



## Resolution on Racism and Racial Discrimination

12 May 2023

### The 37th General Assembly of CCISUA,

**Recalling** its 2020 statement against racism, wherein the CCISUA strongly condemned and rejected all forms of racism, discrimination, intolerance and systemic injustice and stood in solidarity with all those who have endured and continue to endure their impacts, and committed to live up to the ideals enshrined in the Charter of the United Nations and human rights instruments,

**Welcoming** the adoption of the Secretary-General's Strategic Action Plan on Addressing Racism and Promoting Dignity for All in the United Nations Secretariat (SAP),

**Regretting** that the SAP has not been adopted at the level of the Chief Executive Board of Coordination (CEB),

**Welcoming** the efforts of some organizations to create an inclusive and diverse working environment,

**Noting** with concern the inconsistent level of progress in combating racism and racial discrimination among the common system organizations,

**Regretting** that the UN common system has yet to adopt quantifiable targets to fight racism and racial discrimination,

**Regretting** that current Diversity, Equity and Inclusion (DEI) initiatives can take the focus away from racism and racial discrimination,

**Expressing** its grave concern regarding the impact of racism on staff morale and welfare as well as on career development,

1. **Stresses** the need for a centralized approach to tackle racism and racial discrimination;
2. **Stresses** the need to place a zero-tolerance approach to racism and racial discrimination at the forefront of the system wide strategy;
3. **Calls** on the Secretary-General to adopt the SAP at the CEB level;
4. **Urges** those entities which have yet to adopt a strategy to fight racism and racial discrimination, to do so as soon as possible, and on the basis of the SAP;
5. **Mandates** the CCISUA Bureau to work with member organizations on their specific initiatives.