

Introduction to the United Nations Environment Programme's Anti-Racism Task Force

The United Nations Environment Programme (UNEP) has operationalized work to tackle organizational racism.

UNEP's Executive Director, Inger Andersen, and Deputy Executive Director, Joyce Msuya, have both categorically emphasized a zero-tolerance policy to racism, and all UNEP staff have been urged to educate themselves on institutional racism, and stand in solidarity for justice, inclusion and dignity for all. However, it is clear through informal conversations with staff at all levels, that, much like the wider UN, more must be done to address the issue of racism within UNEP.

UNEP needs to play its part in supporting this by building upon these principles with its own activities to help navigate the challenges and tackle this issue head on across our own organization. Staff need to be aware of the complex and interconnected nature of issues that affect people's work experiences. The fact is, we all have multiple identities and biases which shape our life experiences. Therefore, we cannot look at racism through entirely separate lenses; we need to be mindful of the potential interplay of overlapping identities and address the intersectionality of racism and other sociopolitical dynamics.

To address racism within UNEP, the organization is committed to the following objectives:



The Task Force is co-lead by Nancy Groves and Christopher Corbin, and is supported by an advisory group led by DED Msuya including UNON staff union representation, and a network of 30 volunteer task force members consisting of general service staff, consultants, professional staff, interns and UNVs.

One visible project is already underway: *30 Days of Unmasking Racism in UNEP*. In support of the UN's International Day for the Elimination of Racial Discrimination, this challenge is intended to unmask racism in UNEP by sharing daily stories, resources and experiences from staff.

For more information on UNEP's work addressing workplace racism, please contact:

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