

Vision

We envision a racially inclusive workplace where respect and dignity for all staff drive greater effectiveness in the delivery of our global mandate.

Mandate

The Anti-Racism Office spearheads the implementation of the UN Secretary-General's Strategic Action Plan on Addressing Racism and Promoting Dignity for All by providing expert guidance and conducting research and analysis to cultivate a more racially inclusive workplace.

Approach

The Anti-Racism Office takes a comprehensive approach, tackling racism across interpersonal, institutional, structural, and systemic dimensions. Its work focuses on embedding anti-racism into organizational culture and establishing accountability frameworks within institutional systems (policies, norms, and procedures) to enforce a zero-tolerance stance against racism. Our three pillars are:

- **Advocacy & Awareness Raising:** Transforming organizational culture and promoting behavioral change through dialogue, training and effective communication.
- **Transparency & Institutional Reform:** Fostering institutional change through effective data collection and analysis and reforms in staff selection policies and practices.
- **Accountability & Racial Justice:** Enhancing accountability and addressing impunity through reforms in internal processes of administration of justice.

The Anti-Racism Office works closely with a global network of Anti-Racism Advocates located in entities across the Secretariat, with Departments and Offices directly involved in the implementation of the Strategic Action Plan, and with Staff Unions and Affinity Groups.



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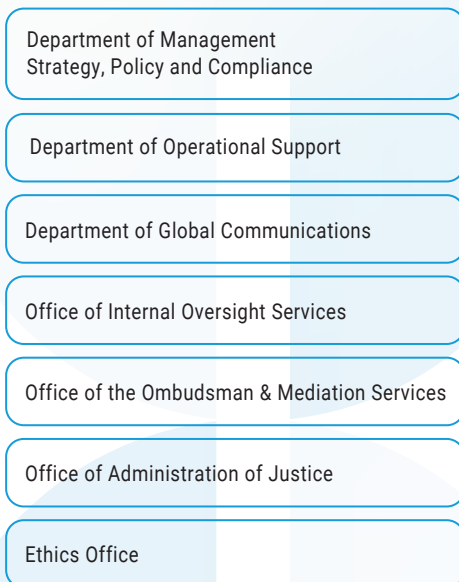


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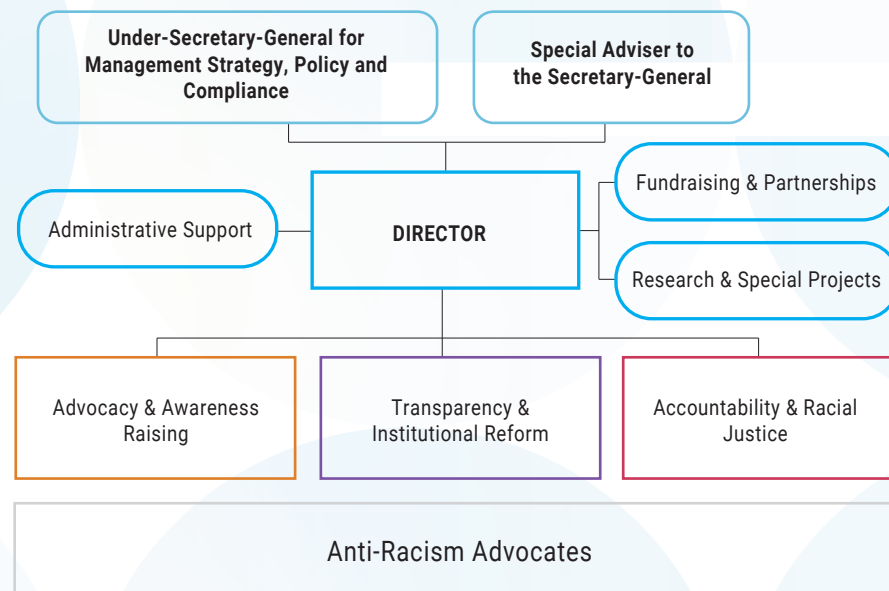


Structure, Partners, and Networks

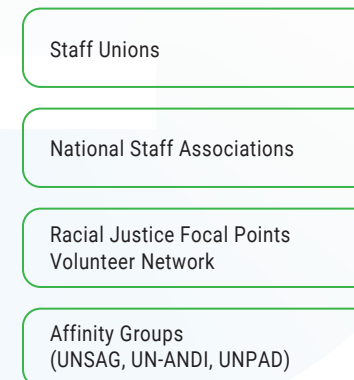
Implementing Departments/Offices



Anti-Racism Office



Staff Networks



Founding Milestones

September 2020

The UN Secretary-General establishes a Task Force on Addressing Racism in the Workplace in response to the global reckoning on racism.

December 2021

The UN Secretary-General launches the Strategic Action Plan on Addressing Racism and Promoting Dignity for All in the UN Secretariat.

June 2022

UN General Assembly resolution A/RES/76/271 establishes the Anti-Racism Team for 18 months to coordinate the implementation of the Strategic Action Plan and prepare a report to the 78th session of the General Assembly.

January 2023

The UN Secretary-General appoints the Special Adviser for Addressing Racism in the Workplace to substantively guide the implementation of the Strategic Action Plan.

December 2023

UN General Assembly resolution A/RES/78/253 establishes the United Nations Anti-Racism Office to oversee, coordinate and monitor the implementation of the Strategic Action Plan.

