Racism has no place in the United Nations. Furthermore, addressing racism is not a one-time exercise; it is a complex cultural phenomenon that requires action every day, at every level. As representatives of our Organization, all members of personnel are expected to serve as role-models, conducting themselves to the highest standards at all times, both at work and in one's personal time. In addition, each of us is responsible for creating a safe and harmonious working environment, free of fear, intimidation, hostility, and offense, as well as holding our respective colleagues accountable for any form of prohibited conduct. The actions of UN personnel members reflects not only on them personally, but also on the entire organization, on our credibility as a global institution, and on our ability to deliver on our mandates.

Within this short brochure, you will find links to educational resources and materials to reference and learn concepts, gain knowledge to identify cases and develop the necessary skills and tools to address racial discrimination.

Disclaimer: The information contained in this document are provided as a convenience and for informational purposes only. Kindly note that the resources listed are all but a small selection from a wide range of materials available on the topic of anti-racism. UNOV/UNODC bears no responsibility for the accuracy, legality or content of the external sites or for that of subsequent links.
SECRETARIAT RESOURCES

Anti-Racism in the UN: Resources for all personnel
- On this page, you will find a plethora of resources covering the topics: staff conduct, defining racism, outreach programmes, UN offices and mandates to address racism and discrimination, taking action and books, articles, podcasts and videos on addressing racism

2021-2022 UNOV/UNODC Workplace Culture and Gender Equality Goals in Individual Workplans

United Against Racism (iSeek landing page)

How racism shows up in the workplace & what to do about it (webinar)

Results of 2020 UN Survey on Racism (executive analysis)
Sphere of influence
Engaging in active solidarity entails identifying the areas or "spheres" where we can realistically influence and make change. The above link looks into the "four spheres of influence": individual, interpersonal, social institutions, and community.

Racism Scale
Harvard project: unconscious bias self-test

VIDEOS

Jane Elliott “Blue Eyes - Brown Eyes” Experiment Anti-Racism
How microaggressions are like mosquito bites
Nikole Hannah-Jones. The 1619 Project
The New York Times' 1619 Project examines slavery's modern legacy within the context of the United States and reframes the history and contributions of black Americans to the nation.

The urgency of intersectionality
Kimberlé Crenshaw uses the term “intersectionality” to describe a phenomenon where race and gender bias combine to create even more harm.

The secret to changing the world
Lee Mun Wah discusses the power of cultural perspective and the need to reach beyond the superficial in making cross-cultural connections.

Equity Vs. Equality
Check Your Blind Spot
In this live poem performance, Joshua Luke Smith underlines the importance to check one's "blind spots of ignorance and privilege" in the context of racism.
**FURTHER READING**

- **The Virus of Racism: An Enduring Dilemma for Humanity** (un.org)
- **Human Rights Council calls on top UN rights official to take action on racist violence** (un.org)
- **Levels of Racism: A Theoretic Framework and a Gardener's Tale** (Camara Phyllis Jones, 2020)
  - The author presents a theoretic framework for understanding racism on 3 levels: institutionalized, personally mediated, and internalized.
- **The idiom of race: a critique of presentism** (Michael Banton, 2009)
  - This article explores the origins of the idea of race as a concept rooted in a particular period of history.
- **Difference, Diversity, and Differentiation**. In “Theories of Race and Racism a Reader” by L. Back and J. Solomos, pp. 431-446 (Avtar Brah, 2009)
CONTACT

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iSeek Page

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