The Enabling Environment in focus: LGBTQI+

The Enabling Environment Guidelines encourage our workforce to champion workforce diversity, leverage different perspectives and build a flexible organization with family friendly policies. An intersectional approach allows for a comprehensive examination of the complexities of human identity and an understanding of the network of informal hierarchies and power dynamics that work together to create these issues. Below are collated recommendations from the Supplementary Guidance on the Enabling Environment Guidelines for the United Nations System with regards to LGBTQI+. The Enabling Environment Guidelines have been developed in a highly consultative and participatory process also with UN-GLOBE, the system-wide inter-agency staff group advocating for the equality and non-discrimination of LGBTQI+ staff in the UN system and its peacekeeping operations.

RECRUITMENT
- Strengthen targeted outreach by advertising diversity and inclusion. Increase sourcing efforts of underrepresented candidates through channels including social media, LinkedIn and university career websites, in particular for functions and roles where their representation is low. Utilize thematic networks for outreach of job postings to attract more diverse talent (p. 25).

TALENT MANAGEMENT
- Develop and deliver an orientation programme on a scheduled, regular basis to familiarize new employees with the organization, including expectations to uphold and promote the discrimination-free and inclusive culture of the entity and information relevant LGBTQ+ staff including information on UN-GLOBE and local laws (p. 47).
- Consider partnering with other UN agencies and international organizations working to develop country-level information regarding living conditions at each duty station to avoid repetitions and increase cost effectiveness. This should also include information of particular importance to women and LGBTQI+ personnel and personnel with disabilities (p. 47).

FAMILY FRIENDLY POLICES
- Aim to standardize parental leave to afford all parents, gestational and non gestational, an equal post-birth paid leave entitlement of six months (p. 11).
- Ensure mobility policies take a supportive and sensitive approach to staff and their families, particularly with respect to gender, LGBTQI+ and disabilities. Identify which family duty stations are friendly for LGBTQI+ staff and LGBTQI+ children (p. 12).

STANDARDS OF CONDUCT
- Actively show support for and build an accessible, diverse, inclusive and safe workplace for all personnel (p. 13).
- Foster an environment that promotes diverse discussions in order to maximize collaboration and productivity (p. 13).
Further Resources