Stop TB Partnership

Update on Secretariat work and diversity, equity and inclusion efforts

STOP TB PARTNERSHIP

38th BOARD MEETING

12–14 December 2024 • Abuja, Nigeria

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Snapshot of Secretariat outputs in 2024

- Record financial delivery: USD 200M, increase 10% from 2023
- Increasing output numbers across most functional areas

Examples of Secretariat Outputs	
HR	494 active contracts (56% increase)
Grants	394 active grants (12% increase)
Procurement	150 contracts (38% increase)
Finance	2,200 invoices (6% increase) 240 financial reports (9% increase)

- Underwent audit (UNBOA); and closed 8 of 9 old recommendations
- Ongoing efforts to strengthen oversight and risk management
- Engagements: closure, extensions, new contribution agreements – currently, we have agreements with 13 donors (10% increase)

Board Action Plan implementation status

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12-point Action Plan: completed or part of ongoing work

	Action Plan in Response to Independent Review of Allegations of Racism and Misconduct in Secretariat
1	Develop a Values Charter with a Zero Tolerance Policy
2	Create a DEI Leadership Position in Secretariat and Expand Anti-Discrimination and Safe Workplace Training
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 Timely Notification to the Board
8	Routinely Revise Operating Procedures
9	Enhance the Performance Evaluation of the Executive Director
10	Review the Board and Executive Committee
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

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Diversity and Equity in the Workforce

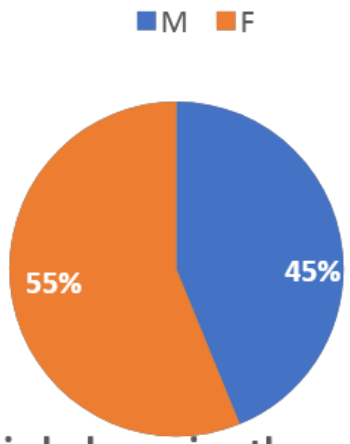
- Secretariat workforce: 105 people, representing 48 nationalities

- Top 4 nationalities:

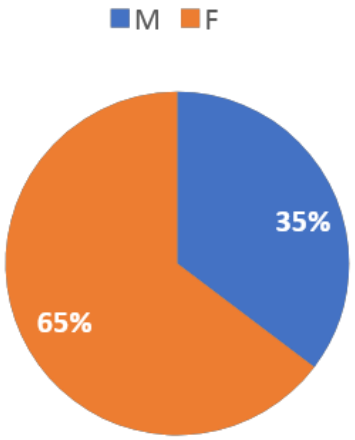
Top 4 Nationalities	
France	10
Kenya	9
USA	8
India	7

- In addition, rosters with 350 technical experts on retainer contracts

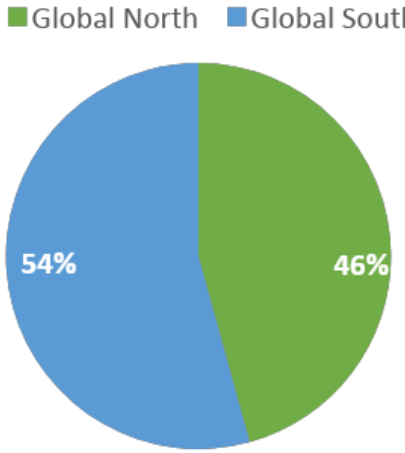
Gender balance in STBP Secretariat overall



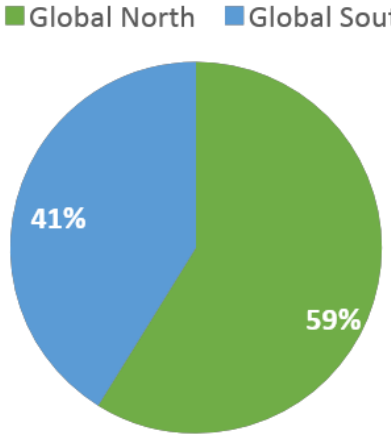
Gender balance among leadership



Geographic balance in stbp secretariat overall



Geographic balance among leadership



Work Environment & Managing People and Talent

- **Executive leadership programme** for all managers by IESE Business School.
- **Aspiring People Leaders programme – Leading for Impact** delivered by UNOPS with the UN System Staff College.
- **Employee Resource Groups** (ERGs) have been introduced at UNOPS providing safe spaces to share experiences.
- UNOPS quarterly **We Learning Seminars** regarding Individual Development Plans.
- **Culture and Engagement Survey**:
  - Improvement on 10 out of the main 12 questions, the overall engagement mean went up 7 percent.
  - Top scores include: “The mission or purpose of my organisation makes me feel my job is important”.
- Recruitment of new DEI Advisor has been completed; our efforts to continue to strengthen the work environment.

