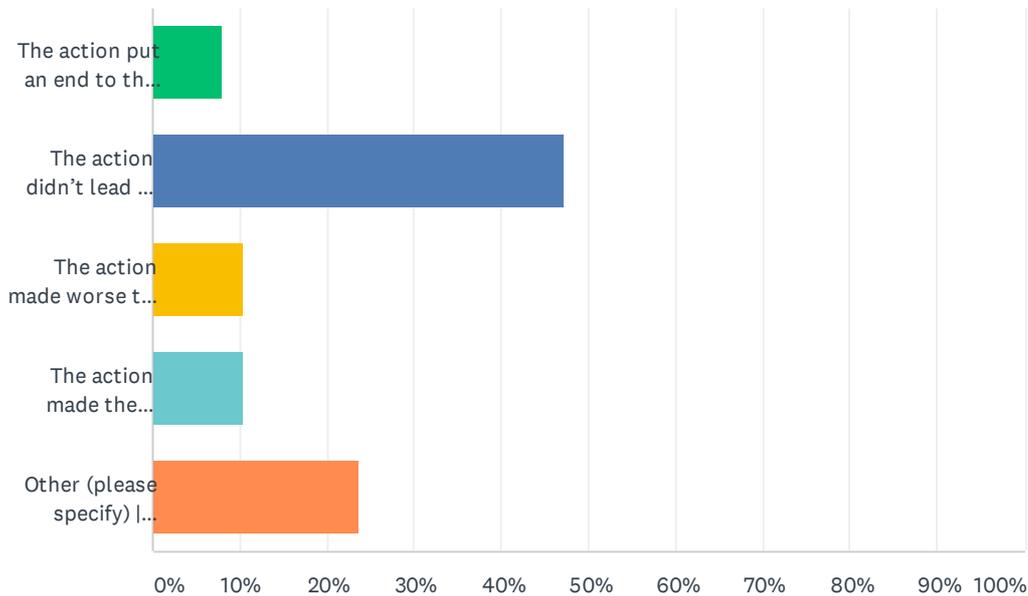
Answered: 54 Skipped: 634



ANSWER CHOICES	RESPONSES	
Lack of trust in the Organization's recourse mechanisms Je ne faisais pas confiance aux mécanismes de recours de l'Organisation	79.63%	43
Lack of information/knowledge about the Organization's recourse mechanisms Je manquais d'informations sur les mécanismes de recours de l'Organisation ou je les connaissais mal	18.52%	10
Fear of retaliation from the person(s) involved J'ai craint des représailles de la part de la (des) personne(s) impliquée(s)	48.15%	26
Fear of retaliation from other colleagues J'ai craint des représailles de la part d'autres collègues	33.33%	18
Fear of stigmatization by other colleagues in the workplace J'ai eu peur d'être stigmatisé(e) sur mon lieu de travail	31.48%	17
Other (please specify) Autre (veuillez préciser)	14.81%	8
Total Respondents: 54		

Q29 What was the result of your report/complaint after having witnessed harassment? Quel a été le résultat de votre signalement ou de votre plainte au sujet du harcèlement dont vous aviez été témoin ?

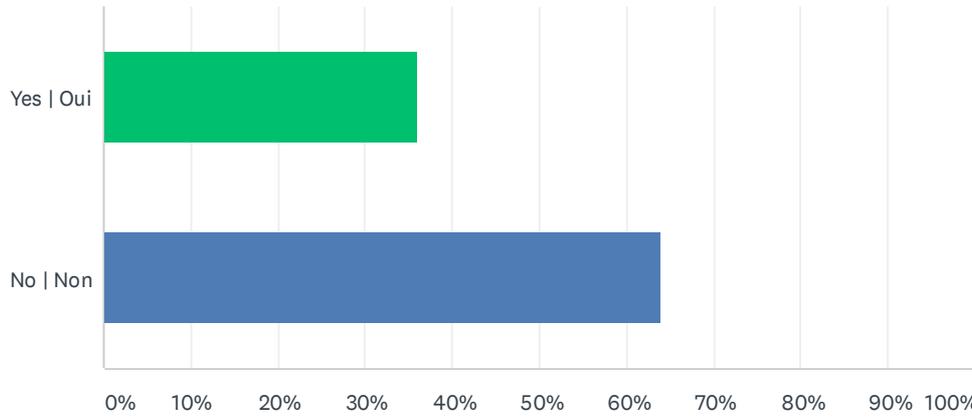
Answered: 38 Skipped: 650



ANSWER CHOICES	RESPONSES
The action put an end to the behaviour by the person(s) involved Cette action a mis fin au comportement de la (des) personne(s) impliquée(s)	7.89% 3
The action didn't lead to an end of the behaviour of the person(s) involved Cette action n'a pas mis fin au comportement de la ou des personnes impliquées	47.37% 18
The action made worse the behaviour of the person(s) involved Cette action a aggravé le comportement de la ou des personnes impliquées	10.53% 4
The action made the overall workplace situation worse Cette action a aggravé la situation générale sur mon lieu de travail	10.53% 4
Other (please specify) Autre (veuillez préciser)	23.68% 9
TOTAL	38

Q30 Have you personally suffered abuse of authority at the workplace? Avez-vous personnellement été victime d'abus d'autorité sur votre lieu de travail ?

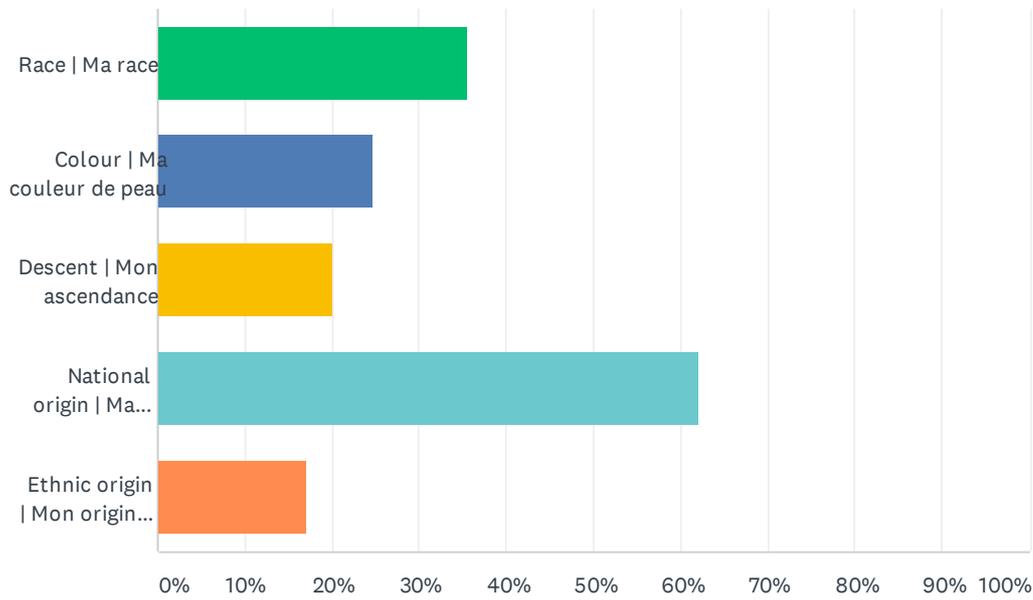
Answered: 564 Skipped: 124



ANSWER CHOICES	RESPONSES	
Yes Oui	35.99%	203
No Non	64.01%	361
TOTAL		564

Q31 On which basis did you suffer abuse of authority? L'abus d'autorité dont j'ai été victime était motivé par :

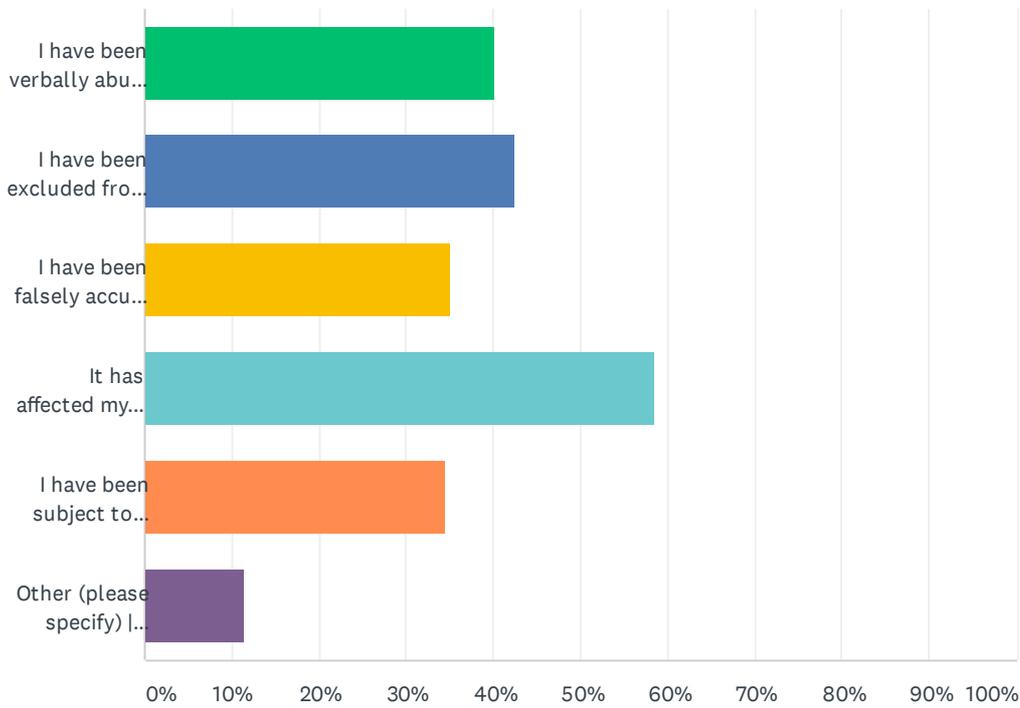
Answered: 174 Skipped: 514



ANSWER CHOICES	RESPONSES	
Race Ma race	35.63%	62
Colour Ma couleur de peau	24.71%	43
Descent Mon ascendance	20.11%	35
National origin Ma nationalité d'origine	62.07%	108
Ethnic origin Mon origine ethnique	17.24%	30
Total Respondents: 174		

Q32 How did you suffer abuse of authority? Comment s'est manifesté l'abus d'autorité que vous avez subi ?

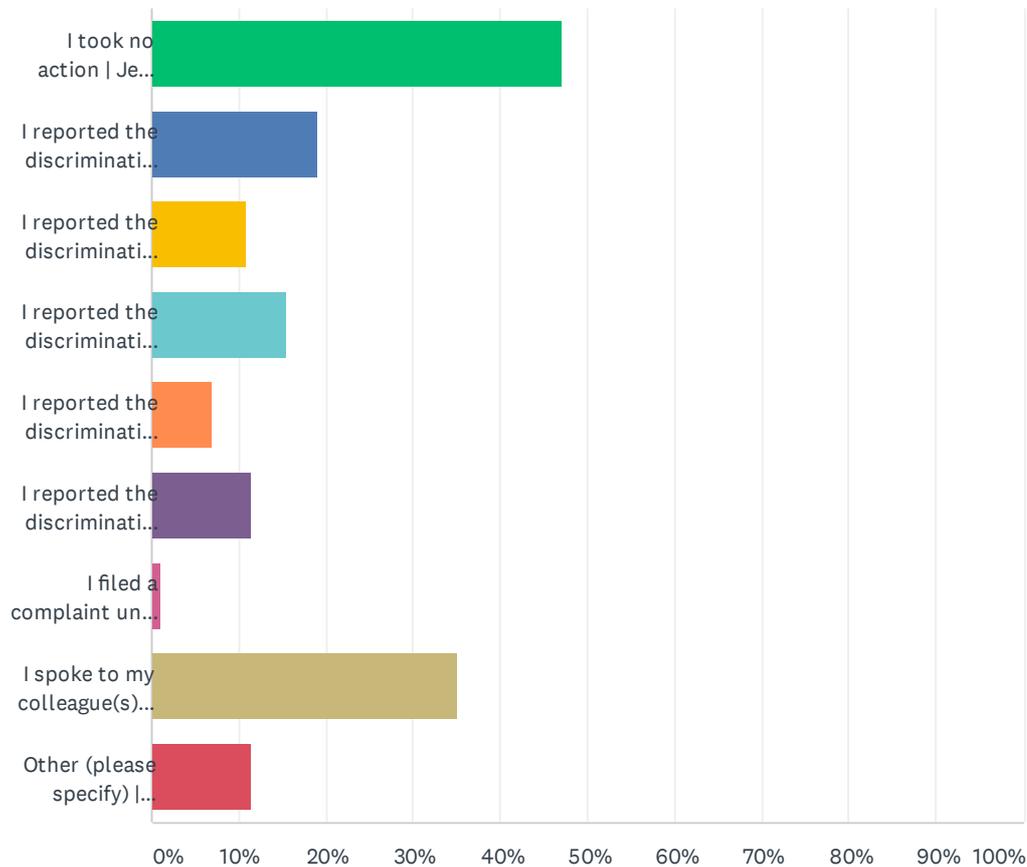
Answered: 174 Skipped: 514



ANSWER CHOICES	RESPONSES
I have been verbally abused J'ai été victime de violence verbale	40.23% 70
I have been excluded from work events (decision-making, trainings, travels, assignments etc.) J'ai été exclu(e) de certaines activités professionnelles (prise de décisions, formations, voyages, missions, etc.)	42.53% 74
I have been falsely accused or criticized for wrongdoing J'ai été accusé(e) à tort de faute professionnelle ou mes actions ont été injustement été critiquées.	35.06% 61
It has affected my opportunities for career advancement Mes possibilités d'évolution de carrière ont été compromises	58.62% 102
I have been subject to arbitrary or unfair performance monitoring J'ai été soumis à un suivi de la performance arbitraire ou injuste	34.48% 60
Other (please specify) Autre (veuillez préciser)	11.49% 20
Total Respondents: 174	

Q33 What action did you take after you suffered abuse of authority? Quelle mesure avez-vous prise après avoir été victime de cet abus d'autorité ?

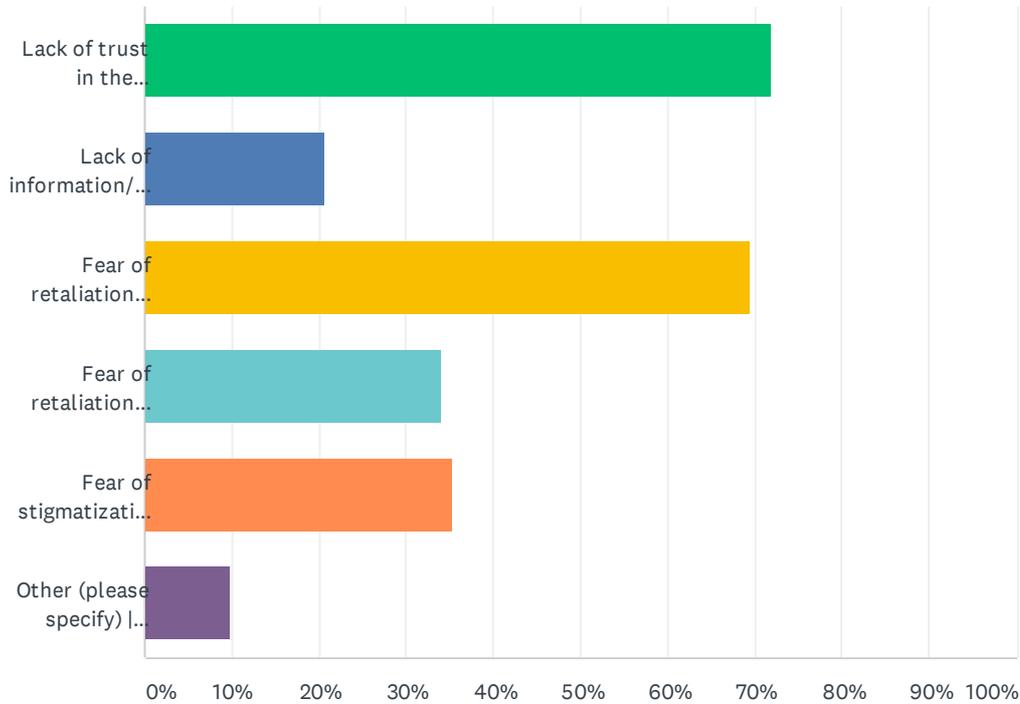
Answered: 174 Skipped: 514



ANSWER CHOICES	RESPONSES	
I took no action Je n'ai rien fait	47.13%	82
I reported the discrimination to my supervisor J'ai signalé cette discrimination à mon supérieur hiérarchique	18.97%	33
I reported the discrimination to Human Resources J'ai signalé cette discrimination aux Ressources humaines	10.92%	19
I reported the discrimination to the Ombudsman J'ai signalé cette discrimination au Service du médiateur (Ombudsman)	15.52%	27
I reported the discrimination to the Staff Counsellor's office J'ai signalé cette discrimination au Bureau du Conseiller du personnel	6.90%	12
I reported the discrimination to staff representatives J'ai signalé cette discrimination aux représentants du personnel	11.49%	20
I filed a complaint under ST/SGB/2019/8 (previously ST/SGB/2008/5) J'ai porté plainte au titre de la circulaire du Secrétaire général ST/SGB/2019/8 (précédemment ST/SGB/2008/5)	1.15%	2
I spoke to my colleague(s) about it J'en ai parlé à un(e) ou des collègue(s)	35.06%	61
Other (please specify) Autre (veuillez préciser)	11.49%	20
Total Respondents: 174		

Q34 Why didn't you take any action when you suffered abuse of authority? Pourquoi n'avez-vous rien fait lorsque vous avez été victime d'abus d'autorité ?

