



## POLICY ON DIVERSITY, EQUITY & INCLUSION (DEI)

USA for IOM recognizes that the commitment to diversity, equity, and inclusion in both staff and beneficiary contexts provides the foundation for sustainable and transformative progress. This statement reflects the standards and policies regarding diversity, equity, and inclusion established by IOM and the broader UN system. The following USA for IOM policy has been adopted by the Board of Directors as the official policy of USA for IOM considering the integrity of our mission to provide principled humanitarian action to migrants while respecting diversities across cultures and ensuring equal access and inclusion in our programming. Furthermore, we reaffirm that the full and complete realization of the human rights of all persons is an inalienable, integral and indivisible part of all fundamental freedoms.

### 1.1 General

*At USA for IOM, we value and invite diversity into our workforce and board as we know it is a key factor that strengthens our ability to address the complex issue of migration. We see diversity as one of our organizational strengths. Our aim is to foster an inclusive workplace where everyone (including colleagues and beneficiaries) is treated with dignity and respect.*

*At USA for IOM, we welcome applications from qualified individuals, irrespective of their race, religion, nationality, age, disability status, ancestry, sex, sexual orientation, gender identity or expression, marital status, family structure, mental health status, or any other characteristic. Our policies encourage a workplace free from discrimination and any form of harassment.*

*We are constantly seeking to improve our policies and practices to be at the forefront of workplace diversity and inclusion standards, in line with human rights principles, and in turn have this reflected in our programming.*

### 1.2 Women

*No organization can achieve its full potential when women are left behind. As active participants in the [UN System-wide Action Plan on Gender Equality and the Empowerment of Women \(SWAP\)](#), and in the [UN Secretary-General System-wide strategy on gender parity](#), USA for IOM is aware of prevailing gender imbalances, especially at the management level where women are under-represented. In 2015, IOM adopted a gender policy, which includes not only gender mainstreaming within programming but also gender parity within staffing.*

*There are special provisions that allow for external female candidates to be considered as (first tier) candidates for senior staffing positions, where women are under-represented. We believe in promoting an enabling environment where all employees feel free to raise concerns regarding harassment, abuse of authority or other issues at any time.*



### **1.3 LGBTI Staff & Beneficiaries**

*We welcome individuals who are gay, lesbian, bisexual, transgender and intersex at USA for IOM. The organization recognizes eligible same-sex partners for the purposes of entitlements and benefits (for example for travel, relocation, health insurance and others). USA for IOM follows the IOM Standards of Conduct and expressly forbids any type of discrimination in the workplace, including for LGBTI colleagues and beneficiaries.*

*Every year IOM and USA for IOM hold events around the world on the International Day Against Homophobia and Transphobia (May 17), and a public statement from the Director General is released. The previous statement can be found [here](#). To date, more than 3,000 IOM / USA for IOM staff have participated in trainings on LGBTI issues, and how to work with LGBTI individuals (beneficiaries and colleagues) and efforts continue. We also maintain productive dialogue with UN-GLOBE, the UN System LGBT staff group.*

### **1.4 Physical Disabilities**

*IOM / USA for IOM has endorsed the [Charter](#) on Inclusion of persons with disabilities in humanitarian settings, and is an active member of the IASC [Task Team](#) on Inclusion of Persons with Disabilities in Humanitarian Action. The Organization also put forward several commitments during the Global Disability Summit, London 2018. IOM's / USA for IOM's commitments are publicly available [here](#).*

*Ongoing efforts are being made in the IOM / USA for IOM workplace to be more disability-friendly and we are working with other UN entities to share best practices and adopt inclusive policies. In addition, USA for IOM and IOM offer staff Disability Inclusion Training on an annual basis.*

### **1.5 Nationality & Ethnicity**

*USA for IOM support the work of IOM globally and commends IOM's nationality and ethnicity diversity, with more than 131 nationalities represented among its staff and aiming at representation from all of our 172 member states.*

*Applicants who are nationals of a Non-Represented Member State and meet the qualifications for a vacancy are considered (first-tier) candidates for selection purposes. A list of the current Non-Represented Member States can be found in every vacancy announcement. We encourage members of indigenous communities to join our workforce as we believe their contribution is especially valuable to the migration and development agenda.*

