



COMMUNICATION

UN DISABILITY INCLUSION STRATEGY

35/23

**Geneva
6 December 2023**

To: All Members
For distribution to: Staff Representatives only
From: Cosimo Melpignano, FICSA General Secretary

Dear FICSA Members,

The International Day of People with Disabilities was observed last weekend (3 December), and FICSA would like to use this occasion to reaffirm our commitment to fostering an inclusive environment within the UN Common System. We particularly want to remind all our members about the [UN Disability Inclusion Strategy \(DIS\)](#), which was endorsed by the CEB High-Level Committee on Management (HLCM) in 2019¹.

FICSA strongly encourages you to visit the [UN DIS website](#) to find out more about the concerted and extensive efforts underway to integrate the Disability Inclusion Strategy comprehensively throughout the entire UN Common System.

It will be important for the Federation to collect your feedback to be further addressed at the highest levels. Creating a workplace culture that celebrates diversity in all its forms is our responsibility and we invite each of you to actively engage in this journey with us, embracing the principles of disability inclusion in your respective roles. As such, FICSA would be grateful to hear from you:

- If/how the Strategy has been implemented in your organizations, i.e. if training and awareness programs have been rolled out to raise awareness, dispel myths, and provide practical tools for fostering an inclusive workplace, or if there have been accessibility audits of physical and digital spaces to identify and address barriers that may hinder the full participation of individuals with disabilities in activities and events.
- If Employee Resource Groups (ERGs) have been established to ensure that the voices of employees living with disabilities are heard and respected, or if monitoring and evaluation mechanisms are in place to track the progress of disability inclusion initiatives.

¹ The Disability Inclusion Strategy serves as the cornerstone for achieving lasting and transformative advancements in disability inclusion across all facets of the United Nations' activities. This is realized through the establishment of a comprehensive system-wide policy, an accountability framework, and various other implementation modalities.

- Information about any innovations within your organization to facilitate people living with disabilities.

Finally, in order for FICSA to be able to form an informed position on issues related to disability in the workplace, please identify any focal persons from your staff association / union who would be willing to work with the FICSA Standing Committee on Social Security/Occupational Health and Safety (SOCSEC) and ensure they are nominated as core group members of the SOCSEC standing committee during the fast approaching 77th Council in February 2024.

Thank you for your dedication and support.

In solidarity.
