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**HR INTERN (TASK 2)**

**WORLD HEALTH ORGANIZATION**

**1. RESEARCHING DEI BEST PRACTICES AND TRENDS AT WHO**

**Step 1: Identifying Key DEI Practices Specific to WHO**

WHO, as a global health organization, has a unique focus on diversity and inclusion given its diverse workforce spread across the globe. The following practices can be particularly relevant:

* **Global Recruitment Strategies**: Ensuring that recruitment processes are inclusive and attract candidates from diverse cultural, ethnic, and professional backgrounds.
* **Cultural Sensitivity Training**: Given WHO's global reach, training employees on cultural sensitivities and appropriate interactions in different cultural contexts.
* **Gender Parity Initiatives**: Focused efforts to achieve gender parity at all levels of the organization, especially in leadership roles.
* **Inclusive Leadership**: Training leaders to be aware of and address the needs of a diverse workforce, encouraging inclusive decision-making.
* **Language Accessibility**: Ensuring that all internal and external communications are accessible in multiple languages.

**Step 2: Trends Relevant to WHO**

Current trends in DEI that can be applied at WHO include:

* **Intersectionality**: Recognizing the complex layers of identity (e.g., race, gender, religion) that employees may have and how these identities can influence their experiences.
* **Data-Driven Approaches**: Leveraging data to track diversity metrics across different regions and departments to ensure equity in opportunities and resources.
* **Hybrid Work Policies**: Adapting work policies that accommodate remote and flexible work environments, acknowledging different time zones and work-life balance needs.
* **Equitable Health Access**: Promoting DEI not just within the organization but also in its global health programs, ensuring equitable access to health services for all populations.

**2. DEVELOPING DEI TRAINING PROGRAMS AND MATERIALS FOR WHO**

**Step 1: Assessing Training Needs**

At WHO, the following areas may require focused training:

* **Cultural Competency and Global Etiquette**: Essential for employees working across different regions and interacting with diverse populations.
* **Gender Sensitivity**: Training to support gender equity, particularly in decision-making and leadership.
* **Language and Communication**: Ensuring clear and inclusive communication across different languages and cultures.

**Step 2: Creating The Training Program**

**Training Module 1: Cultural Competency**

* **Content**: Understanding cultural differences, global etiquette, and the importance of respecting local customs and practices.
* **Activities**: Scenario-based learning where employees discuss and resolve cultural dilemmas they might encounter in their work.
* **Materials**: Multilingual slide decks, cultural sensitivity guidelines, and case study videos.

**Training Module 2: Gender Equity**

* **Content**: Importance of gender equity in health leadership, recognizing gender biases, and creating supportive environments for all genders.
* **Activities**: Role-playing exercises, gender equity workshops, and discussions led by gender experts.
* **Materials**: Gender equity checklists, best practice guides, and testimonial videos from female leaders within WHO.

**Training Module 3: Inclusive Communication**

* **Content**: Effective communication strategies in a multilingual, multicultural organization. The role of language in inclusion.
* **Activities**: Language sensitivity workshops, translation and interpretation best practices.
* **Materials**: Communication guides, language tools, and feedback mechanisms.

**Step 3: Preparing Materials**

* **Multilingual Handouts**: Handouts available in all working languages of WHO (English, French, Spanish, etc.).
* **Visual Aids**: Infographics highlighting DEI principles, cultural differences, and gender equity.
* **Evaluation Tools**: Pre- and post-training surveys to measure changes in awareness and attitudes.

**3. DESIGNING DEI EVENTS AND INITIATIVES FOR WHO**

**Step 1: Event Planning**

**Event 1: Global Health Equity Day**

* **Objective**: Highlight and celebrate WHO’s efforts in promoting health equity across different regions.
* **Activities**: Webinars featuring speakers from different regions, showcasing successful health equity programs. Regional offices could share success stories and challenges.
* **Expected Outcomes**: Increased awareness of health equity efforts and recognition of regional successes and challenges.

**Event 2: DEI Leadership Summit**

* **Objective**: Train leaders on how to manage and lead diverse teams effectively.
* **Activities**: Workshops on inclusive leadership, gender equity in decision-making, and managing multicultural teams.
* **Expected Outcomes**: Leaders gain practical skills to foster inclusive environments and improve team dynamics across different cultures.

**Initiative 1: Mentorship for Emerging Leaders**

* **Objective**: Support the development of underrepresented groups in leadership roles within WHO.
* **Activities**: Mentorship program pairing emerging leaders from underrepresented backgrounds with senior WHO leaders.
* **Expected Outcomes**: Increased representation of diverse groups in leadership positions, improved career development opportunities for underrepresented employees.

**Step 2: Set Clear Objectives**

* **Objective**: By the end of the year, aim to have 50% of leadership roles at WHO filled by individuals from underrepresented groups.
* **Objective**: Increase participation in DEI training programs by 30% across all WHO regions.

**4. ANALYZING DEI METRICS AND MAKING RECOMMENDATIONS FOR WHO**

**Step 1: Identifying DEI Metrics**

* **Diversity Representation**: Track the diversity of WHO staff across different levels, regions, and functions.
* **Inclusion Surveys**: Conduct regular surveys to assess how included and valued employees feel within the organization.
* **Event Participation**: Monitor attendance and engagement in DEI events and initiatives.
* **Health Equity Impact**: Measure the impact of WHO’s health equity programs in different regions.

**Step 2: Data Collection and Analysis**

* **HR Metrics**: Analyze recruitment, promotion, and retention data by gender, ethnicity, and region.
* **Surveys**: Collect and analyze data from employee inclusion surveys and feedback forms from DEI events.
* **Focus Groups**: Conduct focus groups to gather in-depth insights into the experiences of diverse employees.

**Step 3: Recommendations**

* **Expand Recruitment Efforts**: If certain regions or demographics are underrepresented, focus on targeted recruitment in those areas.
* **Enhance Leadership Development**: If underrepresented groups are not advancing into leadership roles, implement targeted leadership development programs.
* **Regular DEI Reporting**: Establish a regular reporting system to track DEI progress and adjust strategies as needed.
* **Inclusive Policy Review**: Regularly review WHO’s policies to ensure they are inclusive and supportive of a diverse workforce.