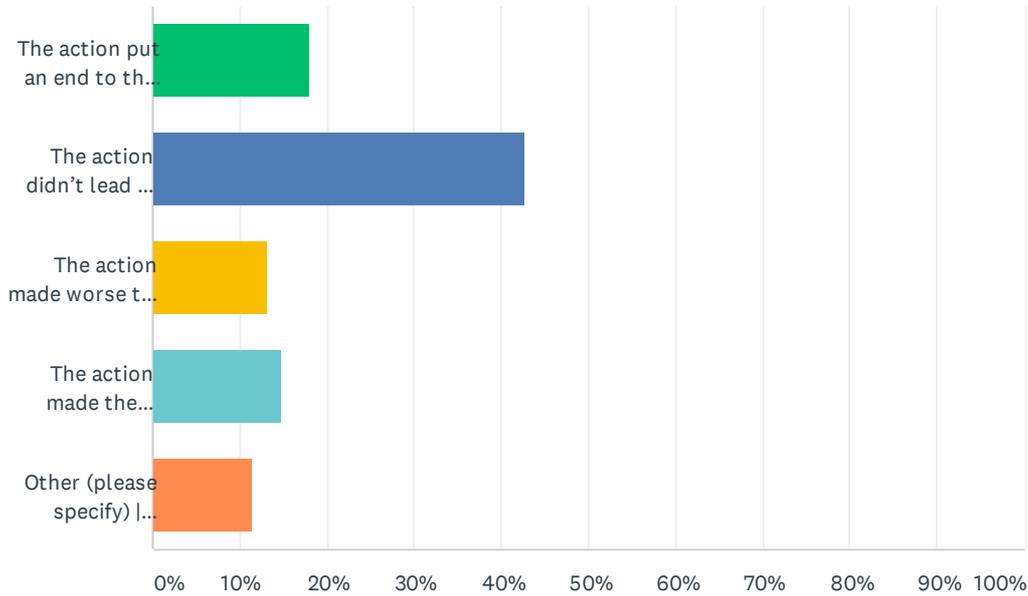
Answered: 82 Skipped: 606



ANSWER CHOICES	RESPONSES
Lack of trust in the Organization's recourse mechanisms Je ne faisais pas confiance aux mécanismes de recours de l'Organisation	71.95% 59
Lack of information/knowledge about the Organization's recourse mechanisms Je manquais d'informations sur les mécanismes de recours de l'Organisation ou je les connaissais mal	20.73% 17
Fear of retaliation from the person(s) involved J'ai craint des représailles de la part de la (des) personne(s) impliquée(s)	69.51% 57
Fear of retaliation from other colleagues J'ai craint des représailles de la part d'autres collègues	34.15% 28
Fear of stigmatization by other colleagues in the workplace J'ai eu peur d'être stigmatisé(e) sur mon lieu de travail	35.37% 29
Other (please specify) Autre (veuillez préciser)	9.76% 8
Total Respondents: 82	

Q35 What was the result of your report/complaint for abuse of authority? Quel a été le résultat de votre signalement ou de votre plainte pour abus d'autorité?

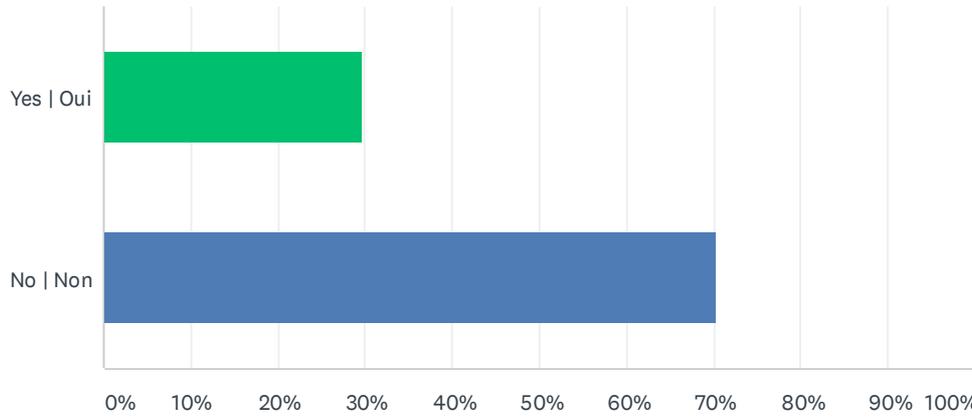
Answered: 61 Skipped: 627



ANSWER CHOICES	RESPONSES	
The action put an end to the behaviour by the person(s) involved Cette action a mis fin au comportement de la (des) personne(s) impliquée(s)	18.03%	11
The action didn't lead to an end of the behaviour of the person(s) involved Cette action n'a pas mis fin au comportement de la ou des personnes impliquées	42.62%	26
The action made worse the behaviour of the person(s) involved Cette action a aggravé le comportement de la ou des personnes impliquées	13.11%	8
The action made the overall workplace situation worse Cette action a aggravé la situation générale sur mon lieu de travail	14.75%	9
Other (please specify) Autre (veuillez préciser)	11.48%	7
TOTAL		61

Q36 Have you witnessed (a) colleague(s) suffering abuse of authority at the workplace? Avez-vous été témoin d'un abus d'autorité sur la personne d'un (de) collègue(s) sur le lieu de travail ?

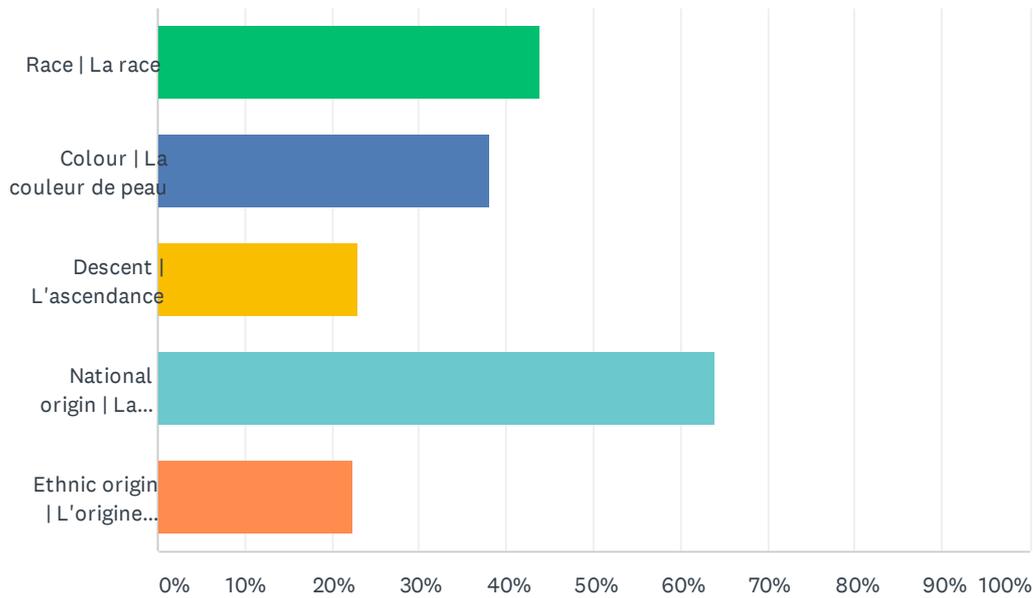
Answered: 532 Skipped: 156



ANSWER CHOICES	RESPONSES	
Yes Oui	29.70%	158
No Non	70.30%	374
TOTAL		532

Q37 On which basis did your colleague(s) suffer abuse of authority? Sur quelle base votre (vos) collègue(s) a-t-il (ont-ils) fait l'objet de l'abus d'autorité ?

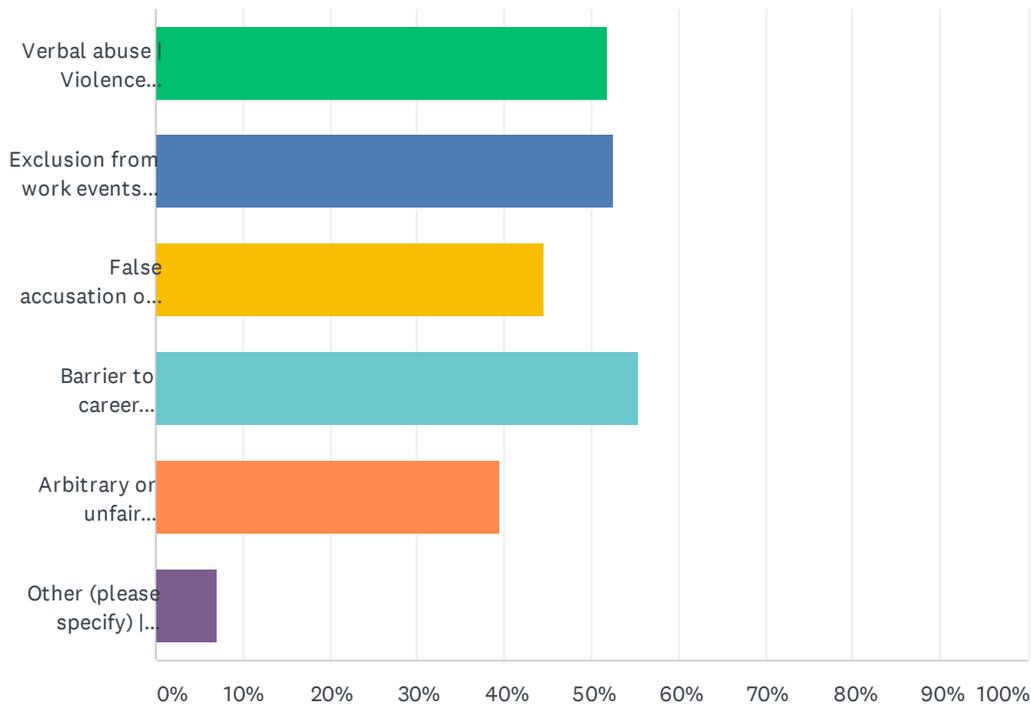
Answered: 139 Skipped: 549



ANSWER CHOICES	RESPONSES
Race La race	43.88% 61
Colour La couleur de peau	38.13% 53
Descent L'ascendance	23.02% 32
National origin La nationalité d'origine	64.03% 89
Ethnic origin L'origine ethnique	22.30% 31
Total Respondents: 139	

Q38 How did your colleague(s) suffer abuse of authority? Comment s'est manifesté l'abus d'autorité subi par votre (vos) collègue(s) ?

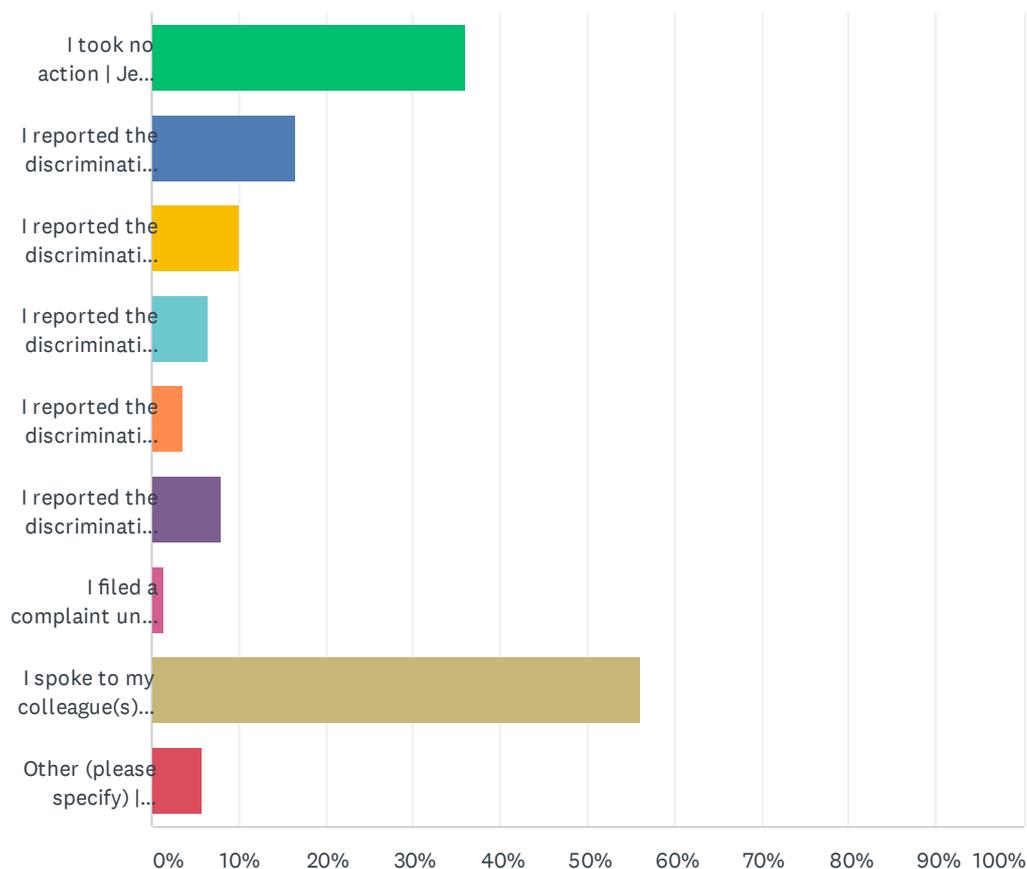
Answered: 139 Skipped: 549



ANSWER CHOICES	RESPONSES
Verbal abuse Violence verbale	51.80% 72
Exclusion from work events (decision-making, trainings, travels, assignments etc.) Exclusion de certaines activités professionnelles (prise de décisions, formations, voyages, missions, etc.)	52.52% 73
False accusation or criticism for wrongdoing Accusation de faute professionnelle sans fondement ou actions injustement critiquées	44.60% 62
Barrier to career advancement opportunities Possibilités d'évolution de carrière compromises	55.40% 77
Arbitrary or unfair performance monitoring Suivi de la performance arbitraire ou injuste	39.57% 55
Other (please specify) Autre (veuillez préciser)	7.19% 10
Total Respondents: 139	

Q39 What action did you take after you witnessed abuse of authority? Quelle mesure avez-vous prise après avoir été témoin de cet abus d'autorité ?

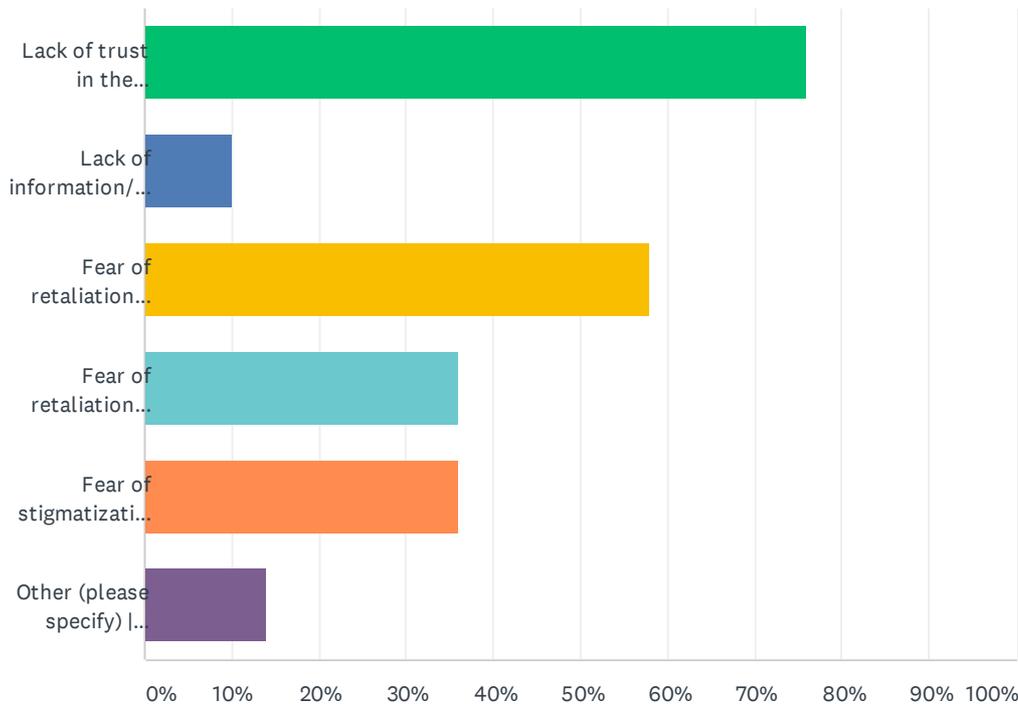
Answered: 139 Skipped: 549



ANSWER CHOICES	RESPONSES	
I took no action Je n'ai rien fait	35.97%	50
I reported the discrimination to my supervisor J'ai signalé cette discrimination à mon supérieur hiérarchique	16.55%	23
I reported the discrimination to Human Resources J'ai signalé cette discrimination aux Ressources humaines	10.07%	14
I reported the discrimination to the Ombudsman J'ai signalé cette discrimination au Service du médiateur (Ombudsman)	6.47%	9
I reported the discrimination to the Staff Counsellor's office J'ai signalé cette discrimination au Bureau du Conseiller du personnel	3.60%	5
I reported the discrimination to staff representatives J'ai signalé cette discrimination aux représentants du personnel	7.91%	11
I filed a complaint under ST/SGB/2019/8 (previously ST/SGB/2008/5) J'ai porté plainte au titre de la circulaire du Secrétaire général ST/SGB/2019/8 (précédemment ST/SGB/2008/5)	1.44%	2
I spoke to my colleague(s) about it J'en ai parlé à un(e) ou des collègue(s)	56.12%	78
Other (please specify) Autre (veuillez préciser)	5.76%	8
Total Respondents: 139		

Q40 Why didn't you take any action when you witnessed abuse of authority? Pourquoi n'avez-vous pris aucune mesure après avoir été témoin de cet abus d'autorité ?

