



THE SECRETARY-GENERAL

12 July 2022

Dear Colleagues,

Earlier this year, I launched the Strategic Action Plan on Addressing Racism and Promoting Dignity for All at the United Nations Secretariat. The Plan is our common effort to build a dignified and inclusive workplace, to root out racism and to ensure accountability.

Since then, the United Nations General Assembly agreed to the initial establishment of a dedicated team in the Office of the Under-Secretary-General for Management Strategy, Policy and Compliance (DMSPC) to oversee the implementation of the Strategic Action Plan. The team will be responsible for high-level oversight, coordination, monitoring, advocacy and mainstreaming of the implementation efforts in all departments and offices.

We will also soon finalize the appointment of my Special Adviser on Addressing Racism and Promoting Dignity for All in the United Nations Secretariat. The Special Adviser will report to me on the activities to implement the Strategic Action Plan. I have also established an Implementation Steering Group to guide and oversee the full operationalization of the Plan.

As we embark upon a comprehensive and constant approach to addressing racism and discrimination through knowledge and accountability, I urge senior leaders and personnel at all levels to engage in the dialogues facilitated by the Office of the United Nations Ombudsman. I also encourage all colleagues to use the available resources and channels, including the DMSPC team, and report any form of racism or discrimination they have witnessed or experienced directly.

The United Nations must lead by example and ensure that our workplaces are free of racism, discrimination, indignity, harassment and fear. Together, let us ensure that the values enshrined in our Charter are made real around the world, starting in our workplace.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'António Guterres', with a long horizontal line extending from the end of the signature.

António Guterres

All United Nations Personnel