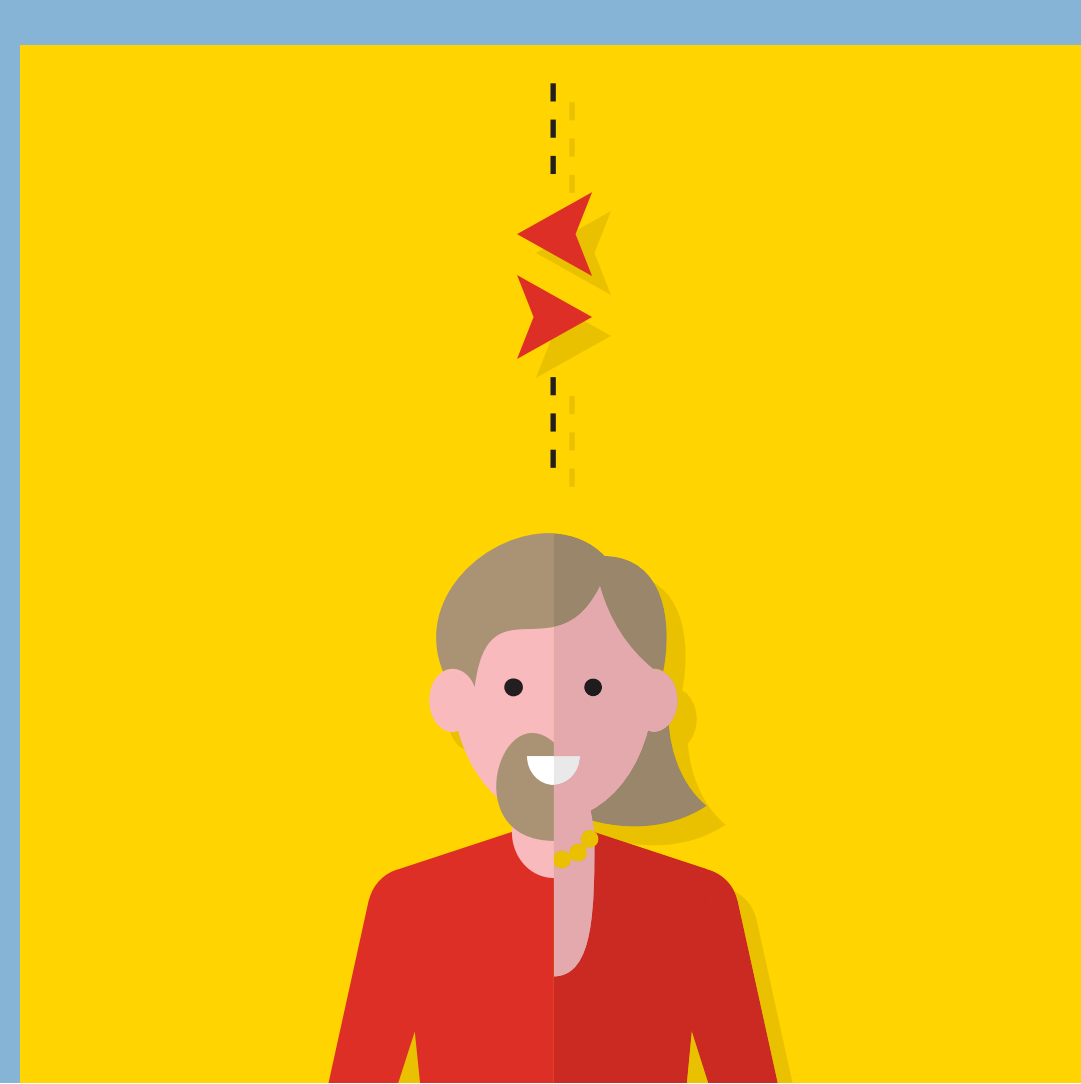


# THE SITUATION WHAT'S THE PROBLEM?

SURVEY AMONG UN CARES TEAM MEMBERS SHOWED THAT:

**16.7%**

are **not** comfortable with **TRANSGENDER** co-workers



**15.5%**

are **not** comfortable with **BISEXUAL** co-workers



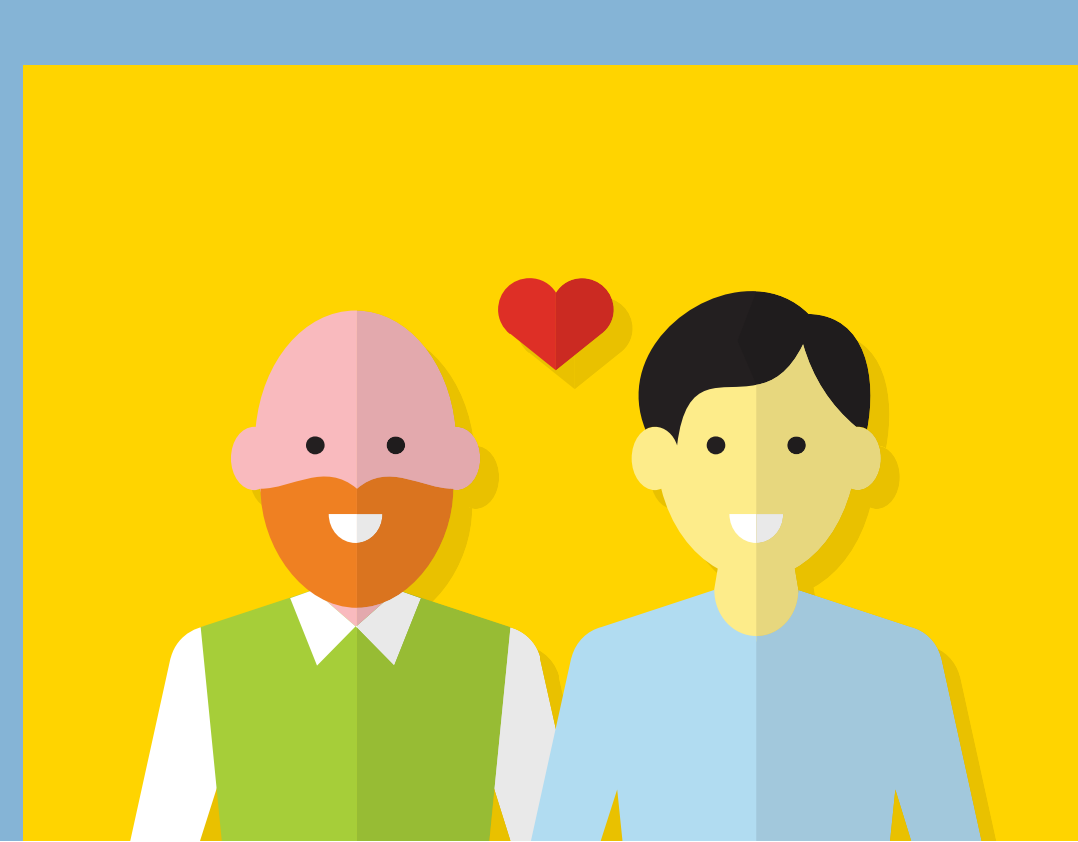
**14.0%**

are **not** comfortable with **LESBIAN** co-workers



**12.5%**

are **not** comfortable with **GAY** co-workers



**6.1%**

are **not** comfortable with **HIV-POSITIVE** co-workers



Respondents said that UN should better address the needs of its...