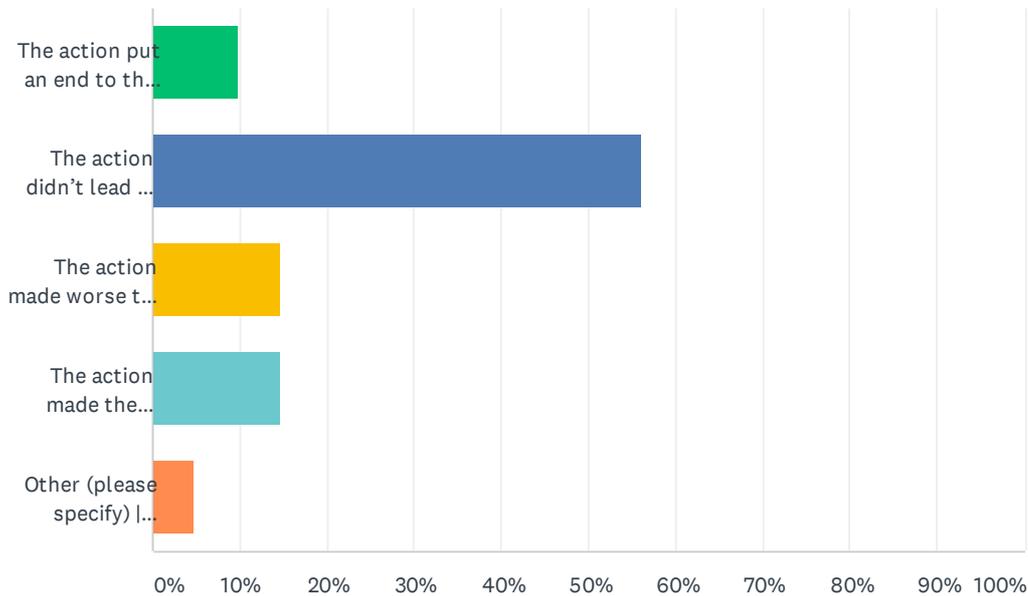
Answered: 50 Skipped: 638



ANSWER CHOICES	RESPONSES
Lack of trust in the Organization's recourse mechanisms Je ne faisais pas confiance aux mécanismes de recours de l'Organisation	76.00% 38
Lack of information/knowledge about the Organization's recourse mechanisms Je manquais d'informations sur les mécanismes de recours de l'Organisation ou je les connaissais mal	10.00% 5
Fear of retaliation from the person(s) involved J'ai craint des représailles de la part de la (des) personne(s) impliquée(s)	58.00% 29
Fear of retaliation from other colleagues J'ai craint des représailles de la part d'autres collègues	36.00% 18
Fear of stigmatization by other colleagues in the workplace J'ai eu peur d'être stigmatisé(e) sur mon lieu de travail	36.00% 18
Other (please specify) Autre (veuillez préciser)	14.00% 7
Total Respondents: 50	

Q41 What was the result of your report/complaint after having witnessed abuse of authority? Quel a été le résultat de votre signalement ou de votre plainte au sujet de l'abus d'autorité dont vous avez été témoin ?

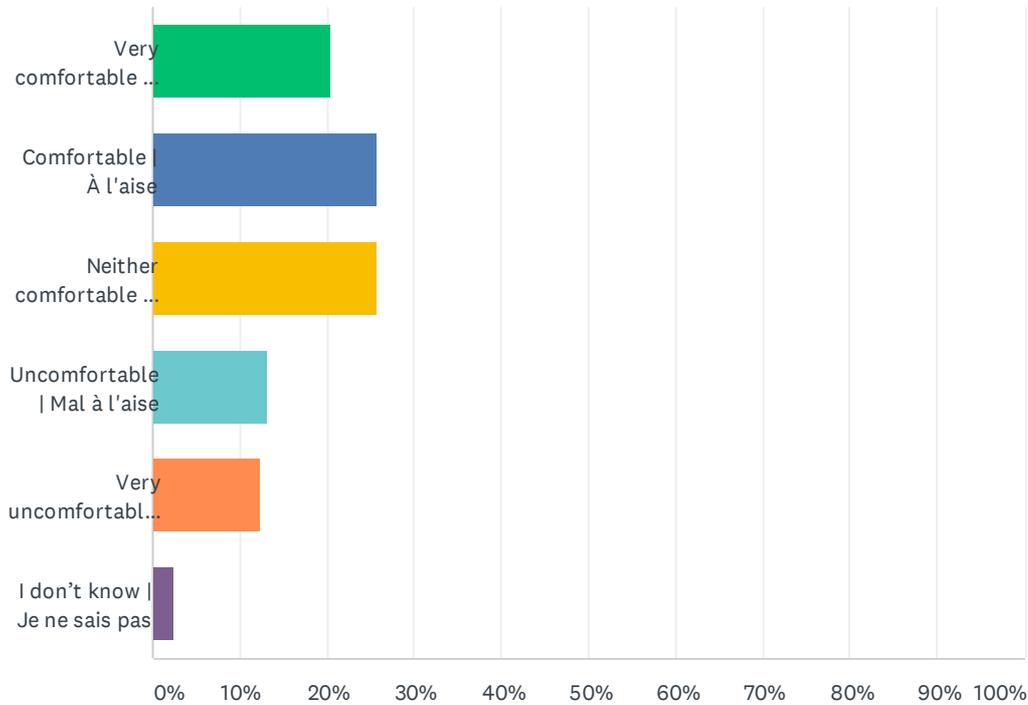
Answered: 41 Skipped: 647



ANSWER CHOICES	RESPONSES
The action put an end to the behaviour by the person(s) involved Cette action a mis fin au comportement de la (des) personne(s) impliquée(s)	9.76% 4
The action didn't lead to an end of the behaviour of the person(s) involved Cette action n'a pas mis fin au comportement de la ou des personnes impliquées	56.10% 23
The action made worse the behaviour of the person(s) involved Cette action a aggravé le comportement de la ou des personnes impliquées	14.63% 6
The action made the overall workplace situation worse Cette action a aggravé la situation générale sur mon lieu de travail	14.63% 6
Other (please specify) Autre (veuillez préciser)	4.88% 2
TOTAL	41

Q42 How comfortable do you feel discussing issues of racial discrimination in the workplace? À quel point vous sentez-vous à l'aise pour aborder la question de la discrimination raciale sur votre lieu de travail ?

Answered: 482 Skipped: 206



ANSWER CHOICES	RESPONSES
Very comfortable Très à l'aise	20.54% 99
Comfortable À l'aise	25.73% 124
Neither comfortable nor uncomfortable Ni à l'aise ni mal à l'aise	25.73% 124
Uncomfortable Mal à l'aise	13.28% 64
Very uncomfortable Très mal à l'aise	12.24% 59
I don't know Je ne sais pas	2.49% 12
TOTAL	482

Q43 What measures do you think the United Nations should take to address racial discrimination in the workplace? Selon vous, quelle(s) mesure(s) l'ONU devrait-elle prendre pour lutter contre la discrimination raciale sur le lieu de travail ?

Answered: 296 Skipped: 392

Q44 Please enter here any additional comment or experience you would like to share: Veuillez saisir ici tout commentaire éventuel ou faire part de votre expérience en matière de discrimination raciale:

Answered: 156 Skipped: 532

Q43 What measures do you think the United Nations should take to address racial discrimination in the workplace? Selon vous, quelle(s) mesure(s) l'ONU devrait-elle prendre pour lutter contre la discrimination raciale sur le lieu de travail ?

Answered: 296 Skipped: 392

#	RESPONSES	DATE
1	- Create a social experiment to understand the staff diversity and acceptance towards the diverse groups across the office. -mentorship within two racial or ethnic group to understand cultural difference and navigate the issues more effectively.	7/30/2020 2:52 PM
2	A review of the data on structure of appointments and promotions will certainly help.	7/30/2020 9:52 AM
3	Stop pretending it does not exist , take the same measures as been taken with regard to gender parity	7/29/2020 2:55 PM
4	Institute affirmative actions and change the definition of "diversity" in the UN Secretariat not based on nationalities from Donor Nations	7/29/2020 12:07 AM
5	There are not many non WEOG staff in Geneva. Diversifying the staff is key to ensure a racial diverse workplace.Racism is subtle. Racism is subtle. The UN should tackle racism within and without the organization.	7/28/2020 5:41 PM
6	Ensure equal opportunities and career progression for minorities	7/28/2020 5:16 PM
7	Current situation i.e. strict non-discrimination policy is sufficient.	7/28/2020 2:26 PM
8	do confidential survey and act upon it seriously.	7/28/2020 12:43 PM
9	propose a hotline where people could talk about this matter	7/28/2020 11:32 AM
10	Raise awareness through campaigns	7/27/2020 12:24 PM
11	I think we should be very open- have workshops, discussions in teams. But we should also be able to speak openly about alleged racial discrimination being used as an excuse not to address underperformance.	7/27/2020 10:57 AM
12	Improve geographical diversity, create safe space for staff to be able to discuss racism and share their stories, conduct training on conscious and unconscious bias, address institution issue such as diversifying recruitment panels, make it easy to report incidents of racism and strengthen accountability.	7/27/2020 4:34 AM
13	Establish confidential communication channels to report this type of situation and take corrective actions through the appropriate channels.	7/24/2020 6:58 PM
14	In person, i.e. not just online, mandatory courses on diversity.	7/23/2020 5:21 PM
15	I do not think RACIAL discrimination is one of the major problems in the UN workplace. Worse problems are abuse of power, uncertain employment conditions, conglomerates of friends (who may share the same nationality) that help each other in ways that are unfair to the rest of us, or even the discounting of colleagues because of their poor command of the working language. But I do not look African, so maybe I should not talk.	7/23/2020 4:45 PM
16	Human resources should be more proactive	7/23/2020 4:13 PM
17	Help in career advancement, counselling	7/23/2020 3:29 PM
18	Implement zero tolerance	7/23/2020 9:10 AM
19	Colleagues should be held accountable for their behavior. Line managers should be able to have "mentoring" conversations with offenders and if the behavior continues, stronger measures should be taken to prevent re-occurrence.	7/23/2020 8:12 AM
20	Everything is ok	7/23/2020 7:46 AM
21	better understand what other advantages other cultures can bring to the way we work and solutions to the problems we face.	7/22/2020 8:54 PM
22	The UN does not seem to take into account in any way the ethnic and racial composition of its staff - unlike any other organisation in the world. Instead there is a focus on geographic representation as a replacement instead. This however is an insufficient replacement which is not fit for purpose. It does not take into account the fact that there are different racial and ethnic minorities who are members of different countries. As such a US African-American will be reflected in the system as a US staff member. That is how he or she will be recorded. Any measures which seek to ensure proportionate representation etc. focus on the geographic designation of the staff member. This misses out the racial and ethnic minority designation of the staff member.	7/22/2020 6:10 PM
23	do what it's going on gender	7/22/2020 5:19 PM
24	More training, more awareness campaigns and severe punishment when cases of	7/22/2020 4:45 PM

	discrimination/harrasment are proven.	
25	L'ONU ne respecte pas ses textes en matière de conduite prohibée et ne condamne pas les comportements inappropriés surtout lorsque les agissements proviennent de hauts fonctionnaires.	7/22/2020 3:23 PM
26	Clearly separate discussions about performance evaluation from racial discrimination. Open discussions, allow colleagues to raise cases without reprisals. Ensure respect colleagues without regard to race becomes a performance objective. Appoint diversity advisers to handle such cases and promote the opening of safe space for dialogue. Depoliticise discussions. Also have parallel processes related to performance evaluation and career development - as it is not useful to collapse everything in one. Racism can exist in these areas but also outside. Equally performance issues can exist without being tied to race.	7/22/2020 3:14 PM
27	clearly define what this means in terms of words and phrases mentioned in the workplace, including references to previous events/developments; there should also be user-friendly systems to report this, whether online, written form via drop box or something else.	7/22/2020 3:08 PM
28	The United Nations could just continu to sensitize the pubic to understand what mean racial discrimination in order to better apply the rules again this latter.	7/22/2020 2:52 PM
29	Western colleagues should acknowledge that everyday they benefit from preferential treatments. Western colleagues should attend trainings on the illegality of discrimination: whenever they are found to have broken the UN rules regarding non-discrimination, there should be real consequences.	7/22/2020 2:52 PM
30	Have a special adviser on racial issues working independently and reporting directly to the SG, whose office can take complaints from all Secretariat staff	7/22/2020 1:59 PM
31	Make managers account for how they assign work to staff they supervise	7/22/2020 1:43 PM
32	Perhaps an online mandatory training. Or a discussion through Teams (such as the Leadership Dialogue).	7/22/2020 1:39 PM
33	ensure the appropriate mechanisms are in place to protect persons that are suffering from racial abuse, and build awareness with managers to take these into consideration when recruiting personnel.	7/22/2020 12:53 PM
34	Par l'indépendance du mécanisme de représentation et de défense du personnel.	7/22/2020 12:42 PM
35	Zero tolerance should mean that regardless of the type of contract, any racial and/or gender discrimination should be viewed as grounds for termination.	7/22/2020 12:15 PM
36	Diversification at management/decision-making levels is needed. Maintaining gender balance has greatly increased the voices of women in OHCHR in particular, but the lack of diversity in decision making is glaring. In my reporting line and crossing over to the higher levels of HR, I cannot think of a single person of colour in a decision-making position until one gets to the DHC. Actual mandatory mobility may assist in this regard as well since this issue is not as tangible in the field (although it is also present) as it is in HQ in Geneva.	7/22/2020 12:15 PM
37	Racial discrimination should not be tolerated and should be recognized as a misconduct subject to disciplinary action.	7/22/2020 12:15 PM
38	Protect complainants and whistle blowers from being labeled as trouble makers	7/22/2020 12:09 PM
39	Engage seriously with staff at all levels (please not another leadership sessions / checking of the box yearly events). Encourage discussions, openly, and provide safe spaces. And look into talent pipelines for different races and nationalities especially for career advancements up to the highest-level appointments. The OPEN racism in the UN is not under-cover. As an example, rare would be	7/22/2020 12:06 PM
40	Don't be a racist. Also, don't hire racists. You really should have thought this survey through a little better. You're combining racism, discrimination and abuse of authority as a single element for reporting. You can't fix this unless you can fix human nature - or - force people to be kind and fair with each other - that would require a sweeping weeding campaign to remove every single person who either currently/or previously, has been accused of any form of discrimination/racism/abuse of authority in their time as a UN staff member.....start fresh! But that's just silly now, isn't it?!	7/22/2020 11:58 AM
41	Monitoring alleged perpetrators, not only when official complaints have been filed. Many times people do not dare to do that.	7/22/2020 11:55 AM
42	By talking about it to raise awareness that it is happening in the workplace.	7/22/2020 11:52 AM
43	The UN should enforce its policy on diversity at the workplace. Discrimination often occurs	7/22/2020 11:41 AM

	where staff from some specific background, including geographical origin, are a minority.	
44	Not sure, but I think there is a lot of discrimination going on that is not necessarily based on race.	7/22/2020 11:41 AM
45	The best person should be recruited, not based on race, sex or geographic reasons	7/22/2020 11:36 AM
46	Take disciplinary action against those proven to be racists. UN is supposed to promote diversity.	7/22/2020 11:35 AM
47	Force colleagues to attend courses like UN for All or creating a mandatory training on such issues (unconscious bias etc.).	7/22/2020 11:34 AM
48	The so called white supremacy discrimination must stop and be met with tougher disciplinary actions	7/22/2020 11:32 AM
49	Protect the victims of racism and other forms of harassment by making it easier for them to move to a different department within the organization, while taking their post with them (move the person and the post). The concerned staff members would not have to leave the organization or desperately apply for other job openings to be able to move to a different position (away from the perpetrator). This will take away staff positions from the unit or department where harassment is happening and is being tolerated - rightly so. Otherwise posts in toxic teams will be filled again and again by new people who may end up in the same situation. Currently, there is no escape for colleagues suffering from harassment but to leave their job. It's not a secret in the organization who the toxic managers or toxic teams are, but it's being tolerated because no one wants to damage his or her career by speaking up. Conduct exit interviews or surveys with staff leaving teams (end of contract, promotion or "voluntary" quit) - they may be more likely to speak up as they are finally leaving?	7/22/2020 11:32 AM
50	UN should adopt a policy of zero-tolerance with clear measures to address gaps. All staff should be evaluated, as part of their yearly performance evaluation, on their behaviour in this regard.	7/22/2020 11:31 AM
51	arrêter de faire croire que les minorités obtiennent des avancements dans leur carrière parcequ'elles font partie de la minorité mais reconnaître la valeur d'un employé à son travail. Il est certain que certains pays plus que d'autres offrent des infrastructures de formation plus élaborées que d'autres et que ce serait injuste de juger tout le monde sur cette base là, mais une fois le poste obtenu on reconnaît le travail effectué par une personne et sa volonté de faire mieux. Il n'est pas évident de s'entendre dire tous les jours que l'on obtiendra forcément tel ou tel poste parce que l'on appartient à tel ou tel groupe, dans des conditions pareilles il est normal que l'on n'obtienne pas le respect que l'on mérite ni encore que l'on n'ose pas dénoncer les injustices dont on est victime...	7/22/2020 11:27 AM
52	Any systematic or bureaucratic measure should be avoided. The UN should not just do something to tick the box. Soft and immediate actions are needed. I would recommend the following initial measure: if there is any suspicion of a person doing discrimination (confirmed or not), then this person should be sent in a training without delay, without consequences.	7/22/2020 11:27 AM
53	Take a look at the career growth of a staff in one of these classes and question the reason for being stagnant	7/22/2020 11:25 AM
54	Training specifically aimed at management.	7/22/2020 11:25 AM
55	Not sure as the UN is by far the best work place in term of respect of diversity	7/22/2020 11:22 AM
56	Have a diverse staff that is more in tune with the realities of being a minority, have ongoing discussion on discrimination, managers are held accountable to develop actionable guidelines	7/22/2020 11:22 AM
57	Provide training and awareness raising sessions about measures taken by the UN to combat racial and ethnic discrimination and any other form of discrimination against colleagues who are judged as different, based on gender, personality, mental illness, appearance, religious belief or atheism. Most importantly, the Organization must enforce those measures so that words be followed by action. I have personally lost faith in the UN because I can see that perpetrators of discrimination, harassment and bullying are not punished for their acts, but rather promoted and protected.	7/22/2020 11:21 AM
58	Similar to the gender balance initiative, the Organization should take race into consideration for racial equality at all levels.	7/22/2020 11:20 AM
59	As UN is working very hard similarly the staff should take the oath serious not just by the words. Act fairly and responsibly.	7/22/2020 11:18 AM

