



# Economic and Social Council

Distr.: Limited  
13 June 2024

Original: English

**For decision**

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## United Nations Children's Fund

Executive Board

**Annual session 2024**

11–13 June 2024

Agenda item 8

### Draft decision submitted to the Executive Board

### Update on organizational culture and diversity

#### *The Executive Board*

1. *Welcomes* the update provided by UNICEF on the progress in making its organizational culture more values-based and inclusive;
2. *Also welcomes* the utilization of an evidence-based and data-driven approach in this regard, and encourages UNICEF to focus measures on persisting challenges, including on dedicating sufficient time to workplace culture and diversity, equity and inclusion issues, and on the pace and visibility of progress on action taken by UNICEF;
3. *Requests* UNICEF, with firm commitment and support from leadership, to prioritize enhancing the levels of psychological safety and trust of UNICEF staff, undertake a deeper analysis of the underlying issues that might lead to low levels of psychological safety and trust, and develop management approaches that could improve the results and mitigate related risks;
4. *Encourages* UNICEF to include in its next update more disaggregated analysis of the perceptions of workplace culture of different demographic groups, based on staff survey data and other data sources;
5. *Requests* UNICEF to continue to provide an update to the Executive Board at the annual session on how the organization is improving organizational culture, and on its actions to prevent and respond to all forms of discrimination and to ensure diversity, equity and inclusion, and decides to include the update as a recurring item for decision, starting in 2025;
6. *Also requests* UNICEF to take further measures with a view to improving geographical representation and gender balance across the UNICEF workforce, and to report, within existing reporting, on steps taken in that regard;
7. *Further requests* UNICEF to implement all outstanding recommendations from the 2021 report of the internal Task Team on Anti-Racism



and Discrimination, and to report on implementation in the next annual update to the Executive Board;

8. *Recalls* the Joint Inspection Unit review of the organizational ombudsman services across the United Nations system ([JIU/REP/2015/6](#)) and its recommendation 5, notes the separate mandate of the Office of the Ombudsman for United Nations Funds and Programmes, as per [ST/SGB/2016/7](#), and invites the Office to present its annual report at the annual session starting in 2025, as part of the agenda item on organizational culture and diversity;

9. *Invites* UNICEF to provide the Office of the Ombudsman with all necessary resources to adequately perform its mandate, as per its cost-sharing agreement;

10. *Takes note* of the management responses by UNICEF to the recommendations in the Joint Inspection Unit note titled Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness ([JIU/NOTE/2022/1/Rev.1](#));

11. *Expresses concern* that despite progress in combating racism and discrimination in certain parts of the United Nations system, racism and racial discrimination remain major and underrecognized problems in United Nations organizations;

12. *Takes note* of the efforts by UNICEF to implement the entity-specific recommendations 2, 3, 5 and 6 outlined in the Joint Inspection Unit note, and encourages the management of UNICEF to continue implementing these recommendations;

13. *Urges* the management of UNICEF, in collaboration with the management of all relevant entities and through the United Nations System Chief Executives Board for Coordination, to further efforts to implement the system-wide recommendations 1 and 4;

14. *Requests* the management of UNICEF to develop timelines for the implementation of the entity-specific recommendations from the note, to be presented at the first regular session of 2025 as an agenda item for information;

15. *Also requests* the management of UNICEF to present an update on its efforts to implement all of the recommendations from the note at the annual session of 2025;

16. *Invites* the Bureau, in coordination with the Bureaux of the United Nations Development Programme, the United Nations Population Fund, the United Nations Office for Project Services, the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the World Food Programme, to consider the work of the agencies on addressing racism and racial discrimination as a topic for the joint meeting of the Boards;

17. *Decides* to add an agenda item on addressing racism and racial discrimination for decision at the annual session of 2025.

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