...LGBTI staff members: 60.0%

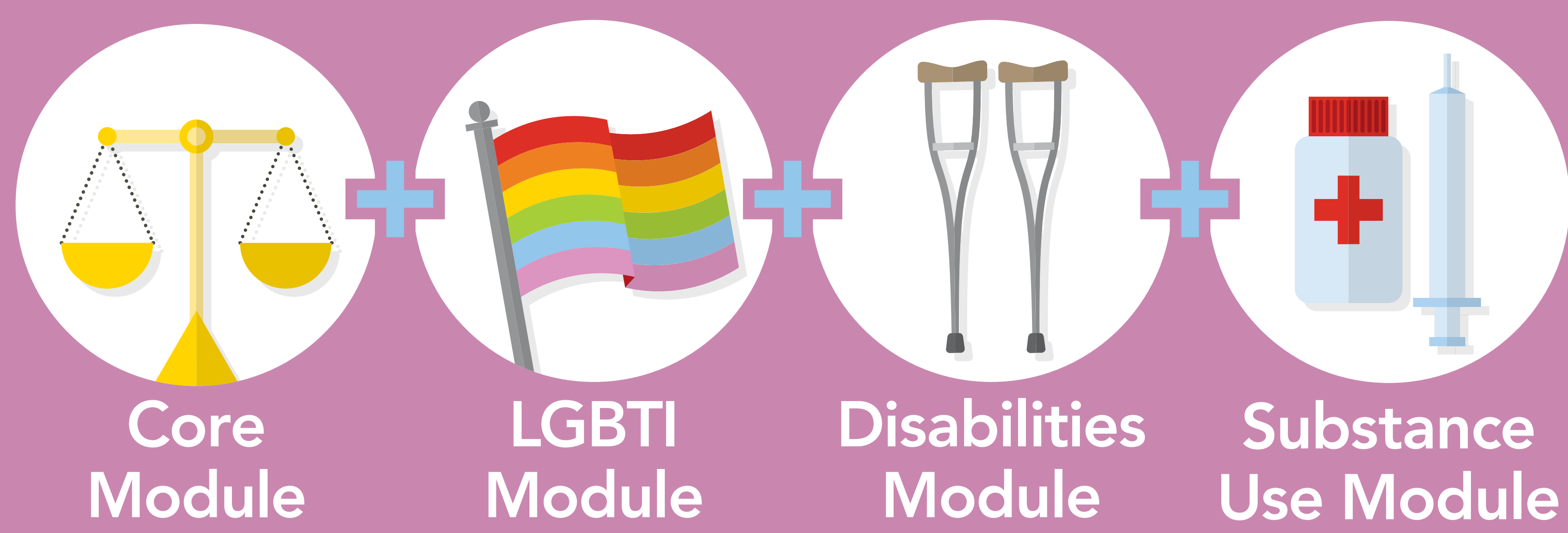
...staff members with mental health conditions: 63.9%

...staff members with disabilities: 92.4%



## THE SOLUTION HOW WE RESPONDED

MODULAR WORKSHOPS FOR UN STAFF



- Interactive
- Face-to-face
- Educational

In 2015 we trained:

- 211 learning facilitators
- in 93 countries
- from 29 UN organizations

## THE RESULTS WHAT DID WE LEARN?

CORE MODULE WORKSHOP



Participants' Feedback

“ The session on unconscious biases went deep in my work as a UN Staff. It exposed me to a lot of issues we do as staff and as individuals that affect the way we relate to people and our colleagues.

“ The new methodology is very practical and meets the needs of participants. The facilitator handle the topics and participants in very nice way. The organization in general is fantastic.

LGBTI MODULE WORKSHOP



Participants' Feedback

“ This was a real eye-opener for me. I took many things for granted and now I realize I did not even know the correct terminology.

“ The testimonial of the gay man was very real and helped me to really understand that only when all of us adopt an inclusive attitude everyone will be able to access their rights.

## THE CONCLUSION WHAT COMES NEXT?

! Even in contexts where discussing the rights of LGBTI persons is difficult, setting an organizational expectation of respect and inclusion, and referring to human rights agreements, can help.

! UN Cares will continue to implement UN for All across the organisation and share lessons learned.



# ADDRESSING STIGMA AND DISCRIMINATION IN THE UNITED NATIONS WORKPLACE

[www.uncares.org/unforall](http://www.uncares.org/unforall)