

Updates on the Action Plan in Response to Independent Review of Allegations of Racism and Misconduct at the Stop TB Partnership

36th STBP Board meeting

Varanasi, India, 26.03.2023

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1. Develop a Values Charter with a Zero Tolerance Policy

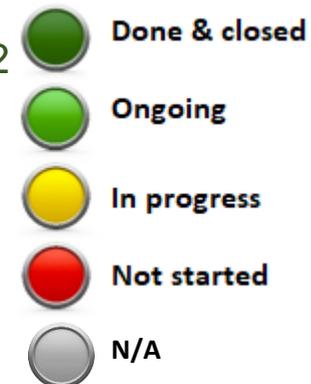
- STBP values charter co-created by all personnel during the STBP all-staff retreat in October 2022 (see deep dive)
- Keeping the values alive: monthly all staff discussion and team presentations

2. Create a Diversity, Equity & Inclusion Leadership Position in the Secretariat and Expand Anti-Discrimination and Safe Workplace Training for All

- D&I adviser position encumbered since 10 January 2022
- Training workshops on anti-discrimination and inclusive behaviour for STBP Secretariat. (see deep dive)
- Commemoration of the International Day for the Elimination of Racial Discrimination (21 March) Stop TB by streaming movies from the New York African Film Festival
- Training on diversity, equity and inclusion in Board governance on 7 March (online)/26 March (in person) (see deep dive)
- Training on inclusion and belonging for STBP personnel planned for Q2-3 of 2023

3. Ensure Ample Staff Support Mechanisms

- The D&I adviser acting as first point of contact on inappropriate or prohibited behavior displayed by STBP personnel.
- 16 colleagues were counselled on workplace issues and/or took part in mediated discussions.
- Information on available channels of the UNOPS internal justice system was shared regularly





4. Create Channels for Staff Representation at and Engagement with the Board:

- 4 STBP staff were nominated out of a total of 10 to stand for election in the Geneva Personnel Forum and convey staff ideas, concerns and suggestions to improve working environment.

5. Strengthen Team Cohesion:

- An all-staff retreat organized for STBP personnel in nearby France on 13-14 October 2022, with a total of 87 participants, including 17 non-Geneva based. Overwhelmingly positive feedback. **(see deep dive)**
- A number of internal events to strengthen team spirit and connection were organized: potluck, world breakfast, pizza party, world cup viewing, donuts breakfast

6. Conduct Regular Staff Surveys

- UNOPS Pulse Surveys administered to all UNOPS personnel including STBP in June 2022 and January 2023
- Next UNOPS People Survey foreseen for November 2023

7. Increase Transparency and Accountability of Reports of Misconduct Through Regular and Timely Notification to the Board:

- Briefing to the EC on the status of misconduct, grievances and complaints in STBP on 1 March 2023 by UNOPS Director of Ethics.



8. Routinely Revise Operating Procedures:

- STBP SOPs as a living document that guides the implementation of activities on a daily basis, in addition to several other mini-SOPs developed as needed.
- Governance Manual to be finalized under the guidance of the Executive Committee