60	Conduct study to identify trends on racially discriminatory practices Build on the outcomes and take clear, time-bound and concrete actions	7/22/2020 11:18 AM
61	n/a	7/22/2020 11:15 AM
62	Create an independent mechanism and hold problem staff and chiefs of departments accountable.	7/22/2020 11:12 AM
63	Actually punish supervisor who do this. Stop paying lip service, engage in action.	7/22/2020 11:11 AM
64	This survey is not complete. You do not address the issue of racial profiling which is more subtle than abuse, discrimination. That takes place a great deal, especially during recruitment processes.	7/22/2020 11:08 AM
65	There are some units who specialize on Africa and it seems that only African or black people can work there.	7/22/2020 11:07 AM
66	Sack the individual who committed racial discrimination	7/22/2020 11:07 AM
67	Addressing unconscious bias	7/22/2020 11:06 AM
68	Realise that it's contextual. I can feel that I am part of a minority group working in Japan or Nigeria or Saoma but not in Belgium or Philippines or Bhutan. Minority is relative to the prevailing majority. Just being black or white or asian doesn't make you subject to discrimination if you're working in a primarily black or white or asian context.	7/22/2020 11:06 AM
69	There should be an active policy to ensure that staff from minority groups either on the basis of race or national origin (global south) are provided opportunities for advancement i.e. Managers must provide a clear rationale for constantly picking white anglophone candidates for positions over equally qualified black candidates.	7/22/2020 11:05 AM
70	Active training and increased emphasis on diversity not only on agender basis	7/22/2020 11:03 AM
71	Des enquêtes indépendantes et inopinées (sans demandes préalables) doivent être diligentées	7/22/2020 11:03 AM
72	Transparency in terms of hiring, salary, evaluations etc.	7/22/2020 11:00 AM
73	The minimum would be to acknowledge that racial discrimination is an actual issue and build awareness.	7/21/2020 5:30 PM
74	L'ONU doit prendre en consideration toutes les forms de discrimination raciale et pas seulement celle qui est à la mode en ce moment apres la mort de George Floyd	7/21/2020 2:57 PM
75	hire staff from all diversity, carry out temporary special measures to increase the number of non-WEOG colleagues; carry out awareness raising mandatory training (like they did at Starbucks, for example!)	7/20/2020 4:01 PM
76	Punir les fautifs	7/20/2020 10:19 AM
77	Put an end to discrimination. Promote individuals from underrepresented countries to decision making positions. Provide more career development opportunities to individual from underrepresented countries	7/20/2020 5:23 AM
78	Keep and publicly report on staff statistics disaggregated by nationality, gender and self-reported minority status; Conduct routine exit interviews with staff members separating from the organization and adjust policies if discrimination and exclusion are shown to be pushing out minority staff; Hire outside evaluators to investigate the ways that staff members and candidates for posts are experiencing discrimination and make actual changes where problems are found; Include mandatory trainings on racial discrimination in conjunction with trainings on gender inequality for all staff; Include diversity indicators (both race and gender) as part of management evaluations; Incorporate questions that evaluate how candidates handle racial discrimination in competency-based interviews; Overhaul the staff recruitment system to break up exclusionary recruitment pipelines (for OHCHR HQ, for example, the most common pathway to regular employment is through internships, consultancies and temporary staff appointments, which are almost exclusively available to those who can be locally hired, e.g., have European citizenship or the right to work in Europe, who have internal connections, e.g., have similar backgrounds to managers and who can survive several years of financial instability, e.g., are from higher economic classes); Increase representation of minorities in decision-making positions (P5 and above); Redouble efforts to rejuvenate the organization with fresh and young talent, including for purposes of increasing diversity (e.g., unblock the stagnation of the YPP and several other initiatives); Support the establishment of visible and active affinity or resource groups (similar to UN Globe) where those who are minorities in their department can turn to support and resources; Fire problematic staff members, including leaders; Implement recommendations	7/19/2020 10:44 PM

from past diversity and inclusion initiatives (of which I know there have been several at OHCHR alone); Fundraise for additional resources to facilitate implementation of these and other ideas.

79	Focus on arbitrary decision making of the management	7/18/2020 7:49 AM
80	Zero tolerance for that, put in place A way to stop gossiping after filling out a complain	7/17/2020 11:28 PM
81	acknowledge that the world is diverse and that the ways of the weestern world is not the only right way. we can all co-exist in diversity by respecting different methods and viewpoints, and different beliefs, colour, cultures, language, approaches.	7/17/2020 5:14 PM
82	Revoir les modalités de recrutement et faire un examen périodique et statistique du staff des UNs en insistant sur leur évolution dans le temp en fonction du groupe racial de leurs origins etc..., pour établir une équilibre entre les groups raciaux si d'aventure certains sont discriminés. Exactement comme on l'a fait pour imposer un équilibre entre les genres.	7/17/2020 4:25 PM
83	Always challenge when someone say something that may be racist to help them understand their bias and to help educate them, sometimes people do not mean to offend, we can help them to look at things from a different perspective.	7/17/2020 4:07 PM
84	Create an external confidential mechanism, with credibility and bring individual accountable in person and not the organisation for their actions.	7/17/2020 8:53 AM
85	Sanctions should be applied systematically.	7/16/2020 3:43 PM
86	Stop using regional groups as the basis of recruitment quotas, please! Managers hire only white people from different regional groups. That makes worse the racial inequalities	7/16/2020 3:37 PM
87	Streamline systems and leverage the power of managers. We have been discriminated through recruitment where outsiders are brought to take up positions even as we came to the organizations with expertise.	7/16/2020 3:22 PM
88	Discipline managers especially at the mid level who perpetuate bad practices, threaten staff and use verbal abuse and abuse of authority to get things done and then are praised for this instead of disciplined for creating a toxic, and extremely negative working environment. No recourse can be taken and people are left feeling vulnerable and frustrated until they leave the organization. Only certain nationalities that bond together are able to succeed and the others are used abused and discarded, and not allowed to succeed or get ahead despite their merit. This is not retaining talent in the organization but rather perpetuating a mafia environment, that is unacceptable for an organization like the UN and goes against the ideals we stand for.	7/16/2020 3:22 PM
89	First ensure that any accusation of wrong doing is founded and that perpetrator are held accountable, including through disciplinary concrete and immediate measures	7/16/2020 2:35 PM
90	De considerer chaque plaintes au cas par cas.	7/16/2020 2:33 PM
91	- More racial diversity of staff, especially at management/ decision-making level. - Apply quotas/ temporary special measures on recruitment and promotions to ensure a more diverse staff at all levels of the organization - nothing changes if more than 70% of the staff continues to originate from one group. - Create a stream of senior level advisors on racial discrimination and diversity to be placed in the offices of the ASGs for management and staffing issues. - In the same way that gender diversity is linked to senior managers compact, racial diversity should be linked - incentivize managers for more diverse teams. - Addressing institutional racism, especially in HR, recruitment, retention and promotion, is paramount in addressing racial discrimination in the UN.	7/16/2020 2:02 PM
92	Not sure honestly, all the mandatory trainings and sessions still seem to be viewed as another box to tick off for most UN staff, including managers. Favoritism based on nationality/passport is still very noticeable in the UN and certain managers prefer to hire P-staff from certain countries (North America and Europe) whenever given the opportunity, even if there are more suitable candidates from Africa, Asia and/or post-Soviet region for example. There has to be a shift in mentality and White/Western superiority complex has to end. Staff from other regions keep proving every day that they are also experienced, capable and worthy of equal changes for promotion.	7/16/2020 1:39 PM
93	Make diversity compulsory (by region and nationality) with clear targets. Put in clear systems for performance management, Really be honest and be seen to be interested in fairness and not status quo. Change mindset and behaviour and increase the proportion of different races, origin and nationalities in decision making positions. Have a hotline that is open and ensure that retaliation is addressed. Most of the time complaints on racism are underplayed and there is no concrete evidence and people are made to feel that they are destroying the work environment by reporting.	7/16/2020 1:27 PM

94	sensitize staff and inform about measures taken against those who are discriminating against others.	7/16/2020 1:12 PM
95	Informer, mettre en place une procédure et un numéro dédié, comme c'est le cas pour le harcèlement ou la discrimination liée au genre.	7/16/2020 11:06 AM
96	Education of top officers	7/15/2020 7:36 PM
97	.	7/15/2020 5:36 PM
98	The UN needs to look closely at recruitment and promotion. Who gets promoted? Who doesn't? Who makes the recruitment and promotion decisions? If there are more diverse staff at all levels, there will be less racism.	7/15/2020 4:49 PM
99	To treat staff equally and halt any forms of discrimination.	7/15/2020 4:47 PM
100	Be open about. Recognize that it exists and make people feel comfortable reporting such discrimination in the workplace.	7/15/2020 3:41 PM
101	Move more and more offices away from Western cities. Offices located in NY, Geneva, Vienna, the Hague have much to do with the abundance of WEOGs in our ranks. It is much more difficult for non-WEOGS to uproot their lives and take a chance on a job in the West, than for a WEOG. This is a structural / institutional issue that contributes enormously to disparities.	7/15/2020 3:21 PM
102	Discussing it openly is a good first step. As in the case of gender discrimination, it is important to raise awareness of unconscious bias, but also important to avoid putting people in a position of defensiveness, which would make it impossible to move forward.	7/15/2020 2:45 PM
103	should take very strict measure. and need to have total confidentiality by 3rd party (outside UN) to discuss the situation with victims.	7/15/2020 12:45 PM
104	There should probably be some training on non-racist behaviour and looking at the ingrained values that have many undertaking racist behaviour without realizing it.	7/15/2020 12:28 PM
105	create and give more awareness-raising instruments to staff	7/15/2020 12:14 PM
106	Mandatory training for all Staff at all levels on racial bias	7/15/2020 12:11 PM
107	United Nations should first address social discrimination: people with means and power are untouchable irrespective their descent and nationality. I have witnessed people of racial minorities looking down to staff because of seniority and grade more.	7/15/2020 11:45 AM
108	Enforce monitoring and accountability. Each Department should have an independent panel composed of colleagues from other Departments to review complaints, clarify with additional information as needed and decide on its merit. The Human Resources register those complaints but transmit them to the panel with names replaced by case Nos. If the case found to be discrimination, the head of the Department should be informed with the names of the concerned, and accountability should be exercised such as warning, re-assignment, removal and firing.	7/15/2020 11:27 AM
109	Conduct persistent research. Create a safe place in the organization to discuss racism.	7/15/2020 11:24 AM
110	Open Dialogue	7/15/2020 11:17 AM
111	What is important is to promote equality in the recruitment phases and in the career development	7/15/2020 11:17 AM
112	It would be important to make people understand the difference between performance and racial discrimination. Some times, some people are confusing comments regarding underperformance with racial discrimination. In addition, I have some caucasian friends working in the field and they complain that some people from the region are also racist against the the caucasian colleagues, with comments that should not happen in the UN, especially concerning female colleagues. Regarding your question, in order to address racial discrimination, examples should be given about all kind of people suffering discrimination: white, black, latino, oriental, etc. Don't think that white people are not discriminated... They also are!	7/15/2020 11:02 AM
113	Racism is deeply ingrained in UN culture, widely practiced at all levels and protected with a culture of silence and deliberate un-acknowledgement. Fight against racial discrimination should be mainstreamed explicitly and in the same way as gender, sexual harassment, with measurable and quantifiable indicators. UN should also re-examine its culture and symbols.	7/15/2020 10:17 AM
114	Plus de contrôle, de formation obligatoire à ce sujet, des enquêtes menées plus régulièrement	7/15/2020 9:56 AM

115	Make management accountable	7/15/2020 9:45 AM
116	UN has provisioned different internal regulations and committees for this matter however and unfortunately, these facilities are available in major HQ cities such as New York and Geneva only. Most of harassment problems occur in small duty stations which have no access to any of facilities to report harassments.	7/15/2020 2:25 AM
117	1. When recruiting staff, the UN must identify racists' and white supremacists' ideologists and weed them from the hiring process. 2. There must be signs everywhere around UN offices that read that "the UN is an equal opportunity employer, and has zero-tolerance to discrimination." 3. The UN must establish an anti-racism office with focal points in all duty stations and offices to handle racism complaints just as we have the Ombudsman's Office for workplace conflict. 4. Staff who feel racially discriminated against must be encouraged not to keep silent and suffer in private, but speak up to defeat this enemy. 5. Hiring processes must be transparent and fair. 6. Racial injustice affects all of us adversely and has a cost for everyone, in the long run, that affects the Organisation. 7. Racism events must be investigated, and the perpetrator punished and victims must receive compensation.	7/14/2020 11:56 PM
118	Enable and empower racial and ethnic minorities, in particular, people of colour from the Global South to be hired and promoted fairly, breaking the cycle of privilege which currently flies in the face of their dignity and equality	7/14/2020 11:37 PM
119	It is a complex issue -- Promoting respect at all levels would be a good start	7/14/2020 11:00 PM
120	Outsourcing of performance management and recruitment. Maybe that deflates the powerful.	7/14/2020 8:57 PM
121	I am new to the UN and have not witness any racial discrimination. However, I feel like the UN could do more to make sure it hires more diverse group of individuals. I also think that internships that can be a career gateway for the UN, need to be adequately compensated to ensure that individuals from less well to do communities can apply. This would in the long term translate to more diverse workforce at all levels.	7/14/2020 8:46 PM
122	Ensure that people with "local knowledge" due to their nationality, or with "language skills" are not under-valued, or placed into junior positions that they accept, but are not commensurate with their experience. Examine unconscious bias regarding expertise and leadership, and who and what that looks like.	7/14/2020 8:02 PM
123	Zero tolerance	7/14/2020 7:43 PM
124	Any individual instance of racial discrimination should be dealt with appropriately. But the UN must avoid interpreting disparities between groups based on the arbitrary factor of skin pigmentation as automatically being evidence of racial discrimination in the UN. If for example black british people are underrepresented among all british people in the UN this could be caused by a variety of factors. For example if we ask all professionals to have a masters degree the relevant baseline is not what proportion of the british population is black but what the proportion of the british population with masters degrees is black. This is not to say there is no racial discrimination in the UN, i am certain there will be some. However, it will not only be on anti black racism from whites but will cut across multiple groups in multiple directions. Also, we need to remember that UN recruitment is downstream from circumstances in individual countries. If one ethnic group in one country is oppressed in that country and denied educational and professional opportunities, their under representation in the UN is not an example of the UN racially discriminating.	7/14/2020 7:43 PM
125	zero tolerance	7/14/2020 7:37 PM
126	D'abord, ceci est la responsabilité du Secrétaire General et de ces managers. Le problème crucial est surtout du côté de ces deux façons de cataloguer le personnel : d'un coté les "professionnels" et de l'autre les "services généraux". Même un P1 qui n'a aucune expérience professionnelle au sein de l'ONU se sent automatiquement supérieur au personnel des GS qui travaillent dans le système depuis plus de 30 même au G7 !! Tant que ce système de catalogage du personnel existera, il y aura des problèmes de discrimination, ce n'est pas racial mais c'est pire.	7/14/2020 7:20 PM
127	Awareness Raising Educational tools	7/14/2020 6:36 PM
128	Managers and supervisors should be given training and in case of any abuse disciplinary action should be taken against them.	7/14/2020 6:11 PM
129	Prepare a circular if it's not already the case	7/14/2020 5:39 PM
130	Each organization should have a target and timeline for achieving geographic parity and be held accountable for it. This should be included in the PAS of all managers from SG downwards.	7/14/2020 5:38 PM

