Board Independent Review
Action Plan Update

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Stop TB Partnership/ UNOPS Geneva

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In November 2020, the Executive Committee proposed an Action Plan in response to the Independent Review of allegations of racism and misconduct at the Stop TB Partnership.

Since then, the Stop TB Partnership together with its host UNOPS led a process to address actions that were identified to improve the performance of the EC, the Board, and the Partnership.

The actions are being overseen by the EC, in collaboration with UNOPS and the Secretariat, to further improve the work environment of Secretariat staff, as well as the efficiency and effectiveness of the Board, and the Partnership’s role at large in a more equitable global TB response.
<table>
<thead>
<tr>
<th>#</th>
<th>Progress</th>
<th>Action Points</th>
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<td><strong>Commitment to a Safe and Equitable Work Environment:</strong></td>
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<td>1</td>
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Commitment to a Safe and Equitable Work Environment:

1. Develop a Values Charter with a Zero Tolerance Policy:
   
   **Progress made:**
   - Multiple brainstorming with team leaders
   - Landscaping and analysis of different value charters
   - Draft zero available

   **Next steps:**
   - Staff for consultation and inputs
   - Share for inputs with the EC

2. Create a Diversity, Equity & Inclusion Leadership Position in the Secretariat and Expand Anti-Discrimination and Safe Workplace Training for All:
   
   **Progress made:**
   - Senior Diversity and Inclusion position – completed
   - UNOPS’ mandatory trainings Gender, Ethics and Integrity, Prevention of Sexual Harassment - completed
   - Workshops *Diversity, Equity, Inclusion, Understanding Unconscious Bias & Microaggressions* - completed

   **Next steps:**
   - Conduct regular workshops/trainings on a continuous basis
3. Ensure Ample Staff Support Mechanisms:

*Progress made:*
- UNOPS staff support and reporting mechanisms in place, regularly shared with staff

*Next steps:*
- Continue to share and update relevant support and reporting mechanisms

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

*Progress made:*
- Multiple brainstorming sessions - process defined, focal point identified
- Staff consultation guiding note established and implemented

*Next steps:*
- Pending EC led Governance review for implementation of process

5. Strengthen Team Cohesion- difficult due to COVID pandemic:

*Progress made:*
- Weekly staff meetings, Executive Team meetings, monthly calls of Executive Director with teams
- Regular Diversity and Inclusion focused special sessions/trainings
- 360-feedback process implemented and launched as part of team cohesion – see point 6
- Staff picnic

*Next steps:*
- COVID permitting an all-secretariat retreat scheduled in Q4
6. Conduct Regular Staff Surveys:

*Progress made:*
- First ever 360-feedback designed and implemented
- Extensive work to scope define TORs & recruit suitable service provider to set up & run 360-feedback process

*Next steps:*
- One-on-one individual 360 discovery feedback coaching sessions with all 80 staff
- Group coaching sessions for all Stop TB Secretariat Managers
- Group theme analysis and debrief of survey aggregated findings
- Leadership development and roadmap planning and solutions for the next 1-3 years
The Stop TB 360 process flow

1. Customised 360 design and build
2. Participant briefing webinar
3. 360 live
4. Feedback training for Managers
5. Reports checked and generated
6. Feedback data collected
7. 1:1 Feedback sessions for each Participant
8. Group theme analysis debrief to top teams and Secretariat
9. Report to Board
How it has worked – Steps 1 and 2

- All Participants briefed at live webinar on the 360 process
- Each participant invited to log in to the online 360 feedback tool
- Participants added their raters and filled in the assessment survey
- Go live was on **4Aug** with a deadline of **13Sep**

Steps 4, 5, 6 and 7

- Data is processed by Talent Innovations; the report is checked and issued to the Participant
- Managers will be trained in feedback skills coaching
- Each of the 80 Participants receives 1 hour Feedback Coaching session, delivered by Talent Innovations
- Group theme analysis will be presented
7. Increase Transparency and Accountability of Reports of Misconduct Through Regular and Timely Notification to the Board:

*Progress made:*
- UNOPS - Internal agreement has been reached on ways to support the Executive Committee

*Next steps:*
- UNOPS stands ready to provide confidential high-level information as needed

8. Routinely Revise Operating Procedures:

*Progress made:*
- New language introduced into Secretariat SOPs on reporting channels, reference material, trainings, etc.
- EC – led review of the Board Governance Manual - ongoing

*Next steps:*
- Circulation of revised SoPs and continuous review as needed
- Review Governance Manual and training of Board members – EC led

9. NOT APPLICABLE for implementation TO SECRETARIAT

10. NOT APPLICABLE for implementation TO SECRETARIAT
Commitment to an Inclusive and Effective Global TB Response:

11. Expand Anti-discrimination Efforts in the TB Response:
   
   **Progress made:**
   - Supporting and expanding efforts to combat TB stigma and discrimination in the TB Response
   - Technical guidance on TB human rights, stigma, discrimination developed

   **Next steps:**
   - Ongoing

12. Promote Leadership Roles of Affected Communities and Civil Society:
   
   **Progress made:**
   - Policy implemented in January 2021 with new grants awarded to grantees from countries with a high burden of TB

   **Next steps:**
   - Ongoing
Thank you!