Thank you!

Diversity.Equity.
Inclusion.
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Commitment to a safe and equitable environment

1. Develop a Values Charter with a Zero Tolerance Policy

- Ongoing, during all personnel meeting on what those values mean in daily work.

2. Create a Diversity, Equity & Inclusion Leadership Position in the Secretariat and Expand Anti-Discrimination and Safe Workplace Training for All

- DEI position was established in January 2022. The position was re-advertised since the departure of DEI Adviser in March 2024 with a new incumbent selected; achievements detailed below.

3. Ensure Ample Staff Support Mechanisms

- Ongoing and will resume when new DEI will be recruited.

Commitment to a safe and equitable environment

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

- Ongoing, the Geneva Personnel Forum carries on its mandate as an independent and confidential space to voice concerns and suggest ideas to improve working environment.

5. Strengthen Team Cohesion

- Ongoing, internal events were organized to strengthen team spirit with awards given to recognize colleagues for their contribution and positive working environment.

6. Conduct Regular Staff Surveys

- UNOPS Pulse Surveys administered to all UNOPS personnel including STBP in Q4 2024. Results to be shared and Team discussions to be held.

Done & closed
Ongoing
In progress
Not started
N/A

Commitment to a safe and equitable environment

7. Increase Transparency and Accountability of Reports of Misconduct Through Regular and Timely Notification to the Board:

- Briefing to the EC on the status of misconduct, grievances and complaints in STBP on 19 January by UNOPS Director of Ethics.

8. Routinely Revise Operating Procedures:

- STBP SOPs as living documents that guides the implementation of activities on a daily basis, in addition to several other mini-SOPs developed as needed.

9. Enhance the Performance Evaluation of the Executive Director:

- NOT APPLICABLE TO SECRETARIAT
- Done by the EC in line with the framework approved by the Board

10. Review the Board and Executive Committee:

- NOT APPLICABLE TO SECRETARIAT
- McKinsey has completed the review and changes implemented

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Commitment to an Inclusive and Effective Global TB Response

11. Expand Anti-discrimination Efforts in the TB Response:

- CFCS supported 21 countries in assessing TB stigma and developing action plans, enabling informed, targeted efforts to eliminate stigma and ensure equitable TB prevention, diagnosis, and treatment access.
- CFCS helped 9 more countries conduct TB Community, Rights, and Gender (CRG) Assessments, totalling 40 countries, fostering systematic approaches to identifying and removing TB care barriers for more inclusive responses.
- CFCS aided 15 countries in using the Key and Vulnerable Size Estimation Tool to identify high-risk populations and improve targeted interventions for equitable TB services.
- CFCS supported 3 countries in testing the Legal Environment and Human Rights Scorecard and 16 others in enhancing legal frameworks to promote equitable and effective TB responses.
- CFCS awarded 114 grants across 28 countries to advance rights-based, stigma-free, and equitable TB care efforts.
- STP hosted its first Hackathon, leading to 30 innovative ideas to combat TB stigma, with 5 selected for potential implementation through CFCS Round 13 support.

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Commitment to an Inclusive and Effective Global TB Response

12. Promote Leadership Roles of Affected Communities and Civil Society:

- Over 250,000 TB-affected individuals use OneImpact, an innovative platform empowering informed decisions and meaningful engagement in TB responses.
- Communities and civil society led CRG assessments and action planning in 9 additional countries.
- TB stigma assessments and action planning were community-led in 21 countries, engaging over 50,000 TB-affected individuals.
- Legal Environment and Human Rights Scorecards were implemented in 19 countries, led by communities and civil society.
- Communities and civil society implemented the Key and Vulnerable Size Estimation Tool in 15 countries.

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Points for the Board's consideration

1) Continue DEI prioritization by the Board

- ✓ DEI as one of the key enablers in the next operational strategy
- ✓ Implement Board commitments in fulfilling its aspiration on diversity, equity and inclusion

2) Allocate sufficient resources to:

- ✓ Continue full implementation of the Board Action Plan;
- ✓ Secretariat-specific actions to strengthen diversity and equity in staffing, people management, as well as safe and inclusive working environment.