

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

37th Board Meeting
Brasilia, Brazil
6–8 February 2024



Presentation outline

- Update on implementation status of the Independent Review Action Plan since the last Board Meeting
- Diversity, Equity, Inclusion (DEI) progress in STBP Secretariat
- Issues for the Board's consideration



Stop TB Partnership

Update on the
Action Plan
since the last
Board
meeting



I. Commitment to a Safe and Equitable Work Environment

1. Develop a Values Charter with a Zero Tolerance Policy

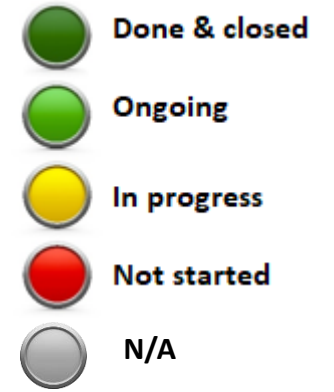
- STBP Values Charter co-created by personnel framed around 6 values (accountability, honesty, respect, care, inclusion, passion) during all staff retreat.
- Bi-monthly session during all personnel meeting on what those values mean in daily work.

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

- DEI position was established in January 2022 with the recruitment of Saori Terada (position to be re-advertised in case of departure of DEI Adviser); achievements detailed below.
- Training workshops on anti-discrimination and inclusive behaviour for STBP Secretariat held for all personnel in 2022.

3. Ensure Ample Staff Support Mechanisms

- The DEI adviser acting as first point of contact on inappropriate behavior or misconduct displayed by STBP personnel with referral to UNOPS internal justice system.
- Personnel regularly briefed on Speak Up campaign and channels of grievance.



I. Commitment to a Safe and Equitable Work Environment



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

- The Geneva Personnel Forum created as an independent and confidential space to voice concerns and suggest ideas to improve working environment. Two STBP personnel were elected as part of the Forum



5. Strengthen Team Cohesion

- Monthly internal events were organized to strengthen team spirit and connection end-of-year Holiday party.
- End-of-year holiday party organized in December 2023 featuring awards given to recognize colleagues for their contribution to Stop TB mission and positive working environment.



6. Conduct Regular Staff Surveys

- UNOPS Pulse Surveys administered to all UNOPS personnel including STBP in Q 1 and Q4 2023. Team discussion on results ongoing.



Done & closed



Ongoing



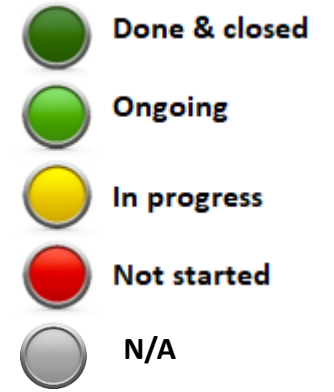
In progress



Not started



N/A



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 19 January by UNOPS Director of Ethics.



8. Routinely Revise Operating Procedures:

- STBP SOPs as living documents that guides the implementation of activities on a daily basis, in addition to several other mini-SOPs developed as needed.
- Governance Manual was updated and endorsed at the last Board meeting



9. Enhance the Performance Evaluation of the Executive Director:

NOT APPLICABLE TO SECRETARIAT

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



10. Review the Board and Executive Committee:

NOT APPLICABLE TO SECRETARIAT

McKinsey has completed the review and changes implemented



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

- Continuous augmentation of CFCS, with 113 grantees, including 26+ survivor organizations, working in 38 countries;
- New tools developed and disseminated, including a TB legal and human rights scorecard piloted in 3 countries and a TB Key and Vulnerable Population Prioritization and Size Estimation Tool piloted in 4 countries;
- Support to 30+ 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:

- Community-led TB CRG Assessments and Action Plans advanced in 30+ countries;
- OneImpact community-led monitoring approach adapted in 26+ countries with approximately 80,000 people affected by TB engaged in monitoring TB responses;
- 33 national level Stop TB Partnerships, 17 directly supported by Stop TB.