### **1.6 Anti-Racism Initiatives**

*In response to the 2020 killing of George Floyd in the United States, and the worldwide protests and calls for racial equity and justice that followed, IOM has taken important steps in ensuring that it is an actively*



*anti-racist organization. Initiatives such as Anti-Racism Working Groups that have been established by staff in both the US and UK have been met with support from senior leadership, including the Director General of IOM. These working groups have organized anti-racism trainings, spaces for reflection and conversation about difficult topics, and increased efforts towards outreach, recruitment, and maintained relationships with historically black colleges and universities in the United States. USA for IOM is encouraged by IOM's engagement on this important topic and looks forward to further and strengthened initiatives from IOM leadership.*

### **1.7 Other Issues**

*IOM / USA for IOM does not discriminate based on HIV status. Staff members and candidates who are living with HIV are advised to become members of [UN Plus](#), the UN System HIV positive staff group.*

*Similarly, we support [UN Cares](#), the UN System-wide workplace program on HIV and its award-winning initiative: UN for All, bringing training on unconscious biases, human rights, respectful language and diversity for UN staff worldwide, including IOM / USA for IOM workers.*

*We have a comprehensive mental health strategy which focuses on prevention (through education, for example) and care. Staff counsellors are available to assist staff dealing with stress of mental health issues by either offering direct help or coordinating access to professional support.*

### **1.8 Accountability & Tracking of Progress**

*IOM and USA for IOM frequently offers LGTBI, Disability, and other diversity, equity and inclusion related trainings and workshops for both staff wellness purposes and for ensuring that USA for IOM / IOM programming takes into consideration beneficiaries' unique situations and social situations.*

*USA for IOM via IOM has mechanisms in place to report misconduct through the Office of the Inspector General (OIG), and procedures in place to follow up and provide support for those affected. Through the web platform "[We Are All In](#)" employees and beneficiaries can report misconduct in the following categories: Sexual Exploitation and Abuse, Fraud & Corruption, Harassment, Retaliation, Misuse of Resources, Other misconduct.*

*Building on IOM's decades-long commitment to gender equality, [IOM's Gender Equality Policy 2015-2019](#) specifies accountabilities as follows, with more details outlined in Sections II.C and II.D and the accompanying implementation plan: (a) IOM commits itself to being accountable for, and to tracking results on, gender equality in the key drivers listed in paragraph 10. (b) IOM commits itself to advocating at national, regional and international levels for gender equality and the empowerment of all migrants and their families. (c) The policy is binding on all IOM staff and applies to all IOM activities. The policy applies equally to Headquarters, Regional and Country Offices, the Administrative Centers and Special Liaison Offices*



*In 2021, IOM's Global Staff Association Committee launched an internal IOM website dedicated to diversity and inclusion in IOM programming. Here staff can find resources and guidance on a wide range of topics including gender-inclusive communication, gender-inclusive data gathering, sexual orientation, gender identity, gender expression, and sex characteristics (SOGI/ESG) terms, disability and SOGI/ESG inclusive facilities, and creating safe spaces. Trainings on specific areas of diversity and inclusion, including disability, SOGI/ESG, age, and on broader areas of IOM's work, such as working with interpreters, providing quality assistance, and intersectionality are also made available. There is also a wide variety of visual materials and videos of IOM staff members and beneficiaries that show how important diversity and inclusion are, along with messages from IOM's Director General.*

*In response to momentum from the creation of Anti-Racism Working Groups in several IOM offices, and increased staff input, IOM has also undertaken an External Review of Racism Equity and Equality. This is being done in par with IOM's Global Staff Association Committee's goals to develop a five-year global Anti-Racism Strategy for IOM and contribute towards supporting IOM Headquarters' efforts into making IOM a model institution for racial equity.*

*Adopted by the Board of Directors*

*Washington, D.C. April 27, 2021*

**Sources:**

<https://www.iom.int/diversity>

<https://centreforglobalinclusion.org/wp-content/uploads/2021/04/GDEIB-APRIL-2021-2.pdf>

<https://dmsportal/PublishedDocuments/Studies%20and%20Reports/1%20-%20IOM%20Diversity%20and%20Inclusion%20Report%20Final.pdf#search=diversity>