131	mettre en place des personnes competentes pour verifier la selection des postes qui soient attribués sur critère professionnel et non privilege de certaines ethnies	7/14/2020 5:36 PM
132	Training for all colleagues on racial biais and discrimination. This is more about eradicating forms of prejudice that lead to discrimination. We need to combat the superiority complex of western colleagues. They do not believe in diversity of perspectives and approaches and this extends to the way in which we relate to diplomats of different nations and other counterparts.	7/14/2020 5:25 PM
133	Implement the disciplinary system of joint and several liability for managers.	7/14/2020 5:21 PM
134	Give more tools to the staff representatives and UN Ombudsman to support and defend UN staff in case of harassment and abuse of authority	7/14/2020 5:14 PM
135	Better informing staff about cultural biases and what falls into racial discrimination- include a 360% assessment for managers with inclusion of items pertaining to racial/social discrimination	7/14/2020 5:02 PM
136	Communication régulière et répétée pour rappeler que la discrimination raciale (ou autre) est un délit dans bon nombre de pays et ne saurait être tolérée au sein des Nations Unies. Ateliers de mise en situation (se mettre à la place de ceux qui sont discriminés) pour faire changer l'angle sous lequel on regarde les choses et les gens.	7/14/2020 4:53 PM
137	Raising awareness about the manifestations of racial discrimination at the work place, particularly within supervisors, how biases work and the harm it makes	7/14/2020 4:48 PM
138	Review HR policies and recruitment practice. In itself the objective of achieving gender equality and diversity is positive, yet in practice it means that to achieve targets we're taking short cuts that are questionable.	7/14/2020 4:40 PM
139	Educate staff on decolonization	7/14/2020 4:34 PM
140	It is positive that there is such a strong focus on what for some colleagues is clearly experiencing in a deeply troubling and traumatic way. Having good, open discussion where affected colleagues share their experiences leading to collective options for addressing the root of the problems being considered.	7/14/2020 4:33 PM
141	Des séances d'informations	7/14/2020 4:26 PM
142	Accept that racial and national discrimination exists. That will be good first step to address the problem.	7/14/2020 4:10 PM
143	To respect the geographical diversity.	7/14/2020 4:08 PM
144	The highly deficient design of the present survey regrettably shows that the staff council is clueless as to what constitutes casual racism in practice in the workplace. Staff members of the UN in Geneva are too clever to use explicitly racially abusive language in the workplace. However, insulting and demeaning colleagues of color indirectly in the workplace is a well-mastered art form. The organization is deeply eurocentric and casually racist comments are thrown around left, right and center - typically by white, European personnel. The organization should have mandatory training, for which refreshers must be taken every 2-3 years, to sensitive all staff on understanding what constitutes: a) Micro-insults: A micro-insult is characterized by communications that convey rudeness and insensitivity and demean a person's racial heritage or identity. Microinsults represent subtle snubs, frequently unknown to the perpetrator, but clearly convey a hidden insulting message to the recipient of color. b) Micro-invalidations: Verbal comments or behaviors that exclude, negate, or nullify the psychological thoughts, feelings or experiential reality of a person of color. c) Microassault: An explicit racial derogation characterized primarily by a verbal or nonverbal attack, meant to hurt the intended victim through name-calling, avoidant behavior, or purposeful discriminatory actions. d) Racial Gaslighting: When someone manipulates information to make a victim question their own experience, memory or reality. It must be understood by all that simply avoiding the use of racially abusive terminology does not equate to non-racist behavior. The same individuals who champion gender and environment are often the ones championing racial tropes and stereotypes. Clearly, they do it because they know they can get away with it. Racial sensitization training that makes it clear that the forms of behavior outlined above also constitute racism and will not be tolerated with the workplace, may go a long way in instilling fear in the fear that there will be consequences for casually racist behavior in the workplace.	7/14/2020 3:59 PM
145	séparer les belligérants actuel et ancien, les traces de la guerre et la colonisation soient prises en considération. convaincre que les représailles ne sont pas possibles et des solutions doivent être garanties pour constituer une jurisprudence dans les cas traités pour encourager les témoignages.	7/14/2020 3:53 PM

146	Institutional racism. This survey doesn't even address the actual embedded racism that exists in the organization	7/14/2020 3:42 PM
147	Many sections of UN are dominated by white men and women. There must be a balance with other races and ethnic groups	7/14/2020 3:42 PM
148	By raising awareness regularly	7/14/2020 3:39 PM
149	Il devrait avoir un canal de communication clair pour dénoncer tout situation. S'il existe je ne le connais pas et ça peut faire partie du problèmes. Les gens devraient savoir comment faire pour dénoncer de type de comportements immédiatement. En plus, il devrait avoir une formation obligatoire sur la discrimination pour toute nouvelle personne, même les stagiaires et le répéter chaque année.	7/14/2020 3:36 PM
150	Honestly after spoken to one managers about some issue	7/14/2020 3:29 PM
151	It should be recognized that racial discrimination can affect everyone, regardless of their race and that it is not unique to some races. Consideration should be given to all situations where people may lose out because of their race, nationality or ethnic origin. The commendable push for geographic diversity at all levels in the system can translate into, often well intended but possibly discriminatory, practices of putting diversity above competence in recruiting or promoting personnel. Managers need guidance and support on this so as to be able to take decisions fairly and without fear of retaliation or accusations of racial discrimination or bias.	7/14/2020 3:12 PM
152	State it as it is and avoid going into extremes. Allow for sufficient consultation and open debate before taking major actions.	7/14/2020 3:02 PM
153	Eviter le déni et aborder la question. créer des mécanismes anonymes pour les lanceurs d'alerte.	7/14/2020 2:58 PM
154	to start, they have to take it seriously. If someone is courageous enough to report racial discrimination it should not be their responsibility to "smooth things over". You obviously know that most racism goes unreported. If you truly believe that racism is unacceptable, then you will not allow a demonstrated racist to continue working at the UN. Even if this person doesn't overtly create a hostile work environment, they will still make racist decisions and this makes the UN a racist organization. It's a costly if you have to fire a talented racist. It's a much greater shame if you let all of your talented victims quit because they lose faith in the system. As far as I can tell, the system is interested in finding a comfortable solution, but why should we give a damn about the comfort of a racist? I don't want to work with those people, and in some cases, I don't feel safe that they are in charge of my security.	7/14/2020 2:54 PM
155	Give more space to people of color, senior management is often composed by men, white, from developed countries.	7/14/2020 2:48 PM
156	-Development of action plans to address racial discrimination across the organization, that are led by colleagues who have suffered discrimination -Focusing not just on those who are discriminated against but also the majority, by placing an emphasis on white supremacy and white privilege, and how that manifests itself in our work (e.g. promotions and progression through the organization, relationship with other colleagues, etc.)	7/14/2020 2:43 PM
157	Ces personnes n'ont pas des qualifications pour assumer des mandats tels que préconisés par les Nations Unies. Tous les cours en ligne proposés par les UN ne servent à rien pour faire changer le système. On devrai écouter les personnes victimes de discrimination et harcèlement et punir les coupables. La plus part s'en sortent indemnes. Dommage!	7/14/2020 2:41 PM
158	Recognise the problem and not pay lip service to it, put measures in place to address it (career development, access to opportunities, address verbal abuse), focus on peers in as much as manager. This is also a big issue amongst peers and the fact that people get any with wrongful behaviours because it is enabled and not addressed.	7/14/2020 2:39 PM
159	Equal representation at meetings, affirmative action, real investigations, punitive action (not promotion) against offenders	7/14/2020 2:38 PM
160	Demander simplement que chacun respecte l'autre.	7/14/2020 2:37 PM
161	It the same with all kinds of harassment or discrimination, it's sometimes very hard to prove. For example in cases of verbal abuse it's often word against word if there is no recording. And if you are a junior staff member it's very hard to go against senior staff, who often believe that discrimination does not exist in our organization. So, I would first address the attitudes of senior staff so that they understand what discrimination means.	7/14/2020 2:36 PM
162	Peut-être qu'un avertissement notifié par écrit qui peut être suivi d'une sanction	7/14/2020 2:32 PM

	disciplinaire... Je ne sais pas !	
163	Faire une meilleure sélection au niveau du recrutement du personnel. Renforcer les tests d'admission et imposer plus de suivi au niveau des collègues racistes.	7/14/2020 2:27 PM
164	Durant le recrutement et avant de conclure par la signature d'un contrat de travail, toute personne devrait suivre des formations obligatoires sur les différents sujets en liens avec nos valeurs et les compétences professionnelles mais aussi sur celles dont dispose CLM Bocage.	7/14/2020 2:26 PM
165	arrêter de recruter en masse certaine nationalité suivant l'ambiance politique mondiale. arrêter de faire du favoritisme en privilégiant certaine nationalité. Combattre le racisme en demandant le même respect des uns des autres et en enseignant les us et coutumes des pays hôtes.	7/14/2020 2:19 PM
166	I dont know any case of racial discrimination here.	7/14/2020 2:17 PM
167	RESPECT DE LA DIVERSITE	7/14/2020 2:16 PM
168	Hire P5 and above racial diversity senior officers to ensure recruitment and substantive work respects and promotes racial diversity. Ensure racial diversity at the P5 and above levels. Give the same or more attention to GA and HRC mandated activities (1 country 1 vote) compared to XB activities (richer - mostly Western- countries have more influence). The latter proposal would ensure that topics often overlooked by WEOG countries, including racial discrimination, become more mainstreamed.	7/14/2020 2:13 PM
169	- More thorough scrutiny during selection stages (check the performance of the next ranking candidates and ensure that the non-selection was not on the basis of race or nationality)	7/14/2020 2:11 PM
170	give more opportunities to express and understand cultural differencies linked to racial discrimination.	7/14/2020 2:10 PM
171	safe corners, mediation, awareness raising, training	7/14/2020 2:10 PM
172	Addressing the problem is one thing. Ensuring that this does not happen again is another one, especially when the person responsible is the direct supervisor.	7/14/2020 2:10 PM
173	Ensure that racial balance start at the most minute team level. While on aggregate the UN can claim certain numbers, there are teams that are exclusively white and once in a while, non-white people are added as a token addition and not fully accepted. Hence, racism continues to thrive.	7/14/2020 2:04 PM
174	none	7/14/2020 2:02 PM
175	Spelling out exactly what constitutes racial discrimination and oblige training similar to the sexual harassment courses.	7/14/2020 2:02 PM
176	Je pense que l'ONU prend déjà toutes les dispositions nécessaires	7/14/2020 2:01 PM
177	it should ensure that it follows its existing rules and procedures.	7/14/2020 1:57 PM
178	Ensuring that people are hired according to their merits, and not for national reasons (i.e. less represented countries)	7/14/2020 1:57 PM
179	1. Realizing equal geographical distribution in recruitment 2. Empowering staff from under- or low- represented nations 3. Taking urgent steps to eliminate the dominance of staff from certain origins 4. Giving mandatory course, currently online, on racial discrimination in class setting 5. Providing continuous training on the topic, including management talks	7/14/2020 1:56 PM
180	Have more geographical diversity when recruiting staff. There are too many anglophones who stick together and doing things in their ways. This is a shock as I though the UN is a multi-national organisation. Also, the P5s and D1s are often incompetent lacking expertise as well as adequate managing skills to breed team spirit and guiding his/her staff in extracting their best performances. If something goes wrong, they blame the lower grade staff without analyzing what went wrong and taking the rectifying actions. They just focus on mistakes which I think is so unpractical, negative and ineffective, making the situation worse. I say this because people do make mistakes and the most important thing is how you deal with it, and try not to make the same mistakes again, as it affects the people we serve.	7/14/2020 1:54 PM
181	More training, but not only online training. This is a topic where person to person interaction can probably be more impactful.	7/14/2020 1:46 PM
182	Ecouter les victimes et agir en conséquence pour sanctionner factuellement les abus	7/14/2020 1:44 PM
183	Stop making of the UN management a closed white lady club. It is pointless to be wronged	7/14/2020 1:42 PM

	by a manger and then seek help or support from a line of the same like-minded people. And the worst thing is that the UN will conduct endless surveys but will only make a camouflage NOT a meaningful change.	
184	the SG should appoint a UN focal point as this has been done for gender. I am surprised that this has not been done yet	7/14/2020 1:36 PM
185	Aucunes. Nous sommes l'endroit le plus juste pour ne pas souffrir de ce problème.	7/14/2020 1:30 PM
186	Return to selection and promotion decisions in accordance with the UN Charter, based on merits and performance, not nationality and gender only.	7/14/2020 1:19 PM
187	.	7/14/2020 1:18 PM
188	Don't necessarily assume all racism is carried by one race. More background checks, more rigorous interviews of candidates applying for jobs. More effective leadership training for senior managers, not just online courses.	7/14/2020 1:10 PM
189	More diversity in the first place and then overall more discussions on appropriate behaviour towards each other	7/14/2020 1:09 PM
190	Examining the interpersonal and institutional biases towards racial minorities. - Recognise the use of micro aggressions -Examine what prejudiced narratives we are perpetrating about Africa through our communications, meetings and publications. - Examine employment contracts administered, e.g. pay scales, lengths of contract, appropriate immigration support for Africans. - Examine access to other services, i.e. banking, housing etc. While services are not withheld at the UN, external parties do discriminate against minorities. Making it harder for us to settle into our position at work. - Do not ask minority colleagues to advocate for racial initiatives, they are the victims not perpetrators. - Acknowledge racial discrimination once identified and propose next steps	7/14/2020 1:07 PM
191	Close monitoring and sanctions	7/14/2020 1:06 PM
192	All measures necessary, however it is important to identify racial discrimination as such. Implying that certain actions are based on racial discrimination may not always be accurate.	7/14/2020 1:03 PM
193	Training and re training the Managers	7/14/2020 1:03 PM
194	1. The UN should introduce a dedicated senior office or function (Anti-Racism Advisers or Focal Points) to advise, direct and implement the Organization's anti-Racism Policies and Actions throughout the Secretariat. 2. The UN also needs to integrate how issues of racial discrimination and gender discrimination come together. 3. Have a re-look to the SG's Gender Strategy, which doesn't seem to be leading to career advancement and gender equality in the for ALL women in the Organization.	7/14/2020 1:03 PM
195	Mandatory workshop before commencement of duties, to include: unconscious bias, what to do if you experience any form of racial discrimination, what to do if you witness any form of racial discrimination.	7/14/2020 1:03 PM
196	should apply inside the organization, what it preaches outside to member States	7/14/2020 1:02 PM
197	First step would be for the UN to explain/educate staff globally on the concept of racism and racial discrimination and the differences between these concepts. For instance the present survey should have provided a definition derived from the internationally agreed legal instruments such as the International Convention for the elimination of all forms of racial discrimination to allow staff to understand what they are being asked about. Many UN staff do not understand these concepts and therefore not able to keep their own bias in check. Secondly the UN may hire specialists to facilitate in-house discussions on racism and racial discrimination and moderate such discussions. Overall there is a resistance to holding such discussions and those issued from groups historically subjected to prejudice and discrimination are often confronted to others who simply negate the existence of the issue.	7/14/2020 1:02 PM
198	Have concrete action and consequences imposed on such actions.	7/14/2020 1:01 PM
199	blame, no tolerance	7/14/2020 1:00 PM
200	Inviter le personnel à dénoncer (et protéger la personne qui dénonce) et prendre les mesures nécessaires face à la personne accusée (licenciement ou blâme avec surveillance).	7/14/2020 12:59 PM
201	More thorough action in proven cases of discrimination and harassment. Another element is the consideration of national origins and the restrictions linked to that (reduced ability to move and settle internationally) when adopting HR and particularly mobility policies. For instance, the mobility policy that the current SG put on hold did not take into account the need for staff to settle their families in a third country or in the previous duty station while	7/14/2020 12:59 PM

working in a non-family duty station. This policy therefore puts staff from certain countries with "weaker" passports in a disadvantaged position.

202	1. Create safe spaces for victims of racism and racial abuse to share their experiences. 2. Create fair and transparent recruitment processes and hold hiring managers accountable for racist recruitment decisions. 3. Set up a fair and transparent procedure for reporting racism and racial harassment (not UN Ethics Office, which is not fit for purpose). 4. Hold managers accountable for lack of progress in diversity of staff, including staff on temporary contracts, with quarterly reports.	7/14/2020 12:57 PM
203	It should be at the forefront of all that we do if all humans are created equal. Racism should have no place in the United Nations or else we are totally doomed in the world at large	7/14/2020 12:55 PM
204	Nothing additional, people should do their main work	7/14/2020 12:54 PM
205	Ensure greater national diversity. The imbalance is far too great.	7/14/2020 12:54 PM
206	Address it from recruitment perspective , ensure diversity in recruitment. ask all sections to freeze recruitment on overly represented regions until there is a balance.. Have more trainings on unconscious bias, and sensitize on the organization policy and redress mechanisms	7/14/2020 12:52 PM
207	More diversity at the top of the organization	7/14/2020 12:50 PM
208	Prendre des mesures d'ordre disciplinaire et administratif	7/14/2020 12:50 PM
209	Include not just women, but people of color on recruitment/promotion panels.	7/14/2020 12:48 PM
210	Create obligatory training to cover issues of racial discrimination	7/14/2020 12:48 PM
211	I believe there is already a good deal done.	7/14/2020 12:46 PM
212	The UN should put in place a "no tolerance" rule. No staff should be discriminated! However, I believe in some duty stations, it could help to receive additional administrative support. E.g. discrimination can happen when looking for apartments, when setting up appointments to get a phone registered, getting a place for child care if UN does not provide one etc. Some countries are more open to foreigner than others.	7/14/2020 12:44 PM
213	Enforceable measures, such as termination of contract for colleagues who commit any form of abuse, whether verbal or otherwise, based on gender, ethnic or racial origin. Harassment and abuse are widespread in certain sections and departments and it's high time the UN addresses this. One of simplest ways to do this is including this issue in the annual leadership dialogue.	7/14/2020 12:42 PM
214	a robust system for redressing discrimination, harassment and abuse of authority is required. Current system of informal/formal dispute resolution is not leading to results, meaningful changes in patterns of discrimination, harassment and abuse of authority	7/14/2020 12:38 PM
215	Anonymous complaint mechanism accessible and known to colleagues in the field is essential.	7/14/2020 12:35 PM
216	Training, Training, Training to all staff.	7/14/2020 12:35 PM
217	The management has to take action and fairly address the issue rather than sweep it under the carpet.	7/14/2020 12:33 PM
218	Where I serve, I do not think we have any racial discrimination. You just simply do not tolerate as any other sort of discrimination. If you single it out, you become yourself perpetrator and racism ignitor. Think twice what you wish.	7/14/2020 12:33 PM
219	I do not know	7/14/2020 12:32 PM
220	The P5 and above positions in OHCHR Geneva are majority from the European/American continents and should be more balanced. While this is not necessarily a result of racial discrimination, it would redress the perceived geographical imbalance at that level.	7/14/2020 12:32 PM
221	Awareness raising and penalties	7/14/2020 12:31 PM
222	Establish an anonymous tool to report incidents. Otherwise.. it's a hopeless case..	7/14/2020 12:31 PM
223	we should all work fair, just and equal, so UN should not tolerate this kind of action. If one does discrimination, there should be some form of disciplinary action.	7/14/2020 12:31 PM
224	To do more awareness sessions/workshops	7/14/2020 12:30 PM
225	Current measures are sufficient.	7/14/2020 12:29 PM

