



Economic and Social Council

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For decision

United Nations Children's Fund

Executive Board

Second regular session 2025

2–5 September 2025

Agenda item 9

Draft decision submitted to the Executive Board

Update on UNICEF efforts to address racism and racial discrimination

The Executive Board

1. *Takes note* of the update provided on UNICEF efforts to address racism and racial discrimination ([E/ICEF/2025/18/Rev.1](#));
2. *Requests* UNICEF to continue to take concrete efforts in this regard, including at country level;
3. *Notes* the efforts by UNICEF to implement the entity-specific and system-wide 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](#)), and requests UNICEF to continue to implement the recommendations, in line with Executive Board decision 2024/10, paragraphs 12 and 13, including through enhanced cooperation through formal inter-agency coordination;
4. *Requests* UNICEF to take measures to prevent all forms of racial discrimination in recruitment, retention and leadership development, and to further explore initiatives, such as partnerships with regional institutions and internship, fellowship and young professionals programmes;
5. *Also requests* UNICEF to ensure as wide a geographical basis of staff and personnel recruitment as possible at all levels, including in management and leadership positions;
6. *Calls upon* UNICEF to ensure the provision of dedicated resources to address racism and racial discrimination, in line with recommendation 3 in the Joint Inspection Unit note;



7. *Requests* UNICEF to inform the Executive Board of the measures taken to ensure that actions to address racism and racial discrimination are duly considered in its approaches when implementing the recommendations in the Joint Inspection Unit note;

8. *Urges* UNICEF, in line with recommendation 5 in the note, to collaborate with the High-level Committee on Management of the United Nations System Chief Executives Board for Coordination to establish a system-wide accountability framework, with harmonized results, outcomes and key performance indicators for addressing racism and racial discrimination, to enable the integration of this work into regular human resources systems and reporting;

9. *Decides* to include an agenda item on addressing racism and racial discrimination, for decision, at the first regular session of 2026, and requests UNICEF to submit a separate report detailing all actions taken in this regard, including on metrics to measure progress, to ensure that the issue receives sufficient visibility.
