

UN Live's Justice, Equity, Diversity and Inclusion (JEDI) Principles

The Museum for the United Nations – UN Live - is dedicated to creating and nurturing a just, inclusive, diverse and equitable organization. An organisation committed to upholding the values of the United Nations, where staff, board members, partners, and participants are treated with - and treat each other - with respect and dignity, without discrimination irrespective of sex, gender identity, marital status, age, sexual orientation, ability, national or ethnic origin, religion, or other aspects of their identity.

Living up to ambitious JEDI principles has been and is an ever-ongoing process. While UN Live aims to build a diverse global team, it is worth noting that diversity can only be further increased through growth, new hires or attrition. In the meantime, important actions (outlined in the JEDI adoption document) are ongoing for existing staff e.g. review of existing contracts and salary bands to ensure compatibility with JEDI principles.

Key features of our inclusive culture include:

- Listening – to understand and welcome diverse views and perspectives
- Openness – to be approachable and held accountable
- Empathy – to create bonds

Our aspirational principles include:

In **our operations, workforce and governance**, we strive to counteract societal inequalities and create a safe and inclusive work environment. One where diversity is seen as a strength, inclusion is deeply rooted in the culture, and where everybody can show up as their whole authentic selves and feel that they belong.

In **our work on People & Culture within UN Live**, we champion and practice diversity and justice in our recruitment, retention, promotion, training and talent management, and we create safe spaces for inclusive conversations and action.

Across **our programmes**, we ensure diversity and inclusion in our partnerships, and we select and develop our programmes with the aim to contribute to giving all humans, equal opportunities and access to resources, decision-making, and the safety to voice their opinions.

In our **communications**, we listen and learn. We raise up the voices of the many, champion an inclusive tone of voice, and are conscious and anti-colonial in our use of language, imagery, and expressions, underscoring we that are a global, inclusive organisation.

And in **our leadership**, we model JEDI principles in how we lead our teams and the organisation. We champion diverse perspectives and voices, take responsibility for inclusion, and role-model the best inclusive behaviors and language.

We all believe to our core that justice, equitable opportunities, diversity, and inclusion improve quality across the organization's operations and programmes, and we are all aware that inclusion starts with I, and that we are all UN Live.

Note: These JEDI principles are aligned with UN Live's Anti-Harassment Policy and will lean into these regarding responsibilities and processes for upholding.