226	EDUCATE STAFF ON THE PERILS OF RACE DISCRIMINATION	7/14/2020 12:29 PM
227	Make a very clear statement that discrimination on any grounds other than ability to do a particular job is completely unacceptable, and has no place in the UN.	7/14/2020 12:26 PM
228	une sensibilisation permanente sur le sujet, une meilleure communication et des discussions régulières entre collègues et superviseurs pour maintenir un climat de bienveillance	7/14/2020 12:25 PM
229	There should be a specific and meaningful review of the way in which recruitment and promotion is racially and culturally biased to the disadvantage of non-WEOG nationals with clear time-bound recommendations which should be actioned and fully implemented (not just lip service). There should be a regular publication of statistics relating to each and every recruitment and promotion broken down by nationality and race, showing the details of those who were in the long list, short list, interviewed and selected. This will clearly indicate the systematic bias that exist. The review should also include looking at the very premises on which competency based interviews are based and the cultural bias they contain.	7/14/2020 12:25 PM
230	1. Formation obligatoire afin que tous pour notifier a tous les membres du personel leurs droits et devoirs 2. Mettre fin a la discrimination contractuelle	7/14/2020 12:24 PM
231	actively promote to positions of power, those vulnerable to racial and gender discrimination - to the obvious "disadvantage" of people like me, a white male. For us it is too easy and comfortable to support somebody who is like we are. The UN needs to openly favor and promote those with a disadvantage (in the past or today) in order to balance the inherent bias that has for so long facilitated the rise to positions of power of white males.	7/14/2020 12:24 PM
232	to recognize it is a start.	7/14/2020 12:23 PM
233	Exiger la mixite (Plusieurs nationalité et differentes origines) dans tous les departements et services. Donner une formation régulière sur le sujet.	7/14/2020 12:22 PM
234	Fairness in recruitment and treatment	7/14/2020 12:20 PM
235	Unfortunately, i do not know...	7/14/2020 12:20 PM
236	First and foremost, the senior leadership, especially political appointees needs to be sensitized and their conduct and appointment decisions should be monitored.	7/14/2020 12:20 PM
237	All measures are taken	7/14/2020 12:18 PM
238	Fight againts harassment and abuse of authority in all its forms	7/14/2020 12:18 PM
239	e.g. promote an open workplace culture where any issues can be discussed. Designate high-level mentors/mediators in organizations.	7/14/2020 12:18 PM
240	Move away from a very US-centric way of seeing the world; Updating the performance evaluation system; Generally be less hierarchical.	7/14/2020 12:18 PM
241	Have taskforces on the topic involving colleagues from different sections and rank. Create reporting channels. Have regular debates and trainings on the topic. Increase diversity in hiring.	7/14/2020 12:17 PM
242	Make a breakdown of promotions, appointments etc... by nationality.	7/14/2020 12:17 PM
243	Set clear goals on achieving better geographic, ethnic diversity at the UN and to make the workplace free from racism. Empower managers to make decisions and interpret rules to achieve those goals. Establish formal monitoring and tracking mechanisms to monitor progress and public accountability mechanisms and scorecards to achieve greater diversity, and disaggregate at the level of divisions, branches, sections, to combat racism, to make the UN workplace a place that is anti-racist. Make managers accountable for the performance at the level of their team. We need more tools and training as well, there is the Gender-SWAP, but what is there in terms of comprehensive tools to address racism, promote diversity more generally?	7/14/2020 12:17 PM
244	protect staff members from retaliation	7/14/2020 12:16 PM
245	Sensitization	7/14/2020 12:14 PM
246	I think we need more training and more accountability from senior management on unconscious bias and cultural sensitivity. I witnessed a dear colleague of mine leave the UN because she was getting any advancement because of who she was. I find it very sad.	7/14/2020 12:14 PM
247	Ensure that everybody is treated equally irrespective of the grades and people should understand that nobody is superior/inferior. We should be responsible UN Brand Ambassadors ensuring peace both at workplace and the world.	7/14/2020 12:14 PM

248	name it first, take actions next	7/14/2020 12:13 PM
249	The UN is based on key principles such as the respect for human rights and non-discrimination. In my 11-year carrier with the UN, I have not seen any act of racial discrimination in the Office. I have always seen the Office pushing the agenda of human rights and non-discrimination high on the agenda, be it internally or externally and it should continue to do so.	7/14/2020 12:13 PM
250	I am not sure whether racial discrimination is present in my workplace at the UN.	7/14/2020 12:11 PM
251	Make case studies public. Some people (which may include myself) may not even realise the treatment they are receiving can be categorised as racial discrimination.	7/14/2020 12:11 PM
252	Plus d'action et moins de mots. Beaucoup de népotisme à l'ONU car seules certaines opportunités pour des amis proches	7/14/2020 12:11 PM
253	Diversify promotions and make sure people of color and different backgrounds are taken seriously for important positions on an equal basis.	7/14/2020 12:11 PM
254	increase representation of staff from the South to 50% at the P-5 and above levels within 2-4 years.	7/14/2020 12:11 PM
255	1) To introduce 360 degree feedback on the e-performance system. 2) To demonstrate its seriousness in investigating claims of harassment, discrimination or abuse of authority.	7/14/2020 12:10 PM
256	Reality is not a black or white issue, we need to find a ways to navigate the "greys". I think a sounder management culture, stronger rules against abuse of authority, and better services for solving controversies amicably, could enable staff who feel discriminated to directly engage their colleagues more constructively and without fear of retribution.	7/14/2020 12:10 PM
257	We need to understand that racism is embedded in structures, that it is part of engrained power dynamics within our organization and that we are not immune. Acknowledging that we have a problem is the first step. We need to work closer with local structures in countries and regions where we operate and increase our efforts to place greater value on local expertise and knowledge. Starting an open dialogue about structural racism within the whole UN system is a first step. But also increasing the number of local staff in senior management positions and local capacities are important measures to address racial discrimination in the workplace. Provide affected colleagues with a safe space to speak out about these issues.	7/14/2020 12:09 PM
258	Better training than just an online module. I think everyone should do a group training with people from different backgrounds, in as safe an environment as possible, so people can be held accountable.	7/14/2020 12:09 PM
259	The United Nations should take proactive measures towards people of African descent such as ensuring representation and career development. People of African descent are not represented or never recruited in many divisions/sections/ and units e.g. a person of African descent is never recruited for a position related to another regions except for the African region while other nationalities are welcomed to work in Africa.	7/14/2020 12:09 PM
260	Sanctionner toute discrimination avérée	7/14/2020 12:08 PM
261	Trainings on these topics. Conversations up-to-date on the notions of racism and discrimination.	7/14/2020 12:08 PM
262	Keep data on hiring, firing, promoting and general situation of racial and ethnic minorities in the organisation	7/14/2020 12:08 PM
263	base itself on performance only when recruiting and promoting staff	7/14/2020 12:07 PM
264	diversity is the key. And for that we need to have programms that allows national staff to become international and have a greater rotation at HQ and on the field. Also, the hierarchy is often biased, with P2/P3 coming out of nowhere and supervising nationals that have the competencies to lead and to be managers. We should empower people coming from less developed countries to help us change the stereotypes that people coming from western countries have to lead.	7/14/2020 12:07 PM
265	I have not seen racial discrimination in my organization but I will not say that it does not exist as I am a white woman, so generally, I am not the target of racial discrimination	7/14/2020 12:06 PM
266	awareness campaigns. training (if done intelligently and without being too condescending, much UN training suffers from that). show video testimonials.	7/14/2020 12:06 PM
267	The UN should avoid adopting reactionary policies (e.g., instituting extreme discrimination against non-minorities).	7/14/2020 12:06 PM

268	having more diversity in its staff	7/14/2020 12:05 PM
269	The measures already undertaken are sufficient; no need for additional measures	7/14/2020 12:05 PM
270	The dignity@work initiative and diversity discussions have been important innovations at OHCHR and I would suggest continuing these discussions, encouraging as much as possible management and staff members to take them seriously.	7/14/2020 12:05 PM
271	Open discussion, trainings	7/14/2020 12:05 PM
272	It is important to talk about it and address these problems. Many people working for the UN are not well prepared to identify racial discrimination.	7/14/2020 12:05 PM
273	A special section in the Ombudsman's Office	7/14/2020 12:05 PM
274	organize workshops on how small comments can actually affect colleagues, etc	7/14/2020 12:04 PM
275	Ne pas hésiter à en parler et surtout prendre des décisions rapides et éviter que les situations trainent en longueur	7/14/2020 12:04 PM
276	Sanctionner sévèrement tout cas avéré	7/14/2020 12:04 PM
277	Ensure all appointments and promotions are on merit, with evidence of assessment.	7/14/2020 12:04 PM
278	It is an institutional problem that varies region to region, there is no one size fits all solution.	7/14/2020 12:04 PM
279	More cultural awareness days that are organized through management and not only through staff council or staff motivated events	7/14/2020 12:03 PM
280	Address the taboos, not keep a blind eye to some underlying racism.	7/14/2020 12:03 PM
281	Mandatory training on communication around (all/intersecting) issues of oppression. I think it's hugely important to give people the tools to have these challenging conversations, and a big part of that is working from a common vocabulary/ a common understanding of what words like privilege, racism, and oppression mean (and also, on how to (1) respectfully call out racist behaviour; and (2) how to be called out (i.e. how to apologize/respond in a non-defensive way that doesn't centre your own guilt or intentions).	7/14/2020 12:03 PM
282	Être à l'écoute des plaintes et agir vis-à-vis des discriminants.	7/14/2020 12:03 PM
283	Ensure that colleagues are comfortable speaking about their experiences so that we can understand the magnitude of the problem and put in place zero tolerance policies against racist or discriminatory behavior.	7/14/2020 12:03 PM
284	Zero tolerance	7/14/2020 12:03 PM
285	Clear reporting mechanism, impartial investigation, clear admin sanctions.	7/14/2020 12:03 PM
286	Stop talking about the colour of our skin.	7/14/2020 12:02 PM
287	As a starter, stop issuing statements encouraging personnel not to participate into anti-racism protests.	7/14/2020 12:01 PM
288	Training	7/14/2020 12:00 PM
289	En informant le personnel sur l'attitude à adopter lorsque nous sommes confrontés à la différence.	7/14/2020 12:00 PM
290	Hire and promote more people from under-represented racial and ethnic groups, foster greater dialogue around these issues, create consequences for colleagues who engage in racial discrimination and harassment, institute mandatory bias training.	7/14/2020 12:00 PM
291	Encourage dialogue, education, and training on self-awareness	7/14/2020 12:00 PM
292	Asian female groups are vulnerable. When received unfair discrimination, supervisors don't have a set of procedures to follow to deal with discrimination.	7/14/2020 12:00 PM
293	Nothing	7/14/2020 11:59 AM
294	.	7/14/2020 11:58 AM
295	-	7/14/2020 11:57 AM
296	Accountability	7/14/2020 10:57 AM

Q44 Please enter here any additional comment or experience you would like to share: Veuillez saisir ici tout commentaire éventuel ou faire part de votre expérience en matière de discrimination raciale:

Answered: 156 Skipped: 532

#	RESPONSES	DATE
1	Staff those who are representative of marginalized community needs handholding and openness from the other staff to create safe working environment, especially providing room to express their ideas and initiatives.	7/30/2020 2:52 PM
2	We have to accept there is institutional racism in the UN system.	7/29/2020 2:55 PM
3	The issue of racism should be taken seriously. Otherwise, we would not go far. We cannot speak about "We, the People" if the values of the Charter are not upheld within the organization itself. Also, it is very difficult to prove racism and the burden of proof does not help. At the same time, many WEOG colleagues don't realize their privileges and have bias and stereotypes without being aware of it. Something has to be done.	7/28/2020 5:41 PM
4	I am Cuban, 60 years all, came from NCE, and I will retire as a P3. Always Colleagues from Countries which provide funds have priority for promotion	7/23/2020 4:13 PM
5	Nothing special	7/23/2020 9:10 AM
6	There are sometimes cultural differences between colleagues which mean that comments/emails can be made/sent by someone which offend others without the offender being aware. More workshops or trainings which allow discussion of these matters should be encouraged.	7/23/2020 8:12 AM
7	No comment	7/23/2020 7:46 AM
8	Ensure racial and ethnic minority status is recorded , analysed and reviewed. Amend the focus on geographic representation in favour of a more holistic approach to increase diversity including but not limited to racial and ethnic minority group status amongst other attributes.	7/22/2020 6:10 PM
9	The UN Values have been diminished and will continue to be if the root causes of these unwanted and unwelcome conduct remain unchecked and unpunished. I would love to see UN staff get penalized for lying, whether in written, verbal, or electronic form.	7/22/2020 3:08 PM
10	I don't have.	7/22/2020 2:52 PM
11	This survey does not ask questions about the everyday racism that we experience constantly. Having worked in another department of the UN, in other duty stations as well as outside the UN, the place where I have experience racism the most has been at OHCHR.	7/22/2020 2:52 PM
12	Étant dans une section sans discrimination je ne peux que féliciter tous mes collègues pour leurs ouvertures d'esprit	7/22/2020 1:30 PM
13	Aligned with the UN's goal of trying to ensure gender balance, there should also be a balance in the racial profile of staff being selected for higher managerial positions	7/22/2020 12:53 PM
14	question 13, 18, 23, 28 do not have gender and other as options. In all the cases outlined in this survey the rational for the discrimination and/or abuse was related to power and gender - not race. The organization is also ill equipped to deal with racist comments voiced against white people and/or men. This creates a sense of inequality in the way that the organization approaches and deals with racial and gender discrimination.	7/22/2020 12:15 PM
15	This is very much a generational issue and I do not see much hope for change in the system in the next 20 years or so.	7/22/2020 12:15 PM
16	You may see AND SHARE my personal thoughts as collected from extracts of recent videoconferences. My name is Bruno Donat and I can be reached at donat@un.org. Neither planned nor eloquent, but adding my two cents to the conversation on racism: https://lnkd.in/ds6idYt	7/22/2020 12:06 PM
17	This is really a topic I'd like the UN to stay away from. The UN is not prepared to take on the magnitude of such topics as racism or discrimination. Just because the SG was kind enough to send out a tweet in favor of "lives mattering", doesn't mean we have any business targeting these topics. We are not prepared to tackle racism in house. Until I see a UN flag waving in the middle of BLM protest, or our flag waving in the crowd at a women's rights march - we should not tread into territory we're not ready to stand up and scream about, because our whispers will be ignored.	7/22/2020 11:58 AM
18	There are many slight racist comments against all ethnicities... so subtle that affected people do not know how or dare to bring to the table.	7/22/2020 11:55 AM
19	.	7/22/2020 11:52 AM
20	It is unacceptable that one or two countries in an organization account for the majority of	7/22/2020 11:41 AM

senior positions, while people from a specific region are very few and mostly in junior positions. The UN should be sensitive to the issue of geographical representation at all levels, the same way it is about gender.

21	As I have mentioned earlier, discrimination takes place for a number of reasons and only some are linked to race, ethnicity, etc. The UN is an environment where many managers do not feel "safe" in their role, and where they do not appreciate to be "challenged" by their team members. You are better off keeping a low profile, and executing what you are told to do without any questions. If you are inquisitive and "opinionated", you end up in the doghouse and you risk being targeted by managers who fall into this category. Unfortunately, my own manager is part of this group.	7/22/2020 11:41 AM
22	I have never seen racism at the UN - but national origin is the most popular tool to advance ones career. An equal opportunity workplace without any regards to national origin, "race" or ethnicity would be great - rather than systemic quotas that governments claim, in order to place their own candidates.	7/22/2020 11:40 AM
23	Recruitment and promotion should be based on meeting professional criteria, not race, sex or location of citizenship. Discrimination on these criteria is still discrimination even if the intention is good.	7/22/2020 11:36 AM
24	Have annual survey or reporting about reported and confirmed cases of racism, actions taken in response and progress achieved.	7/22/2020 11:35 AM
25	Racism comes from the "unknown". The more we mingle, the more we will all become more self-aware of non-discrimination and acceptance of differences. By essence, because G staff should be locally recruited, G staff won't have as much "exposure" to different cultures (even though I think in Geneva G staff are certainly more diversified than in other duty stations). By eliminating the difference between G and P, we will 1) diversify the pool of nationalities, thus increase the geographical representation 2) hopefully create opportunities for colleagues to discover and appreciate other cultures, thus fostering mutual comprehension and understanding - the key to peace and non-discrimination.	7/22/2020 11:34 AM
26	People of colour and Black lives matter a lot. Racism and any form of discrimination must be stopped.	7/22/2020 11:32 AM
27	While I was not present when colleagues were actually harassed (not a direct witness), I heard many stories over the years directly from colleagues who were victims of harassment. Usually the perpetrators, in the organization for many years, know how to avoid witnesses and to avoid leaving evidence (no emails with harassment content, but one-to-one conversations behind closed doors etc.). The only strategy around here is to go away if you are the victim or hope that the perpetrator goes away.	7/22/2020 11:32 AM
28	Le racism ordinaire est bien la chose la plus difficile à combattre. C'est illusoire de faire porter la responsabilité de ce combat à l'ONU, il revient à chaque membre du personnel de façon individuelle de comprendre la nécessité d'effacer en soi des préjugés en general infondés et de s'ouvrir à l'autre avec une saine curiosité. Dans le respect mutuel de chque culture, de chaque groupe, de chaque individu. La différence n'est pas une tare, c'est une richesse.	7/22/2020 11:27 AM
29	Discrimination cases are not always easy to detect and to prove, as the discrimination is not always obvious. I suspect that the colleagues from a specific country get troubles in my organization (two colleagues are showing signs of difficulties, another one was kind of fired), and in the absence of tangible fact, I don't know what to do.	7/22/2020 11:27 AM
30	There is a default preference for N. Americans and western Europeans in hiring and promotion, as well as in work assignments. I have witnessed on several occasions that supervisors disregard, downgrade and are abusively critical of work coming from staff not from the above geographies, races and ethnicities. This particularly strong among supervisors who themselves come from poor and regularly discriminated regions and ethnicities. Finally, a number of ethnicities tend to hire only compatriots or close geographical neighbours (or do trades with other managers). Germans and spanish-speakers are leaders in this, with a French bias being the strongest among admin/unog staff.	7/22/2020 11:25 AM
31	In my workplace, colleagues who represent ethnic, racial, national minorities or who are simply different or eccentric, are discriminated against, harassed, rumours are spread about them. Perpetrators of such acts are, on the other hand, promoted and considered to possess strong personalities. There is a widespread culture of patronizing and harassing young female staff members as well, especially those belongs to the above-mentioned minorities.	7/22/2020 11:21 AM
32	In OHCHR for instance a study on geographic discrimination was conducted with clear recommendations, but these are yet to be implemented - the senior management keeps	7/22/2020 11:18 AM

