



Thursday, 12 June 2014

Dear Ms. Cousin,
Executive Director, WFP,

As the International Day Against Homophobia and Transphobia is past us, and as countries around the world begin celebrating gay and trans pride this month, I wanted to take the opportunity to thank you for the clear and unambiguous statement of support for the equal rights of lesbian, gay, bisexual, and transexual staff members in WFP that you made on 13 May during the IDAHOT event organized by the Gender Team. Your words were well received by WFP staff who were elated to hear that their leader supported them. We also wanted to thank the Gender Team for all their hard work in making the event a success.

Clear and unambiguous statements such as yours, against homophobia and transphobia, have to be seen as part of an effort to be a more inclusive employer, we, at UN-GLOBE believe: a more inclusive employer is a more competitive employer. It signals that in the WFP home, all are welcome.

A crucial way to achieve this, we believe, is by having a diversity strategy in place, one that would address not only LGBT and intersex staff members issues, but also gender issues, as well as issues that impact persons with disabilities.

We are aware that a diversity strategy is being drafted at WFP, and we would like to strongly advocate for it, while asking at the same time that UN-GLOBE be given a seat as a stakeholder.

We hope you can be a champion of this.

In the meantime, UN-GLOBE will continue advocating for the full equality of LGBT and intersex staff members, and as part of our upcoming work, we will increasingly address an issue of concern to us: the right to start a family. For this, a gender neutral approach to paternity and maternity leave would be crucial.

And we hope we can continue counting on your support, particularly now, as the pension issue will soon be discussed at the Pension Board meeting in July. UN-GLOBE, as you know, argues that the UNJSPF should not base recognition of spouses when granting pension benefits on the country of nationality of the staff member. As the UN system increasingly moves to a Jurisdiction approach like WFP has done— where legal unions are recognized based on legal status— it would be increasingly intolerable if this

recognition is not extended to pension rights. Please raise this issue whenever you can in the hope that change can come sooner than later. This issue particularly impacts your staff as the UNJSPF won't necessarily honour the personal status designation your Organization has given them, and thus impacting the employment package WFP can offer.

Thank you once again for your tireless advocacy for full equality and non-discrimination for us all.

Best,

A handwritten signature in cursive script, appearing to read 'Hyung Hak Nam', written in black ink.

Hyung Hak Nam,
President, UN-GLOBE