Done & closed



Ongoing



In progress



Not started



N/A

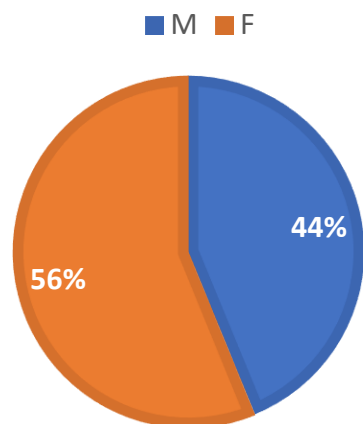
Stop TB Partnership

Diversity,
Equity,
Inclusion (DEI)
progress in
STBP
Secretariat

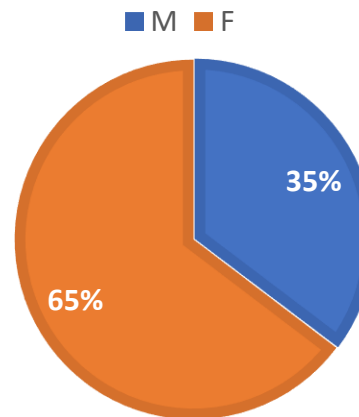




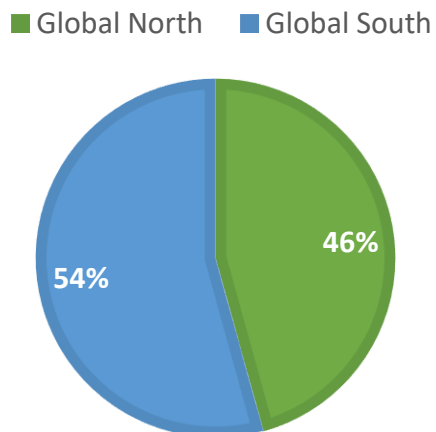
GENDER BALANCE IN STBP SECRETARIAT OVERALL



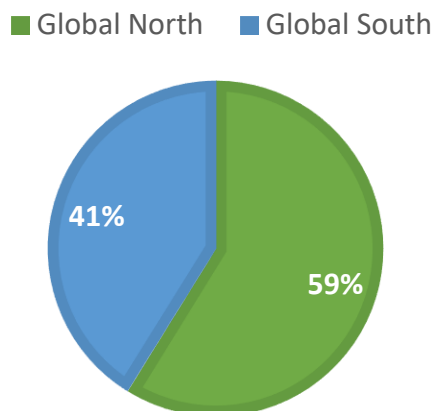
GENDER BALANCE AMONG LEADERSHIP



GEOGRAPHIC BALANCE IN STBP SECRETARIAT OVERALL



GEOGRAPHIC BALANCE AMONG LEADERSHIP



- On the occasion of the International Day for the Elimination of Racial Discrimination (21 March), Stop TB organized film viewing to raising awareness on racial equity and justice;



- Session on self-care, respectful interactions, honest conversation were held with all personnel;
- On average 6-10 colleagues were counselled monthly by the DEI adviser on incivilities, interpersonal conflicts and well-being related issues.

- Following a UNOPS learning needs assessment, a **Stop TB learning plan** in preparation for 2024 with funds set aside for learning and skill upgrades;
- **Executive leadership programme** for all managers by IESE Business School planned for Q1 of 2024, including a face-to-face workshop in Geneva and individual coaching for every manager;
- **Exit interviews** were systematically undertaken by DEI adviser with every personnel leaving Stop TB with targeted questions on the working environment and experiences, and feedback on teams and managers.



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 in fulfilling its aspiration on diversity, equity and inclusion

2) Allocate sufficient resources to:

- ✓ Continue full implementation of the Board Action Plan;
- ✓ Secretariat-specific actions to strengthen diversity and equity in staffing, people management, as well as safe and inclusive working environment.

Thank you!

Please share your feedback and questions:

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