9. Enhance the Performance Evaluation of the Executive Director:

NOT APPLICABLE for implementation TO SECRETARIAT

Done by the EC in line with the framework approved by the Board



10. Review the Board and Executive Committee:

NOT APPLICABLE for implementation TO SECRETARIAT

Mc Kinsey has completed the review and changes are being implemented



11. Expand Anti-discrimination Efforts in the TB Response:

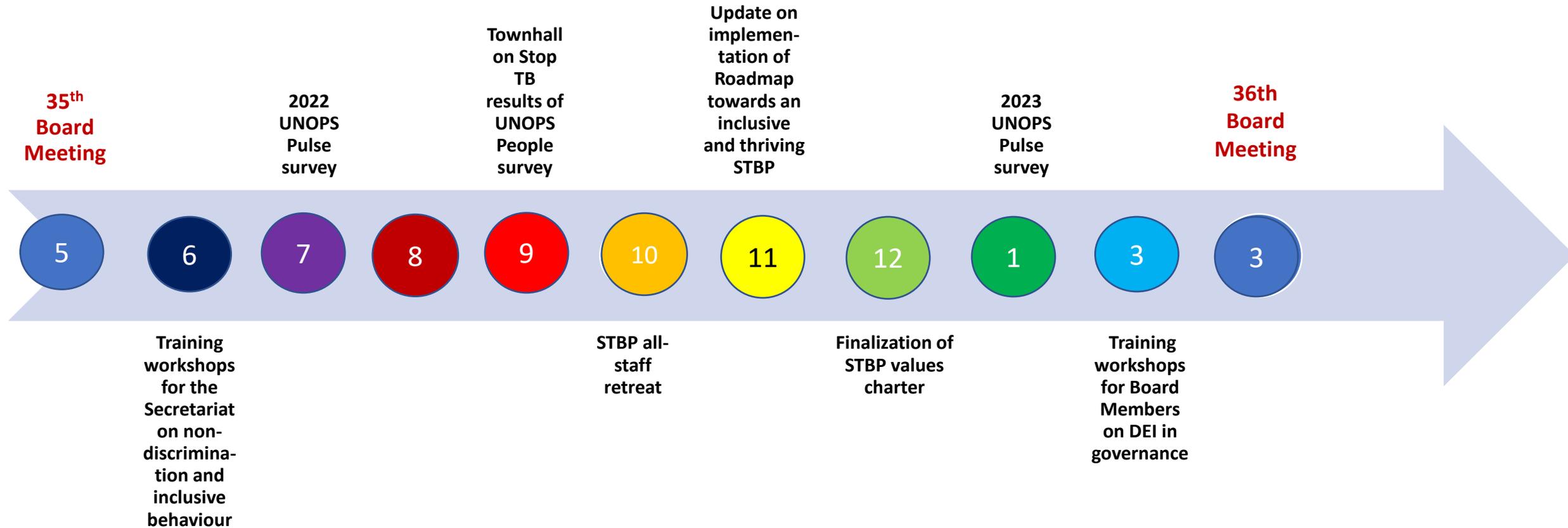
- Continuous augmentation of Challenge Facility for Civil Society, with 100 grantees, including 20+ survivor organizations, working in 29 countries
- Development of new tools, including a TB legal and human rights scorecard under pilot in 3 countries and a TB Key and Vulnerable Population Prioritization and Size Estimation Tool.
- Stop TB provision of technical support to 20+ countries to focus the TB response on communities, human rights and gender in their national strategic plans and funding requests.

12. Promote Leadership Roles of Affected Communities and Civil Society:

- 26 TBR grants since last Board to do work in high TB Burden countries with 20% of proposal review committee TB survivors, 80% from high TB burden countries
- Supporting communities to lead the development of the community accountability report – A Deadly Divide.
- Community-led TB CRG Assessments and Action Plans have been advanced in 25+ countries
- OneImpact community-led monitoring approach adopted and adapted in 20+ countries with approximately 35,000 people affected by TB engaged in monitoring TB responses



Progress since last Board meeting



Deep Dive: Training of STBP Secretariat on DEI

- 85 participants
- 9 workshops (7 face-to-face including, 2 online)
- Focus on inappropriate behaviour and misconduct at the workplace (identify, speak-up, be an ally)
- Methodology: group discussion, role play, individual commitments
- 85.3% satisfaction