	delaying its implementation. The UN will only be credible in addressing racial discrimination when they address their own flaws and bias towards non white persons	
33	n/a	7/22/2020 11:15 AM
34	If there are new measures introduced they should not go against a specific race (e.g. white vs all others).	7/22/2020 11:07 AM
35	I have been and seen abuse of authority that has nothing to do with race. Not obviously anyway. That wasn't an option. The focus on race as a basis for discrimination reflects the survey's apparent sense of the UN's whiteness. In Burundi or Bangladesh, the UN doesn't feel quite as caucasian.	7/22/2020 11:06 AM
36	Ily a aussi de la misandrie dans certaines sections. personne n'en parle	7/22/2020 11:03 AM
37	Diversity is not only hiring non-WEOG colleagues only to find out they've carried out all their education in the Western Hemisphere and have no empathy for, consciousness or understanding about racism and discrimination against people of color. OHCHR, as a human rights organization has to stop racism in the workplace. there are too many colleagues joking, noting that people are there as the "token" minority, hiring managers asking whether we have a different nationality so that it is easier to justify the hire, etc.	7/20/2020 4:01 PM
38	.	7/20/2020 10:19 AM
39	The UN's approach to discrimination is very outdated. Efforts should be made to understand indirect/systemic discrimination (like that which results from facially equal policies and processes that in practice disadvantage minorities), in addition to direct discrimination (like racial slurs), in the Organization. Incidents where people are being verbally assaulted or where managers will publicly say race is the basis for exclusion or abuse of authority are relatively few--and even if these incidents DO happen, the victims of that abuse are generally not privy to it. And even if they ARE privy to the incidents, they will rarely know the rationale for their mistreatment, while also not having the power to counteract it. I strongly disagree with efforts to increase self-reporting by disempowered staff members that we know will only increase retaliation against them without preceding efforts that evaluate the effectiveness of accountability mechanisms. In addition, instead of placing the burden of alleviating racial discrimination on minority staff members who are already overburdened, the burden should be borne by our managers to put procedures in place that identify and root out both direct and indirect/systemic discrimination in more proactive and routine ways. This is usually done through taking and examining statistics, program evaluations, exit interviews, etc., and not just through constantly consulting current staff and cajoling them to react to incidents that have already taken place, which seems to be the current approach in our department and elsewhere. I also think it would be safer and more effective for independent institutions (e.g., the Ombudsman or a newly established institution) to carry out this work, rather than local HR and executive departments, which face conflicts-of-interest in this area.	7/19/2020 10:44 PM
40	Staff has less and less say((7/18/2020 7:49 AM
41	Many people deny or are delusional about their prejudices against racism and dont even realise when blatantly practicing it at the core of the United Nations system. It MUST change NOW. The United Nations does. not belong to white people only and English us not the most superior language nor is western philosophy the best answer to all prblems. At the UN money should not give you the most power, the loudest voice should not give you the moat power. Some of the wisest nations dont have the money; some of the most wisest cultures are soft-spoken and humble. Listen to them all and let all have equal opportunities in this much-needed but increasingly less relevant organization.	7/17/2020 5:14 PM
42	On se rend compte qu'au sein des NUs, certains groupes géographiques sont plus représentés que d'autres et sont intouchables simplement de par leur appartenance biologique. Cela leur procure des droits inaliénables. Alors que d'autres doivent subir, se taire et souffrir en silence. On a l'impression que c'est une faveur qu'on fait à ces groupes en leur offrant une place au sein du système des NUs. La compétence ne devrait elle pas prévaloir sur l'appartenance raciale? Dommage ce n'est pas le cas.	7/17/2020 4:25 PM
43	I think most staff at the UN are well meaning and do not like to have conflict or have misunderstandings and difficulties between one another. Sometimes the stress of work can bring out the worst in people. It is important for the UN and all of us to take time to get to know one another as people.	7/17/2020 4:07 PM
44	It's more difficult to complain when the higher authority abuse its authority.	7/17/2020 8:53 AM
45	The UN is deeply raided with racism. discrimination and all forms of profiling. Abuse of Authority is live and systemic.	7/16/2020 3:22 PM

46	I have had terrible experiences with discrimination in the UN in my 8 years working here and consider resigning often because I do not feel that there is any recourse that can be taken. I have tried at times to fix and report things and it has only made it more difficult for me on a daily basis. I have been in more than one hostile and toxic working environment and it's not acceptable. All staff have the right to be treated with dignity and respect and to have a peaceful working environment in which they feel safe and can accomplish their work. A lot of work needs to be done beginning with acknowledging the terrible practices that exist and go unchecked.	7/16/2020 3:22 PM
47	Pas d'autres commentaires.	7/16/2020 2:33 PM
48	In over 22 years with the UN, in various duty stations, I have seen too many PAD overlooked for promotion, deliberately left off shortlists for rosters, maligned and sidelined, excluded and never given the benefit of the doubt on any thing. They generally have to work much harder, present more qualifications and remain at each level of their career development much longer. Even when they graduate from the top universities in the USA, Canada, France, Netherlands and UK, PAD often must prove themselves daily to their colleagues to demonstrate that they deserve a job at the UN and are not just in the organization because of the color of their skin and place of birth. Many PAD face depression because of the daily micro aggressions (death by a thousand cuts) and have become exhausted by the fight. Townhalls, group discussions and mandatory training are needed to address the heightened level of interpersonal discrimination in the UN. There must be accountability for perpetrators of racism and a non-threatening processes to encourage victims to report. Efforts must address both interpersonal and institutional racism if there is to be real change on racial discrimination in the UN.	7/16/2020 2:02 PM
49	Also another very upsetting tendency in the UN system of favoritism of certain staff again mostly from the Western countries, who are allowed to avoid relocations to duty stations they "don't like" and stay in current posts under different contract modalities and job titles for years. While nationals of other regions/countries are expected to diligently move on after 3-5 yrs without any exceptions. UN mobility scheme should not have double standards based on race or nationality either.	7/16/2020 1:39 PM
50	There is need for deep analysis of the UN system. The UN is institutionally, systematically and opportunistically favoured towards some races, regions (eg Western Europe and the US) and some of these advantages are entrenched eg JPO where a JPO with less than 5 years experience is made a head of department and the system sets up road blocks to deter progress of national staff. There are many subtle and obvious ways that racism is practiced and condoned. Worst part is that it is condoned and the excuse is always that there is no capacity so we have to have this obvious preference for this group and this group will be made to feel so powerful and if they abuse power we will protect them and the other group is left powerless at the mercy of the stronger group and if they complain an example is more often than we admit made of them. The use of performance to harrass and discriminate against staff is particularly unsettling.	7/16/2020 1:27 PM
51	Pour les consultants, les stagiaires et le staff extra-budgétaire, ils sont à la merci de leurs chefs directe et leurs superviseurs. En cas de confrontation directe, c'est le consultant ou le stagiaires qui vont laisser des plumes.	7/16/2020 11:35 AM
52	.	7/15/2020 5:36 PM
53	The Organization needs to look into how the racism manifests in the UN: cases of verbal abuse and yelling by managers; managers using the EPAS to get back at colleagues, especially racial minorities. The managers need to be held accountable for their actions (and inactions). Thanks for doing this survey.	7/15/2020 4:49 PM
54	I am doing the same job title and job description, but I still work one level lower (G) position for over 9 years. Though some of us served the UN for more than two decades, it is noticed that the junior colleagues who joined the Office recently recruited at a higher level but no chance for us to grow as coloured persons.	7/15/2020 4:47 PM
55	I wish that the survey included other forms of discrimination such as discrimination based on religion so that we could voice our opinions about discrimination at the UN in all of its forms.	7/15/2020 3:41 PM
56	Once more diversity is present in the ranks, discrimination will decrease. In my view, although there is structural racism/discrimination in the UN, for most it is not deliberate or founded on a belief of racial superiority. It can manifest itself in many ways, including cultural misunderstandings, language-based misunderstandings, religious intolerance, inter-personal conflicts - - it's complicated. The UN could institute forums where these complexities are aired and discussed within our agencies. Present a fact scenario that could	7/15/2020 3:21 PM

be interpreted as racism (or not) and have participants discuss their perceptions of what happened, what appropriate responses are, etc.

57	As a member of a racial majority, I have on occasion been shocked to hear about the experience of friends who are members of racial minorities. I had no idea. So i think it's important to be made aware of what happens outside of our own world, to people we work with every day and, we may think, are part of the same privileged group as we are.	7/15/2020 2:45 PM
58	race and nationality imbalance should be corrected.	7/15/2020 12:45 PM
59	Think active racism is not the problem here. I think it is the assimilationist attitudes that believe that a certain racial or ethnic group is inferior (either by circumstance, place of origin or skin colour) and that they only need to take on the characteristics of the dominant or western culture to advance. It is pernicious and is evident in the way different racial groups interact.	7/15/2020 12:28 PM
60	Fairness and justice should reign. The racism argument may easily be instrumentalised and become a shield to cover other motivations and circumvent other more serious issues.	7/15/2020 11:45 AM
61	It should not be only racial discrimination. I think these days is more minority discrimination specially for the locally recruited G staff. In Geneva the French are ruling all the G staff posts.	7/15/2020 11:36 AM
62	Our Department is dominated by Western countries staff. I heard so many incidents of racial discrimination and harassment. Most managers are western, they mostly recruit western candidates. They also re-organize and create units headed by western staff or their former special assistant. Travel approval and budget allocation are also bias in favour of western staff work. I will not exclude any situation in any other Department in which non-western managers take similar action.	7/15/2020 11:27 AM
63	Tackling the subconscious biases, you don't have to look far and see when you look at sections and you can tell where the chief or head of sections comes from just because of the majority in the team.	7/15/2020 11:17 AM
64	People belonging from minorities and/ethnic group do not always enjoy equal opportunities for the recruitment and during the career development including when they are very competent and have graduated from the best universities or Schools in the world. They are often promoted late compared to their peers/colleagues who belong to Western countries. Former interns from minorities and/or ethnic groups are offered less career opportunities including from short-term special contracts, irrespective of the work they have done during their internships. the Organization should increase the recruitment of interns from less developed countries and those coming from minorities. To help them covering internship expenses, the Organization may wish to call for the setting up of a Voluntary Trust Fund to which States may contribute. Also, the Organization may wish to generalize the remote internships we are currently experienced during this COVID-19 pandemic period.	7/15/2020 11:17 AM
65	Racism has a cost for everyone, black or white, in society and within our Organization. Our fates are linked such that an injury to one is an injury to all. Racism isn't zero-sum. Stop depriving Africans and People of African Descent equal opportunities and stop treating them like they are 3rd Class and inferior to you (white person). The UN must stop blocking staff opportunities because they are black and spoke the truth. The practice of punishing whistleblowers and people who are termed as "rocking the boat" must stop. Viewpoint discrimination must also end.	7/14/2020 11:56 PM
66	The status quo must change. The Senior Management and the whole organization must represent all the cultures and civilizations of the world - Diversity must be the norm, not the exception at all levels, including at the highest level	7/14/2020 11:37 PM
67	The UN needs to acknowledge the elephant in the room. Power is untethered. Alliances are supported. The ones who work will lose out. End of story.	7/14/2020 8:57 PM
68	Question 5 is difficult to answer. What constitutes an ethnic minority in the context of the UN? What would constitute an ethnic majority? Chinese? Or is ethnic minority meant to mean "non-white"? I am mixed race but see myself as neither a minority nor a majority member of any ethnic group, indeed i dont view myself in terms of skin pigmentation and somewhat resent being pushed to do so by an organization keen to be seen to be "doing something".	7/14/2020 7:43 PM
69	exemple d'un cas qui m'a profondément fait mal: Occuper un poste G7 pendant plus de 3 ans en remplacement d'une collègue partie en maladie à cause justement d'une discrimination, très bon PAS pendant ces 3 années, et à la fin, le poste est "donné" à quelqu'un d'autre d'une façon très floue. Suite à cela, depression, demotivation totale, etc...	7/14/2020 7:20 PM

Question/réponse: ce sont ceux qui sont censés être en charge de trouver les solutions qui font cette discriminations que ce soit raciale, ethniques, nationales, et autres.

70	Racial discrimination in the UN is subtle and sophisticated. It's disturbing to see that 50% of OHCHR staff are from WEOG countries. Also disturbing to hear the High Commissioner in a staff meeting say that they are unable to find suitable candidates to address the problem - clearly there is a problem with recruitment, that reflects the general concern of not validating the qualifications, experiences or voices of people from non-WEOG countries. It represents a fundamentally neo-colonialist mentality.	7/14/2020 5:38 PM
71	beaucoup de personnes ont été promu car la bonne nationalité malheureusement !	7/14/2020 5:36 PM
72	Let's fight the western superiority complex which creates invisible hierarchies, including unacceptable distinctions between international and national staff in the field. All difficult field missions have western colleagues in HQ and others in the remote field locations. The recruitment process favors western style candidates.	7/14/2020 5:25 PM
73	Can staff union draw a short guidance and post it on the staff union's webpage for staff to consult with?	7/14/2020 5:21 PM
74	Language is ground of discrimination within the organization and English the dominant language. In many cases staff that do not have English as mother tongue and they are from an ethnic minority their work is not taken seriously. Racism in the UN is manifested in very subtle manners, in meetings, who is given the floor first, for how long, who is interrupted, who is given visibility and assigned with important tasks. All these advantages are essential for career development.	7/14/2020 4:48 PM
75	---	7/14/2020 4:26 PM
76	Unfortunately, French nationals are the majority at UNOG (at least in G category) and all other nationalities are often (not always) denigrated.	7/14/2020 4:08 PM
77	Moi Algérien, 132 ans sous l'occupation française, sous autorité d'un superviseur Français, dans une équipe majoritairement française, cherchez l'intrus. triple peine. je ne comprends déjà pas comment un service soit aussi mal équilibré ? pourquoi pas de quotas pour le respect des diversités de nationalités qui compose l'ONU ? mon souhait est de ne plus être sous l'autorité d'un superviseur français et de changer de service, de bureau, de métier, d'orientation, ou d'organisation... :(7/14/2020 3:53 PM
78	I was verbally abused in front of a D1 from another entity. She could have spoken up particularly since she is a vehement gender champion.	7/14/2020 3:42 PM
79	Je suis stagiaire et j'ai eu une mauvaise expérience à l'UNOG côté discrimination raciale. Il y avait un autre stagiaire qui faisait des propos ouvertement racistes et aussi discriminatoires d'en d'autres sens. Il faisait des blagues ou des commentaires (ex: il y a trop de livres avec des personnes noires sur les étagères de la boutique et c'est trop, ils prennent trop de place; tous les mexicains sont stupides; allons pas proches des chinois (contexte coronavirus)). Avec ces « blagues » et commentaires personne disait rien et les gens riaient des fois (les autres stagiaires). Moi, j'étais indignée et la réponse était souvent oui il est un peu raciste, mais c'est lui, il est comme ça. De tous les stagiaires (7) personne disait presque rien jamais et moi j'aurais voulu exprimer ma frustration, mais je ne savais pas la procédure pour le faire. Je crois que c'est un problème et qu'il faut essayer de s'assurer que la personne qui va travailler ou faire un stage partage les valeurs de l'organisation. J'ai été déçue de voir que ce n'est pas tout le monde qui semble les partager, et même, c'est presque une majorité que je vois qui ne reflètent pas nécessairement les valeurs proclamés par l'ONU (ici je ne parle pas seulement en matière de discrimination). Je trouve qu'il serait nécessaire de trouver des personnes qui vivent les valeurs onusiennes à chaque jour dans leur vie personnelle aussi. En plus, je pense qu'à l'UNOG, dans la direction générale, il devrait avoir plus de diversité culturelle. La majorité des personnes (stagiaires inclus) sont européennes. Merci de lire mon commentaire, c'est le seul canal de communication pour exprimer ce vécu.	7/14/2020 3:36 PM
80	Honestly after spoken to one manager about some issue, she pretended to hear our complain, but right after that went to the other manager we were complaining about and whom she putted into place and then said that we were the problems and since then management problems still occurs	7/14/2020 3:29 PM
81	Je ne vais plus me taire, à présent!	7/14/2020 2:58 PM
82	please put the rights of staff to work in an environment free of racism and bigotry above the inconvenience of having to deal with abusers. What's more, your survey asks about racism directly enacted upon staff, but it doesn't address the more common and insidious casual racist comment when someone thinks no one is there to be offended. I'm offended. Just	7/14/2020 2:54 PM

because the targeted group wasn't in the room at the moment someone made a racist statement doesn't make me any more accepting of racist behavior. If someone is racist in private because I'm a white man, they are still racist in public, they just keep their mind poison a little quieter. Their racism is still a problem for the organization.

