

Board Independent Review Action Plan Update

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Overview

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.

Board Independent Review Action Plan November 2020		
#	Progress	Action Points
<i>Commitment to a Safe and Equitable Work Environment:</i>		
1		Develop a Values Charter with a Zero Tolerance Policy.
2		Create a Diversity, Equity & Inclusion Leadership Position in the Secretariat and Expand Anti-Discrimination and Safe Workplace Training for All.
3		Ensure Ample Staff Support Mechanisms.
4		Create Channels for Staff Representation at and Engagement with the Board.
5		Strengthen Team Cohesion.
6		Conduct Regular Staff Surveys.
7		Increase Transparency and Accountability of Reports of Misconduct Through Regular and Timely Notification to the Board.
8		Routinely Revise Operating Procedures.
9		Not Applicable to Secretariat
<i>Commitment to an Inclusive and Effective Global TB Response:</i>		
10		Not Applicable to Secretariat
11		Expand Anti-discrimination Efforts in the TB Response.
12		Promote Leadership Roles of Affected Communities and Civil Society.

-  Done & closed
-  Ongoing
-  In progress
-  Not started

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



Done & closed



Ongoing



In progress



Not started



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



Done & closed



Ongoing

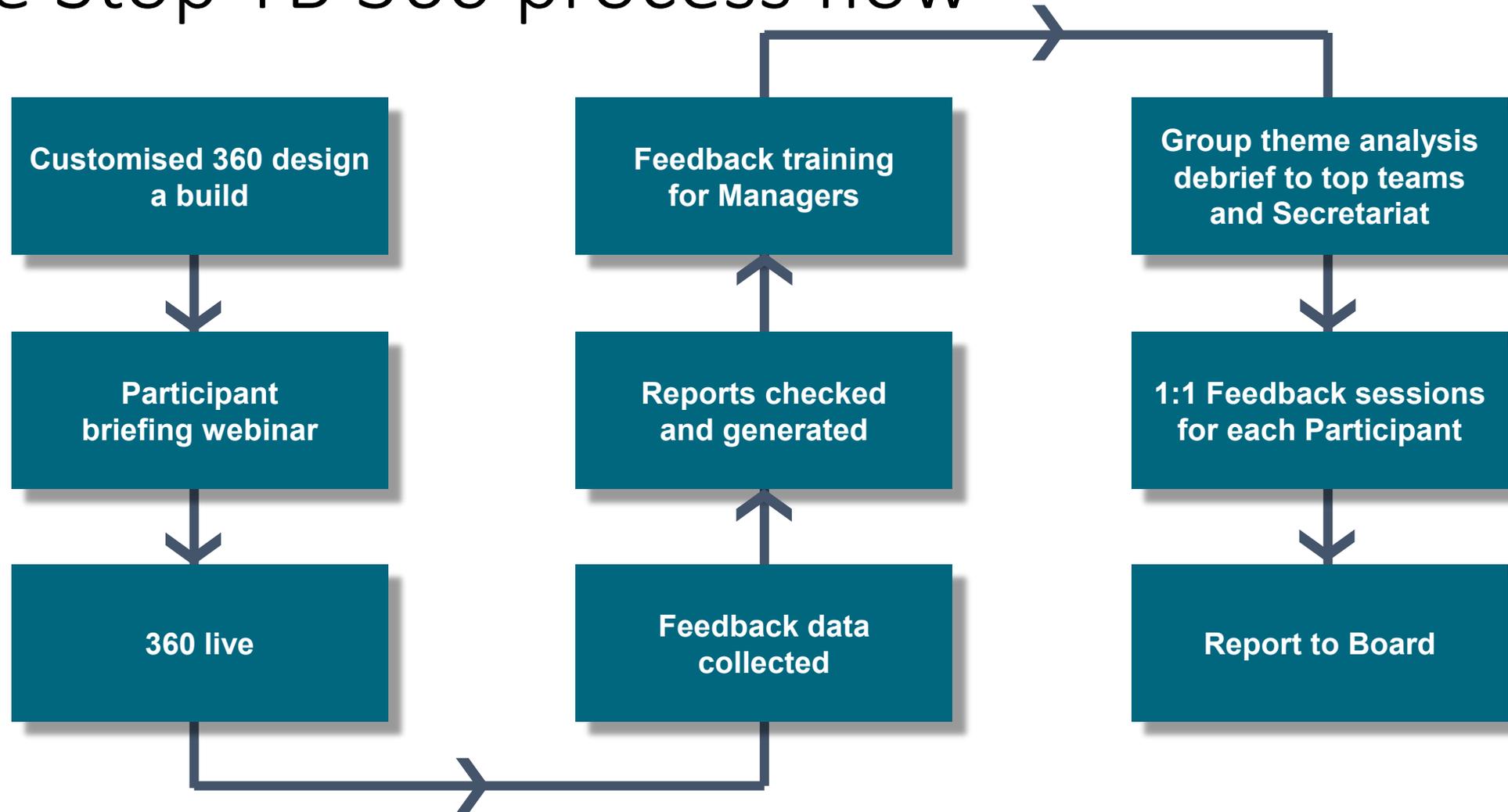


In progress



Not started

The Stop TB 360 process flow



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

Each of the 80 Participants receives 1 hour Feedback Coaching session, delivered by Talent Innovations

Managers will be trained in feedback skills coaching

Group theme analysis will be presented

Step 3 – survey run

The screenshot shows a survey interface on a computer monitor. The title is "Analyzing Complex Environments" with a subtitle "An RC continually analyses and makes sense of the complex and fluid environments in which they operate." Below the title is a legend for a 7-point scale: 1 Almost never, 2 Rarely, 3 Occasionally, 4 Sometimes, 5 Often, 6 Almost always, 7 Always, and NA. The survey questions are:

How often did you demonstrate the following in 2020?	1 Almost never	2 Rarely	3 Occasionally	4 Sometimes	5 Often	6 Almost always	7 Always	NA
1 Seeks learning and insight from a wide variety of sources, recognizing multiple points of view and biases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 Understands the underlying principles, patterns and inter-dependencies within their environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>				
3 Detects emerging trends and early signals of risk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 Appreciates the power dynamics (political, gender, economic, and social), identifying who benefits and who is disadvantaged by them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 Continuously re-examines data, assumptions and insights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>				

Below the table, there is a section for comments: "Please provide comments (including examples) which expand on your assessment above." and a text input field with a placeholder: "If you are unable to comment on this section, please also explain why".

-  Done & closed
-  Ongoing
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-  Not started



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!