



Statement on IDAHOT 2016 (17 May)

On this 17 May, the day the world marks the International Day Against Homophobia and Transphobia, UN-GLOBE, the staff group representing lesbian, gay, bisexual, transgender, and intersex staff of the UN system, calls for a day of action on the cost of hiding one's sexual or gender identity in the UN workplace, our theme for this year.

This cost is real. A staff member who identifies as part of the LGBTI community often operates under one assumption: never reveal your sexual or gender identity at work. Doing so can mean retaliation, being shunned by co-workers, or even fired.

In hardship duty stations in particular, where your co-workers are the only people you can interact with, this can take its toll. Not being able to discuss with others the family or loved ones you have left behind; pretending to be single instead; constantly having to ensure that no information about yourself comes out: this is often the daily reality of an LGBTI staff member in the field. This can also be the daily reality of an LGBTI staff member at Headquarters.

Together, we can change this.

On IDAHOT 2016, UN-GLOBE asks that each staff member make a contribution by pledging to embrace diversity and inclusion in the workplace.

Creating a safe workplace where every staff member feels included, and valued can unlock the incredible potential of each one of us, a potential that can be put in the service of the United Nations.

You have a role to play.

Be open to difference.

Together, we can build this.