Annex I: UNESCO Initiatives to Counter Racism and Discrimination

1. In implementing the Roadmap against Racism and Discrimination (214 EX/5.I.INF), UNESCO has strengthened and forged new partnerships in the global fight against racism and discrimination. To bolster cooperation between national-level institutions, UNESCO intensified its efforts to support the Network of Anti-Racism and Anti-Discrimination Officials established to provide a platform for exchanging insights and best practices, shaping effective institutional structures, policies and legislation, and offering technical assistance and support to its members. These efforts are complemented by the application of relevant UNESCO guidance, tools and methodologies, including the UNESCO Anti-Racism Toolkit.

2. UNESCO's annual Global Forum against Racism and Discrimination has established itself as a convening platform, uniquely positioned to elevate the global anti-racism movement to the forefront of international agendas. Its 4th edition was hosted by the City of Barcelona in partnership with the Spanish Ministry of Equality and the Government of Catalonia. The Forum brought together over 150 speakers and approximately 2,000 on-site participants from 89 countries. It also achieved a record-breaking 145,000 views across various social media platforms worldwide. The Forum featured high-level participation from prominent figures, including Vice-Presidents, ministers, mayors and other national representatives. Discussions were enriched by contributions from renowned anti-racism advocates including prominent musicians, acclaimed authors, leading scholars, award-winning journalists and former professional athletes. The Fit for Life Network Against Racism was launched, gathering renowned athletes, sport organizations and experts. A significant outcome of the Forum was the presentation of the Global Alliance against Racism and Discrimination which seeks to create a collaborative space for like-minded stakeholders to advocate for a transversal approach to addressing racial issues across all sectors of government and society.

3. At the Forum, UNESCO launched the *Global Outlook against Racism and Discrimination*, a comprehensive resource developed in collaboration with The Ford Foundation, utilizing advanced AI methodologies to map and analyze patterns of discrimination across regions and contexts. By addressing a critical gap in comparable equality data across regions, the Outlook provides nuanced insights into systemic and structural racism, highlighting key drivers, impacts and responses. Among its findings, race emerged as the basis for 38% of reported discrimination cases globally, followed by sex and gender (33%) and ethnicity (20%).

4. Also launched at the Forum was the second volume of the Gender-Based Resilience Framework series entitled Fostering Women's Leadership which highlights the importance of women's representation and participation in leadership, the workforce and innovation to enhance societal resilience. This report revealed persistent gaps: women are still 1.5 times more likely to be employed in low-paying jobs in G20 countries. In 2024, only four women were elected as presidents out of 27 countries holding elections – 16 countries had no female candidates at all.

5. The Master Class Series against Racism and Discrimination expanded significantly in 2024, gaining wider ownership among an increasing number of partners and empowering approximately 3500 young people and their teachers. In April 2024,

UNESCO hosted the global edition welcoming more than 1200 on-site participants and thousands of online attendees from around the world, representing students across 31 countries. Headlined by prominent social media influencers with significant followership to increase the global reach, the Master Class serves as a dynamic platform for young people to become anti-racism champions in their schools and communities. Additional editions were organized at UNESCO Headquarters, including the Master Class on Tolerance (15 November), the Master Class on Transforming MEN'talities (25 November) and at the Global Forum in Barcelona in collaboration with CATESCO, the Guerrand-Hermès Foundation and the We Are Family Foundation. Further local editions were organized with the City of Bordeaux, the Metropolitan City of Bologna, the Association of Sports and Municipalities in the Kingdom of The Netherlands and the Dominican University in the United States.

6. The UNESCO Youth Bootcamp has gained visibility and popularity among members of the International Coalition of Inclusive and Sustainable Cities (ICCAR). In 2024, the European edition was held in Chisinau, Moldova, from 11-17 August, followed by the global edition in Cagliari, Sardinia, Italy, from 1-7 September. These 7-day immersive programs connect young leaders to address global challenges through local action in a diverse range of countries, including Belarus, Brazil, Egypt, France, Germany, Italy, Jordan, Kenya, Moldova, Mongolia, the Republic of Korea, Romania, South Africa, Türkiye, Uganda, Ukraine, the United Kingdom of Great Britain and Northern Ireland and Uruguay.