83	Très mauvaise expérience à un tel point que j'ai eu plusieurs dépressions, tentative de suicide, et cela ne s'arrête pas jusqu'à maintenant, car je suis toujours victime de discrimination et harcèlement. Je ne peut pas me plaindre par peur de perdre mon travail, sachant que les coupables vont toujours s'en sortir.	7/14/2020 2:41 PM
84	Systemic racism is real in the UN. It is extremely painful for those who have to endure it and they rely on their own support systems in the UN to survive, those who don't find those structures quickly find themselves out of the organisation. We must tackle this issue with honesty and also address the issue of white privilege.	7/14/2020 2:39 PM
85	Je pense simplement que la discrimination prends toujours une place si nous ne prenons pas la peine de nous mettre à la place de l'autre. Le racisme n'est qu'une facette de cette discrimination. Qu'un riche décide de supprimer le poste d'un pauvre, qu'un blanc harcèle une dame de couleur, qu'un économiste se prenne pour dieu face à des travailleurs, dans tous les cas la toile de fond est le manque de respect. Les gars, sérieusement, vous pensez réellement qu'avec des interdits vous créer du changement? Apprenons à travailler ensemble, chefs, employés, grands, petits, hommes, femmes, blancs, jaunes, rouges, noirs... avec un seul objectif, la paix d'abord avec soi, puis avec notre entourage... et pourquoi pas dans le monde.	7/14/2020 2:37 PM
86	One example of very common discrimination is national stereotyping, e.g. "Asians are very hard working, so they can do all the work" or "we don't want to hire anyone from Africa, because they are lazy and incompetent". This is unacceptable at the UN, but unfortunately it happens a lot.	7/14/2020 2:36 PM
87	J'ai remarqué qu'un service composé d'une majorité nationale tendait à faire ressortir leur identité culturelle de façon inappropriée. Une meilleure répartition dans les effectifs pourraient alléger cette tendance.	7/14/2020 2:32 PM
88	/	7/14/2020 2:26 PM
89	Des personnes qui certainement par ignorances des us et coutumes des pays hôtes ont des comportements en société très différents qui peuvent être insultant pour la population du pays hôte. Malheureusement ça engendre des propos racistes. Un cours en ligne obligatoire devrait être mis en place pour aider les nouveaux venus à s'informer sur ce qu'il se fait et sur ce qu'il ne se fait pas en société, au travail, entre collègues	7/14/2020 2:19 PM
90	none	7/14/2020 2:17 PM
91	It is common in the UN workspace to stereotype behaviours by nationalities - certain unacceptable behaviours become acceptable if the doer belongs to a certain nationality (e.g. what is rude for an Asian is 'being direct' for a German). In cognizance of the core value of "Respect for Diversity" standard professional behaviours should be ensured.	7/14/2020 2:11 PM
92	Too many supervisors act with impunity !	7/14/2020 2:10 PM
93	none	7/14/2020 2:02 PM
94	you may want to add a question addressing the following issue: "As a colleague or supervisor, have you ever been accused or approached for behavior that was considered racial discriminatory to the other person/persons ?" (as perceived racially discriminating or an act that was reproached)	7/14/2020 2:02 PM
95	N/A	7/14/2020 1:57 PM
96	In terms of racial discrimination, I may say most UN staff does not deserve and even does not have an idea of being a UN staff	7/14/2020 1:56 PM
97	I underscore that there is no geographical diversity in the staffing of the UN, particularly at HQ level. The majority of the staff are English native speakers. Some have multiple nationalities and use their nationality in a way it fits in situations. This is really tricky when you strictly talk about "geographical diversity". Also, the UN should look at the recruitment methods. This competency-based interview was developed in so-called western countries. This method may not really fit the purpose of the UN in recruiting the right people. We all know that there are just so many misconducts by the UN staff which, in a way, alert us that competency-focused recruitment is not picking up the best persons for the job. In a private sector, they can fire staff easily but with the UN, it is difficult. We have to dig deep and analyse the best means as what works for the private sector does not necessary work for the UN.	7/14/2020 1:54 PM

98	In relation to this issue, I have often felt a lack of interest for achieving balanced geographical representation within teams. This could however be one means of improving people's understanding of and openness to one another.	7/14/2020 1:46 PM
99	L'abus d'autorité, la discrimination, le conflit d'intérêt, le favoritisme sont malheureusement encore trop présent au sein des Nations Unies, et le Management doit agir en conséquence pour y mettre fin. Les agissements de quelques personnes, profitant de leur position hiérarchique et étant protégées par les consorts et/ou supervision, discréditent l'Organisation en matière de respect des Droits humains et ne favorisent pas l'environnement propice au travail.	7/14/2020 1:44 PM
100	Bullies will just have another opportunity to show that they are genuinely interested in solving the issue. And few days later, the biased system will bounce back and renew with business as usual. Discrimination is painful all the times, but it is more so when it interferes with career advancement. JUST measure the career progress speed of the privileged groups to get an idea of how racism plays out. This measuring tool is available to management and the measurements should be made public. Otherwise, this is going to be AGAIN another exercise in futility.	7/14/2020 1:42 PM
101	I really hope that a focal point will be appointed. with what's going on in the world, it's time for the UN to react and to show its commitment	7/14/2020 1:36 PM
102	.	7/14/2020 1:18 PM
103	I have had two experiences where African people (who I didn't know) have accused me on discriminating them with no reason. One blamed me on changing the seat on the bus for not being beside him (I was getting on the bus in the next stop) and the other was a lady who blamed me because I was taking (in her opinion) to long in the public telephone!!	7/14/2020 1:17 PM
104	N/A	7/14/2020 1:10 PM
105	It is not the job of those who experience racism to take responsibility, leaders and colleagues of European origin should recognise their own biases, histories and everyday actions. When an event happens such as murder of the George Floyd, minority colleagues need space to be angry, afraid, disengaged from work. Such events are highly traumatic for us as we have experienced, murders or racially charged crimes of the "black" males in our lives. The workplace may be safe, but we face racial biases outside of it.	7/14/2020 1:07 PM
106	I need to be cautious not to attribute racial discrimination to situations which are not. We also need to be cautious to treat all persons equally, and not discriminate against anyone for any reason.	7/14/2020 1:03 PM
107	.	7/14/2020 1:03 PM
108	This survey is an overdue and welcome initiative. Thank you for doing it.	7/14/2020 1:03 PM
109	The geographical representation needs to be updated. I don't know the figures but I imagine that if for example western Europe and North America were a region, non-whites would be under represented. Same for Australia, how many indigenous Australians work at the UN compared to white Australians, white South Africans compared to non-white South Africans? There is also no tool that I know of for geographical or racial representation at the General Service level. I am aware that GS are locally recruited but I am not aware of tools that monitor anything other than gender in duty stations including New York, Geneva, Damascus, Nairobi where ethnicities are also very important. Also in limbo are mixed race persons for example I am a British citizen and when I enter this anywhere I have no doubt people assume I am white which is not the case - my father is white British and my mother is black Ugandan. There is a lot of work to be done.	7/14/2020 1:03 PM
110	Prejudice exists in all human societies and often transmitted through socialisation within families but also school systems. Although the UN Staff Regulation 1.2 (a) refers to "respect for all cultures; they shall not discriminate against any individual or group of individuals (...)", there is no specific training to sensitise staff to acknowledge or recognise bias and correct behaviour.	7/14/2020 1:02 PM
111	This issue was not addressed for last 2 decades and I really doubt that anything meaningful will happen in the future too...	7/14/2020 1:01 PM
112	Thanks for your survey which is part of a long list; I have never seen anyone blamed but on the contrary protected not to say promoted.	7/14/2020 1:00 PM
113	Structural and institutional racism in OHCHR manifests itself in different ways including recruitment practices and nepotism, promotion, recognition (formal and informal) of competence and skills, opportunities for personal growth and passive aggressive behavior	7/14/2020 12:57 PM

by supervisors. OHCHR will have to honestly identify these various issues and design brave and genuine responses to address them, including holding senior managers accountable for their failings to address racism.

114	The United Nations should be a shining example when it comes to the human rights and dignity of people. It is therefore a big shame that racism exists in our midst.	7/14/2020 12:55 PM
115	useless survey	7/14/2020 12:54 PM
116	If you do not address representation and diversity, you cannot address racism . the majority of the leaders on the UN are old white men. diversify the to leadership to include people of all races. Recruitment at the moment is flawed with nepotism and promoting Europeans. I witnessed a recruitment of a European white intern to consultant . She could not even construct a proper sentence in English, and I had to question the usefulness of this.	7/14/2020 12:52 PM
117	C'est inadmissible qu'à cause de la couleur de peau un fonctionnaire parte à la retraite après 20ans de service à la retraite	7/14/2020 12:50 PM
118	I do not consider myself as belonging to a racial or ethnic minority, but my children are, as is my nephew and my brother-in-law, so it might have been good to ask about family members. Also, I have experienced harassment and abuse of authority at work, just not based on my racial/ethnic/national group.	7/14/2020 12:46 PM
119	Two things. First, I have been told to take into consideration cultural sensitivities when following up with colleagues on work-related deadlines. I do not find this relevant in this context. I come from a culture with a strong work ethic, so why is my cultural sensitivity unimportant? Second, this survey does not address discrimination linked to sexual orientation which I believe is of equal importance as racism.	7/14/2020 12:46 PM
120	It would be very helpful to learn if indeed colleagues feel that they are discriminated. I truly hope not within the organization but I could impinge that discrimination could be felt in duty stations.	7/14/2020 12:44 PM
121	I have never been subject to abuse based on my racial, ethnic and national origin and abuse based on my gender before I joined the UN. The situation is applying and shameful, especially for an Organization whose main purpose is to ensure the realization of human rights. It's one of the main reasons why I consider leaving the Organization.	7/14/2020 12:42 PM
122	Hope the survey will lead to a concrete plan of action, with monitoring and evaluation mechanisms, and tangible targets, goals, benchmarks and indicators.	7/14/2020 12:38 PM
123	Abuse of authority, harassment etc.. are not only linked to racial discrimination, they are widespread within the organization.	7/14/2020 12:35 PM
124	I really hope that the time has come to address this painful issue, seriously.	7/14/2020 12:33 PM
125	We should not tolerate it, root it out as any other discrimination but never surrender to societal hysteria or single it out.	7/14/2020 12:33 PM
126	I don't think there is racial discrimination in my immediate working environment, however I do think there is discrimination against younger colleagues, or at least their opinions are not fully taken into account.	7/14/2020 12:31 PM
127	Everybody should be treated equally with kindness and respect.	7/14/2020 12:31 PM
128	PUNISH RACISM	7/14/2020 12:29 PM
129	Please disregard my answer to question 12. None of the options were relevant, but I had to select one to move forward. Please take more care with questionnaire design in future!	7/14/2020 12:26 PM
130	The organization is wholly unaware of the structural racism that exists in its recruitment process, mostly because those who are responsible are white and from the dominant WEOG cultural and educational backgrounds. Those who are from non-white, non-WEOG backgrounds all agree on the basic elements of discriminatory biases and practices that exist, but somehow they never seem to be taken up as an issue by management who again are dominated by those who enjoy the white privilege. I hope this survey will result in concrete actions being taken once and for all.	7/14/2020 12:25 PM
131	This survey asks whether we have witnessed racial discrimination and harassment but gives no choice for uncertain answers. Often racial discrimination is not easy to prove, in particular in our organization which makes it clear that our values forbid the use of discriminating language. That does not mean that we do not act in a discriminating way, e.g. based on learned bias or simply because it is more comfortable to work with someone who shares your cultural background.	7/14/2020 12:24 PM

132	This is a cultural and political issue that needs more efficient and long term remedies.	7/14/2020 12:23 PM
133	Rendre les plaintes accessibles/ faciles et en informer tout le personnel sur les droits de chacun. Il n'y a pas assez de mixite dans certain services ce qui rend une communauté plus forte que la minorité.	7/14/2020 12:22 PM
134	Very subtle and pervasive racial discrimination at all levels of the UN can be rectified only if an external body that is truly independent get involved.	7/14/2020 12:20 PM
135	Given that the UN is an IO, it is difficult to identify what is a minority, in relation to what? To the majority population in the host country? To the majority of staff members in the particular organization? Would be interesting to discuss further.	7/14/2020 12:18 PM
136	While I have not personally witnessed direct acts of racism, it's important to also look at the institutional and structural racism, the way that many UN staff talk about recruitment processes and geographic balance, the way that so many WEOG staff routinely complain and that somehow when people of colour obtain jobs or are promoted this is about their nationality rather than their skills and competence, and that agencies do not take responsibility for the fact that WEOG is extensively over-represented in many UN agencies and that there are fewer opportunities for people of colour. All my colleagues of colour, in particular women of colour, have spoken of far greater struggles and adversity in terms of obtaining career advancement and consideration, attitude of managers, performance evaluations. There also needs to be clarity for UN agencies on how to approach diversity, between the specific nationality, regional groups, and ethnic diversity, which are not always aligned.	7/14/2020 12:17 PM
137	racial discrimination is prevalent at my work place. but no one names it as such. so it remains unacknowledged.	7/14/2020 12:13 PM
138	Acting against racial discrimination is important and in line with the UN principles. In doing so, the UN should make sure not to create hierarchy among victims of discrimination who could be from different background based on the situation. The UN should also make sure that the response to the recent allegations of racial discrimination does not create more discrimination or tensions among staff. The UN has managed to create a working atmosphere that praises and encourages diversity. In this context, the UN should remember and uphold the fact that diversity is multifold and cannot be reduced to ethnic origin or nationality. In addition, people can suffer multiple forms of discrimination. Diversity in all its forms is a key principle of the UN and should be preserved as one of its core assets.	7/14/2020 12:13 PM
139	Let us not use the word "race", "ethnicity", or "nationality" within the UN. They are just factors that construct the wonderful DIVERSITY we appreciate in the UN.	7/14/2020 12:11 PM
140	Je n'ai aucune confiance dans les changements et les opportunités de carrière ouvertes à tous.	7/14/2020 12:11 PM
141	Racial discrimination is pervasive in the UN. The accountability measures to prevent it in recruitment, promotion and staffing are non-existent. Senior managers are mostly from WEOG, who with their privilege impose racial bias, covertly and overtly. Only by changing the composition of the management, only through strong accountability measures and periodic audit of the organization we can address this issue. Thank you for this long overdue survey!	7/14/2020 12:11 PM
142	I have never witnessed instances of open racism towards colleagues, but have heard several times discriminatory comments (against African or muslim). Besides, I cannot but observe that the quota system has done little to solve unequal representation, both gender-wise or geographically.	7/14/2020 12:10 PM
143	I have personally suffered what I would called minor, but not insignificant, racial discrimination in the workplace. Names in the language of my ethnic origin, including my own, have been mocked and have been subject to other hurtful comments, such as being called "stupid" and "wrong". Many people also made ignorant comments like "Why is it spelt like that" and "Why isn't spelt like in English"? I tried to explain why such comments were hurtful and discriminatory to the individuals that made them, but they dismissed these concerns and made me feel like they had no validation. A senior member of staff also made discriminatory stereotypical comments about people of my ethnic origin, including that we are of questionable intelligence and prone to alcohol abuse. It was said as a "joke", but I certainly didn't find it funny. These are hurtful discriminatory stereotypes that I have been subjected to my whole life. I never expected that people would continue them in the Office of the High Commissioner for HUMAN RIGHTS	7/14/2020 12:09 PM
144	The United Nations should look into the fact that the organisation have not been fare to its coloured staff. Some managers are implying that persons of colours in particular from poor	7/14/2020 12:09 PM

	countries should be grateful that they managed to secure an employment within the UN given the fact that they are from small contributing countries.	
145	The Western Group colleagues which represent the majority and dominate the organization in terms of position of authority should be educated and be made to understand that they are not superior. They should be made to be more understanding and supportive of the colleagues in the minority.	7/14/2020 12:08 PM
146	What I witnessed was rather on the field that at HQ. On the field, I saw that due to our current hierarchy system, international would treat the staff as their private personnel or speak in very arrogant way to nationals, often forgetting that we cannot do anything in the field without them.	7/14/2020 12:07 PM
147	I believe this is a problem, like anywhere, but I have never experienced it or seen anything blatant. Still, I agree that it is necessary to maintain awareness and vigilance against this kind of discrimination. As with gender discrimination, there is a need to be mindful of the backlash if the Organization engages in reverse discrimination. That needs to be taken into account too. We want everyone to fight against discrimination and reverse discrimination can undermine everything.	7/14/2020 12:06 PM
148	No additional comments	7/14/2020 12:05 PM
149	Some of the questions in this survey are a bit summary eg questions on abuse of authority - I wonder if this survey will provide sufficiently reliable data. Good luck!	7/14/2020 12:05 PM
150	I see, hear and read a lot of comments here at the UN that I will not hear in the small place where I come from that has not seen foreigners. I think that we have a big issue of representation and racial bias is present everyday although it is not flagrant.	7/14/2020 12:04 PM
151	La discrimination est certes présente mais la victimisation abusive est également présente. Certains se servent de cela pour mettre en avant certaines discriminations	7/14/2020 12:04 PM
152	Discrimination in the UN appears to be mainly based on grade and length of service. Removal of the two grade (G vs P) system should be a priority.	7/14/2020 12:04 PM
153	I think this sort of behavior can be subtle and hard for others to spot, how can we all contribute to making it more visible? How can I be 100% sure that I have not witnessed racism that I did not spot myself but that others very clearly felt on their own skin?	7/14/2020 12:03 PM
154	I saw more harassment due to gender and nepotism than racial considerations.	7/14/2020 12:03 PM
155	I was present at a discussion on the selection of interns for my organization. The person who was in charge of the intern recruitment project stated that candidates from certain countries [in the Middle East] should not be considered because they pose higher security threat.	7/14/2020 12:01 PM
156	.	7/14/2020 11:58 AM