



December 13, 2016

Over the past two years we have come a long way.

We have established as one of our core missions to change attitudes in the UN system on sexual or gender identities issues, and to increase dialogue on these issues in the workplace.

We have done this under the belief that equality begins at home. A UN that has internalized the issues impacting its own LGBTI staff, and faced up to them, is a UN that stands stronger when arguing for equality everywhere.

To this end:

- We have ensured recognition of same-sex spouses in the UN system and the UNJSPF (which manages our pensions);
- Pushed for [parental leave policies](#) that promote gender equality and the equal treatment of all parents— all parents deserve equal parental leave time regardless of their gender identity, and regardless of how whether they adopted, had a child through surrogacy, or gave birth to the child;
- Pushed for [mobility policies](#) that allow LGBTI staff to serve under equal conditions of service;
- Established a UN-GLOBE Working Group on trans and intersex issues;
- Established a UN-GLOBE/UN+ Working Group on HIV/AIDS in the workplace;
- Worked with UN agencies to ensure that:
  - All gender strategies incorporate the perspective of peoples of all gender identities;
  - Questions related to sexual or gender identities are included in staff surveys;

– The many ways LGBTI staff face unequal conditions of service in areas such as mobility are addressed;

- Launched with UN Cares a training series on sexual and gender identity issues targeted to UN senior leaders;
- Organized public events in Geneva and New York to bring visibility to our issues;
- Established presences in duty stations across Africa and Latino America in order to solidify the structure of UN-GLOBE;

These are just some of our achievements.

These activities were not possible without the voluntary contributions from staff.

And your future voluntary contributions would enable us to achieve the ambitious agenda we have planned for 2017, including a UN-system wide survey that will assess attitudes towards sexual or gender identities issues in the UN workplace.

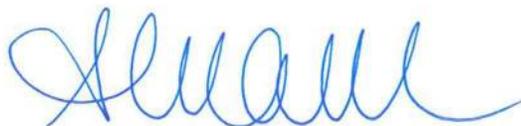
We would also like to hold additional public events in more field duty stations, which can be a great way to bring visibility to our issues. For example, for IDAHOT day this year, our UN-GLOBE representative in Côte D'Ivoire, Alexi Zervos, organized a panel discussion on LGBTI rights as human rights, and an exhibit on sexual orientation and gender identity in the UN headquarters in Côte D'Ivoire.

And we would like to continue our work to change attitudes and increase dialogue on gender and sexual identities issues in the UN.

Your modest annual voluntary contribution of \$75 for Professional staff, and \$30 for General Service, and National staff, would help us achieve this. More info on how to give is included at the end of the UN-GLOBE Financial Report 2015-2016.

Please consider contributing.

Thank you,



Hyung Hak Nam  
President, UN-GLOBE

PS – A jazzier report (meaning with graphics!) will be available in January.

## UN-GLOBE Financial Report 2015-2016

### **Governance**

A total of \$198 was used to finance the costs of the UN-GLOBE Board elections in 2015. The move towards two year terms for UN-GLOBE members, adopted by majority vote, will help lower costs going forward.

### **Communication**

The UN GLOBE website is an essential communication tool to share information with our members, and those who want to find out more about UN-GLOBE. In 2015, a total of \$121.94 was spent for the server space and website hosting.

### **Advocacy**

#### *Panel Discussion*

In 2016, UN GLOBE organised three panel events that brought great visibility to LGBTI issues: in New York (to bring attention to the realities of LGBTI staff serving in the field), Geneva (to highlight stories of parents of all sexual or gender identities who have adopted or had a child through surrogacy), and Abidjan (to stress that LGBTI rights are human rights).

The events in New York and Geneva can be viewed at [www.unglobe.org/events/](http://www.unglobe.org/events/). The costs for both events came to \$1,851.33, which was used largely to pay for the broadcasting. The cost for the event in Abidjan was absorbed by the UN peacekeeping mission in Côte D'Ivoire .

#### *International Events*

As part of UN GLOBE's outreach and advocacy work, the Vice-President of UN-GLOBE Gurchaten Sandhu (Nanoo) participated in the Freedom at Work Conference in Amsterdam. The conference aimed to bring together trade union members, employees, and senior managers worldwide to enhance expertise, create new incentives for cooperation, and build a stronger and more stable commitment between labor and LGBTI people and for LGBTI issues.

Gurchaten participated as panellist to discuss UN-GLOBE's work.

The cost of UN-GLOBE's participation in the conference was \$230.78.

#### *Pride*

Members and allies marched under the UN-GLOBE banner in Pride New York in 2015 and 2016, and in Pride Fribourg (Switzerland) in 2016. Participation of UN GLOBE in Pride events is a way to highlight the discrimination faced by LGBTI individuals around the world and in the UN, and to join others in celebrating the diversity and achievements of the LGBTI movement.

In 2015, a total of \$541.43 was spent on Pride in New York.

In 2016, with members marching in both Geneva and New York Pride, the total cost was \$1,144.77

In 2017, we would aim to participate in Pride marches in Rome and Cologne, as well as in New York and Geneva.

#### **Current balance**

Our current balance is \$1,706.82

#### **Ways to contribute**

Your modest annual voluntary contributions of \$75 for Professional staff, and \$30 for General Service, and National staff, can be paid via check, direct deposit to UNFCU, or online transfers.

*For checks in USD:*

Please make checks payable to UN-GLOBE, and send your checks to:

United Nations  
S-1014  
New York, NY 10017

*For direct deposit to UNFCU (including member-to-member transfers):*

Please use account 1430710 (or when making online UNFCU transactions, use 1014307100001). Please make sure to include your name in any deposit or transfer so we can acknowledge your contribution.

*For online transfers via Google Wallet:*

Please transfer money to:

[orangemega@gmail.com](mailto:orangemega@gmail.com) (New York)

[gurchaten.sandhu@gmail.com](mailto:gurchaten.sandhu@gmail.com) (Geneva)

*For additional options such as cash payments, e-mail [ohrm\\_globe@un.org](mailto:ohrm_globe@un.org).*