

## JIU/NOTE/2022/1 Complementary File

### Project A.457: Measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations

#### Content of the Complementary File

This complementary file provides **30 documents** that support the evidence and references made in the JIU Note on measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations (**JIU/NOTE/2022/1**).

The first section of the complementary file (section A) briefs on the review and its findings, while the second section of the complementary file (section B) contains the documentation of the review organized in four chapters (I to IV), as outlined below.

#### A. Brief on the review and its findings

- The Review Highlights

#### B. Documentation

##### Chapter I – The review frameworks

- Bibliography [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_bibliography.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_bibliography.docx)
- The guiding principles  
[https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_jiu\\_guiding\\_principles\\_of\\_the\\_review\\_addressing\\_rrd.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_jiu_guiding_principles_of_the_review_addressing_rrd.docx)
- The guiding principles summary  
[https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_jiu\\_guiding\\_principles\\_summary.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_jiu_guiding_principles_summary.docx)
- The results framework [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_jiu\\_the\\_results\\_framework.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_jiu_the_results_framework.docx)
- Lists of persons consulted [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_list\\_of\\_persons\\_consulted.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_list_of_persons_consulted.docx)
- List of persons interviewed [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_list\\_of\\_persons\\_interviewed.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_list_of_persons_interviewed.docx)

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#### Chapter II - The JIU CSWS – the survey instrument, concept notes, methodological issues, and analyses

- The JIU common system-wide survey (CSWS) including all items, and its Annex on Definitions
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_csws\\_-\\_a\\_questionnaire\\_surveymonkey.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_csws_-_a_questionnaire_surveymonkey.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_csws\\_-\\_b\\_questionnaire\\_annex\\_-\\_definitions.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_csws_-_b_questionnaire_annex_-_definitions.docx)
- The CSWS items for five constructs of RRD and analysis of their occurrence per type of duty station
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_csws\\_-\\_5\\_constructs\\_for\\_rrd\\_-\\_questions\\_per\\_construct.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_csws_-_5_constructs_for_rrd_-_questions_per_construct.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_csws\\_-\\_5\\_constructs\\_for\\_rrd\\_-\\_occurrence\\_per\\_type\\_of\\_duty\\_station.xlsx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_csws_-_5_constructs_for_rrd_-_occurrence_per_type_of_duty_station.xlsx)
- Details on demographics of respondents to the JIU survey on RRD (including CSWS respondents per geographic regions)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_csws\\_-\\_demographics\\_of\\_respondents\\_to\\_the\\_survey.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_csws_-_demographics_of_respondents_to_the_survey.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_csws\\_-\\_demographics\\_of\\_respondents\\_per\\_ceb\\_region.xlsx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_csws_-_demographics_of_respondents_per_ceb_region.xlsx)
- On race and self-identification: a concept note on principles for developing categories for self-identification accompanied by two documents used by the JIU for this and shared with the JIU participating organizations: the conceptual framework for various forms of RRD and associated outcomes and the concept paper on the dilemma for defining race
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_jiu\\_concept\\_note\\_on\\_the\\_development\\_of\\_racial\\_ethnic\\_identifiers.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_jiu_concept_note_on_the_development_of_racial_ethnic_identifiers.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_conceptual\\_framework\\_for\\_forms\\_of\\_rrd\\_and\\_associated\\_outcomes.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_conceptual_framework_for_forms_of_rrd_and_associated_outcomes.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_jiu\\_concept\\_paper\\_by\\_dr\\_avery\\_on\\_defining\\_race.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_jiu_concept_paper_by_dr_avery_on_defining_race.docx)
- Limitations, key issues, and lesson learned from the JIU survey on RRD
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_csws\\_-\\_limitations\\_key\\_issues\\_and\\_lessons\\_learned\\_from\\_the\\_csws.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_csws_-_limitations_key_issues_and_lessons_learned_from_the_csws.docx)

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- Methodology-related answers to questions of JIU participating organizations  
[https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_qa\\_methodology\\_incl\\_representiveness\\_sample\\_size.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_qa_methodology_incl_representiveness_sample_size.docx)

### Chapter III - Measures and mechanisms

- The Benchmarking Framework and its four annexes (Annex 1; Annex 2; Annex 3; Annex 4)  
[https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_benchmarking\\_framework.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_benchmarking_framework.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_bf\\_annex\\_1\\_bibliography\\_for\\_benchmarks.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_bf_annex_1_bibliography_for_benchmarks.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_bf\\_annex\\_2\\_references\\_for\\_pillars\\_on\\_values\\_and\\_results.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_bf_annex_2_references_for_pillars_on_values_and_results.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_bf\\_annex\\_3\\_assessment\\_framework\\_and\\_tool.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_bf_annex_3_assessment_framework_and_tool.docx)
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_bf\\_annex\\_4\\_organization\\_level\\_questionnaire\\_of\\_the\\_review.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_bf_annex_4_organization_level_questionnaire_of_the_review.docx)
- Outline of the Benchmarking Framework – Pillars and Components (horizontal layout)  
[https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_bf\\_outline\\_pillars\\_and\\_components.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_bf_outline_pillars_and_components.docx)
- List of JIU participating organizations including their number of staff and revenue categorizing them into large, medium, and small-sized organizations
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_jiu\\_pos\\_listed\\_by\\_size\\_re\\_staff-revenue.xlsx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_jiu_pos_listed_by_size_re_staff-revenue.xlsx)
- Methodology note on qualitative analysis of the relationship between the provision of resources and the performance of the JIU participating organizations in addressing racism and racial discrimination
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_jiu\\_analysis\\_on\\_pos\\_resources\\_vs\\_performance\\_in\\_addressing\\_rrd.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_jiu_analysis_on_pos_resources_vs_performance_in_addressing_rrd.docx)
- Methodology note on determining the stage of development in addressing racism and racial discrimination
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_methodology\\_note\\_on\\_assessing\\_pos\\_stage\\_of\\_development.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_methodology_note_on_assessing_pos_stage_of_development.docx)

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#### **Chapter IV - Cross-cutting areas**

- Interview guide for senior executives and decision makers (on validation of findings, cross-cutting issues, next steps and changes or transformations for success
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_interview\\_guide\\_for\\_senior\\_executives\\_or\\_decision\\_makers.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_interview_guide_for_senior_executives_or_decision_makers.docx)
- Agenda of the validation session including information on the process
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_validation\\_session\\_agenda.docx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_validation_session_agenda.docx)
- PowerPoint presentation of the JIU review
- [https://www.unjiu.org/sites/www.unjiu.org/files/jiu\\_note\\_2022\\_1\\_ppt\\_presentation\\_of\\_the\\_review\\_in\\_slides.pptx](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_ppt_presentation_of_the_review_in_slides.pptx)