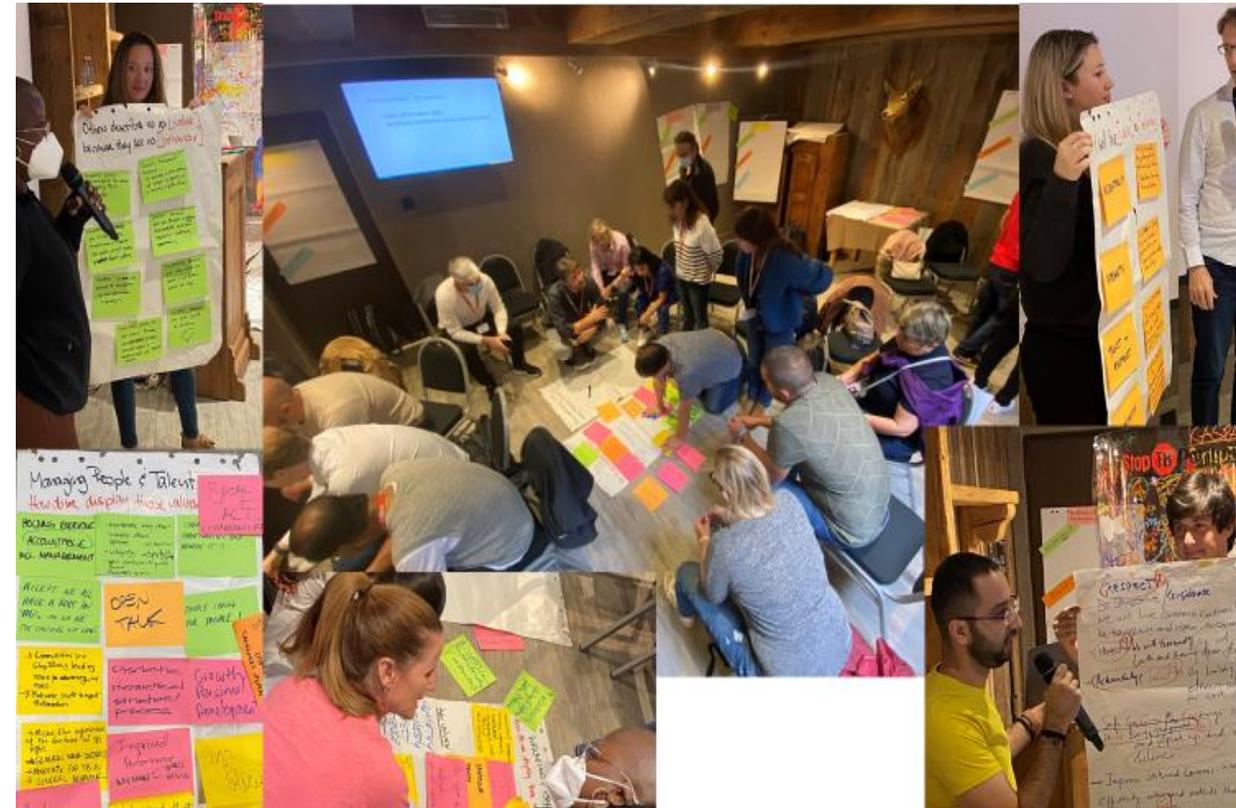
Deep Dive: STBP all staff retreat

- 13-14 October, Megève (France)
- 87 participants, including 17 non-Geneva
- Achievements:
 - ✓ shared fun and meaningful experience, which rebuilt trust and increased team spirit;
 - ✓ connections built across teams, as well as between individuals fostering a sense of belonging;
 - ✓ frank and open discussions to define values and behaviors on how to best work, communicate and engage with each other.



Deep Dive: STBP values charter

- Co-created by 87 STBP staff during the all-staff retreat
- Reflection on values we want to display as at individual, team and organizational level
- Framed around 6 core values:
 - ✓ ACCOUNTABILITY
 - ✓ HONESTY
 - ✓ RESPECT
 - ✓ CARE
 - ✓ INCLUSION
 - ✓ PASSION
- Bi-monthly all-staff reflection on what those values mean in our daily work with weekly example sharing from teams



VALUES CHARTER

We are the culture we want.



Accountability

We are highly committed professionals accountable to TB affected people, communities and partners, act with integrity, strive for excellence, and work as one team and in partnership with stakeholders to collectively end TB.



Honesty

We cultivate a safe environment that encourages open, sometimes difficult conversations, speaking up rather than suffering in silence, and acknowledging our mistakes and learning from them.



Respect

We actively listen, consider and value everyone's backgrounds, experience and perspectives among our team and partners, even when they are different from ours, and assume best intentions



Care

We celebrate diversity, appreciate people's multiple identities and contributions, make everyone feel welcomed, accepted and celebrated in their differences.



Inclusion

We celebrate diversity, appreciate people's multiple identities and contributions, make everyone feel welcomed, accepted and celebrated in their differences.



Passion

We take pride in our mission and work, reward performance, strive for excellence and being solution-orientated in delivering innovative, progressive and quality interventions to serve the TB affected people and communities.



Deep Dive: Workshops for Board Members on diversity, equity and inclusion in Board governance (7 and 26 Mars 2023)

- Understanding diversity, equity and inclusion in Board governance context;
- Exploring multiple identities and biases;
- Creating belonging for oneself and for others on the Board;
- Practicing inclusion

- Recommendations for STBP Secretariat to support a more equitable and inclusive Board
- Commitment from Board Members and alternates to DEI



Issues for the Board's consideration

1) Continue DEI prioritization by the Board

- ✓ DEI as one of the key enablers in the next operational strategy
- ✓ Implement Board commitments and recommendations on equitable and inclusive governance
- ✓ Capacity and team building-sessions on DEI in governance organized upon request

2) Allocate sufficient resources to continue full implementation of the Board Action Plan:

- ✓ Support Board DEI aspiration, receive and channel staff concerns, expand anti discrimination and inclusion training, etc.
- ✓ Regular all staff retreat and team building (every 2 years – next one in 2024)
- ✓ Capacity-building and learning across teams (360, leadership training, etc.)

Thank you!

Please share your feedback and questions:

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