APPENDIX

RFP 2014-28
"Stigma Beyond HIV" Learning Package
Concept Note
August 2014

Background

UN Cares is the UN system-wide workplace programme on HIV. One of the UN Cares 10 Minimum Standards is, "learning and training activities on stigma and discrimination."

Past UN Cares work on HIV-related stigma includes:

- Four video portraits of HIV-positive UN system personnel sharing their stories. (uncares.org/video)
- A discussion of the "zero discrimination" stance of the UN Personnel Policy on HIV/AIDS in each standard UN Cares learning session, as well as an intervention by a person living with HIV or the use of one of the video portraits.
- In collaboration with UN Plus, a major global awareness campaign in 2011 launched in 70 countries called "Stigma Fuels HIV." (bestigmafree.org)

In 2013, UN Cares conducted a global survey on stigma and discrimination of 1,000 UN Cares "implementers," of which about 500 replied. The survey covered stigma and discrimination related to: HIV; lesbian, gay, bisexual, trans and intersex (LGBTI) persons; sex workers; and people who inject drugs. The survey also asked about other groups who may experience stigma or discrimination in the UN workplace, including people with disabilities, people with mental health issues and others.

In short, the survey findings indicate that for many respondents, these are very sensitive issues (drug use, sexual orientation and gender identity, sex work) as they may relate to people's values, religious beliefs or other deeply-held convictions. Yet there is overall willingness on the part of UN Cares teams to address them with colleagues, given the right support and preparation.

In addition, the United Nations' charter, standards of conduct and programmatic work on human rights all confirm the responsibility of all UN personnel to treat the people in question with full respect and dignity. "Respect for diversity" is explicitly included in the competency frameworks of many UN system organizations, and yet experience shows us that issues remain.

Further, research shows that diversity and inclusiveness (the ability of employees to be accepted for who they are) are key drivers of employee engagement (an emotional commitment by employees to their work, and their willingness to "go the extra mile.") Therefore, reducing various stigmas and improving inclusiveness should benefit organizational productivity.

In 2014, therefore, UN Cares has committed to lead the development of a learning package that will address stigma in more depth and on more topics than previously.

Finally, there is good work already being done by country-level UN Cares teams, in particular on sexual orientation, gender identity and human rights, including in China, the Dominican Republic and Mongolia, on which case studies are available.

Project Outline

Target audience for learning package	A general UN system staff audience.
Mode of delivery	Face-to-face interactive learning sessions, to be delivered by existing UN Cares team members
Topics to be included	The primary focus is to encourage understanding and foster inclusivity by UN personnel toward other UN personnel. Specific topics to be addressed are stigma and human rights related to: • HIV • Sexual orientation and gender identity • Mental Health • Disabilities • Drug / substance use (include alcohol)
Process for development	• Convene an inter-agency working group • Develop concept note • Develop Request for Quotations/Proposals for a learning specialist to lead the learning design work • Pilot test the draft module in at least two locations, preferably more • Finalise materials • Launch the package on Zero Discrimination Day 2015 (1 March)
Project Time Line	Agree on working group – 30 April 2014 Finalize concept note – 19 May 2014 Launch RFQ for consultant – mid-August 2014 Engage consultant – September Pilot test learning modules – November Revise and finalise materials – December/January Plan launch/rollout – December/January Launch – 1 March 2015

Working Group Member Organizations or Entities

UNAIDS, UN-GLOBE, UNDP, OHCHR, UN Secretariat (Diversity Working Group), UN Cares and others.

Annex 1 – Notes from February 2014 UN Cares Task Force Meeting (Revised)

Eliminating Stigma and Discrimination in the UN Workplace
Face-to-face version 2 – and interactive, module training package

Objective

A workplace free of stigma and discrimination. (Refer to definition of terms on page 5 of survey report.)

Timeline

2014 – development and piloting
2015 – March launch and roll-out

Some ideas for the structure and content of the workshop.

- Needs to be highly interactive, using experiential learning methods, in order to be effective at changing attitudes and behavior.
- Needs to be flexible, so it can be used in various legal, cultural and religious contexts
- If the UN Cares e-course (www.uncares.org/ecourse) becomes a pre-requisite, connect back to some of the e-course content to quickly affirm some basic understandings.
    - Reflect on their learning experience with the e-course
    - Ask about learners shifts in thinking, perceptions, perspectives
    - Ask what they found surprising.
- Include the perspective of the groups whose issues are being addressed – PLHIV, LGBTI, etc.
- Include Xavier's "house" exercise from Dakar.
- Include the work UN Plus is doing on simulations related to stigma on HIV and beyond.
- Reference UN Cares tools, where relevant (booklet, directory, etc.)
- Refer to local resources
- Include a commitment to action - see if you can create ambassadors for the programme out of participants.
- Should include aspects of the UN's role in upholding universal human rights the obligations of UN personnel to respect all persons, including those under discussion. Draw on: UN Charter, ICSC Standards of Conduct for International Civil Servants, diversity as an element of UN system competency frameworks, Oath of Office, etcetera. United Nations offices should be a haven of respect and protection for those who work or collaborate there.

Content Boundaries and Questions

Include:
- Human rights
- UN Charter, Oath of Office, ICSC Standards of Conduct
- PLHIV
- LGBTI rights
- The notion of being an "ally" to stigmatized persons
- A generic way to address other issues, relevant at country level (eg: race and ethnicity, social class, widows, albinos, etc.)
- People with disabilities
- People with mental health conditions

Do not include:
- Religion
- Broad gender issues (being done by UN Women)
- Specific advocacy for UN human resources policy change

Avoid overlap with:
- In Reach training

Some questions…?

- We want to address sensitive material in a highly interactive way which requires advanced facilitation skills. Will our current facilitators be ready to deliver this?
- This will need to be more than one module, to create flexibility in content at the country level. How to structure it? "Step 1, step 2, step 3" modules, for countries in different stages of readiness about this.
- A basic module will cover universal human rights, stigma and discrimination in general, and raise some awareness. Subsequent modules will address each of the issues in more detail and in a participatory way.
- Given the vast array of situations at country level, country-level colleagues will make choices about in the order in which they use the modules beyond the introduction

Next Steps

- Do research on what is already happening/available.
    - UN Plus sessions addressing HIV-related stigma (Lacasso Red book on stigma and discrimination)
    - Diversity programmes
    - OHCHR's Free and Equal campaign
    - In-Reach work on key populations
    - UNDP's working group, started by UN-GLOBE
    - Reference Ethics, code of conduct, oath of office, UN values

- o   Oxfam materials: "Break another silence: Understanding sexual minorities and taking action for sexual rights in Africa"
- o   Implicit Assumptions Test (https://implicit.harvard.edu/implicit/education.html)

What else needs to be happening besides this training to address stigma and discrimination?

- Engagement and advocacy from top management
- For UN Cares Focal Points, sign a "commitment to diversity."
- Make a commitment to diversity a part of induction?
- Define diversity
- Training UN Cares facilitators on the modules developed for this project