7. UNESCO inaugurated its Network of Places of History and Memory linked to Enslavement and the Slave Trade and its accompanying city twinning programme between historically connected cities, unveiling the first 22 locations to join the Network during the 30th anniversary of the Routes of Enslaved Peoples programme in partnership with Canada's Federal Anti-Racism Secretariat. UNESCO also announced the creation of a new alliance of university chairs on the study and the history of enslavement and the slave trade.

8. At the 30th anniversary of the Routes of Enslaved Peoples Programme, the First Dialogue for Reparatory Justice welcomed both descendants of enslaved peoples and enslavers to reflect on a framework for common understanding. In collaboration with The Guardian Foundation, at the end of the 2-year Dialogue Series, UNESCO aspires to establish a holistic conceptual framework of reparatory justice and a toolkit to accompany it, plus a plan of action and a resource mobilization strategy.

9. UNESCO continues to collaborate with the Secretariat of the Alliance of Civilizations, focusing on joint efforts to address pressing challenges related to anti-discrimination and promote intercultural understanding. This cooperation has included technical cooperation, as well participation in events.

10. The UNESCO publication "Unmasking racism: guidelines for educational materials" was launched in April 2024 to assist educational professionals on addressing racist bias in education. In addition to ongoing technical support to promote uptake of the guidelines, UNESCO is also planning the development of new pedagogical resources for educators and policymakers, a series of online trainings with educators on different dimensions of racism and techniques/pedagogical approaches, and a gathering of stakeholders in the field of anti-racist and anti-prejudice education.

11. UNESCO marked the 30th anniversary of the outbreak of the 1994 genocide of the Tutsi in Rwanda with a ceremony at UNESCO Headquarters and a photo exhibition

on the UNESCO fences, highlighting the four genocide memorial sites added to the UNESCO World Heritage List in 2023, developed in cooperation with Aegis Trust.

12. In December 2024, UNESCO also organized an exhibition on the genocide of the Roma and Sinti in collaboration with UNESCO artist for peace Luigi Toscano and EVZ Foundation to mark the International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime on 9 December. It featured portraits of Roma and Sinti that survived Nazi persecution as well as testimonies of Roma survivor descendants on their experiences of continued anti-Roma hatred and discrimination. It was organized within the 80th anniversary of the genocide of the Roma and was first exhibition of this kind shown at UNESCO.

13. The International Program on Holocaust and Genocide Education, a high-level capacity-building programme designed jointly by UNESCO and the United States Holocaust Memorial Museum (USHMM), advances context-relevant Holocaust and genocide education globally. Under the current cycle, involving 12 countries of all region, the program has supported projects including the development of training materials on the Holocaust for teachers in Greece, new Holocaust and genocide learning materials for pupils in Serbia, publication of the first ever textbook on the history of the Holocaust by the Ministry of Education in India, a regional teacher-training program in São Paulo in Brazil, and the development of a new peace education curriculum with the federal Ministry of Education of Nigeria. The program will expand to other countries in 2025.

14. Funded by the European Commission and supported by the OSCE Office for Democratic Institutions and Human Rights (OSCE/ODIHR), UNESCO works with European Union Member States' education ministries to address antisemitism through educational activities tailored to local needs. The countries participating in the project include Austria, Belgium, Croatia, Czech Republic, France, Germany, Greece, Italy, the Netherlands, Romania, Slovenia and Spain, and expanded to additional European Member States in 2025. UNESCO is also working closely with the OSCE/ODIHR, University College of London and the International Holocaust Remembrance Alliance to advance programmes against anti-Roma discrimination and anti-Muslim racism.

15. Through its Indigenous and Local Knowledge Systems (LINKS) programme, UNESCO highlighted the systemic discrimination faced by Indigenous Peoples and local communities in conservation and resource management, while demonstrating the essential value of their knowledge in achieving global biodiversity and sustainability goals. In 2024, UNESCO LINKS played a significant role in Global Biodiversity Assessments and National Ecosystem Assessments. It ensured the inclusion of Indigenous perspectives and traditional knowledge systems in IPBES assessments of interlinkages among biodiversity, water, food and health (the nexus assessment), as well as in the assessment of transformative change for global biodiversity goals. LINKS also supported Indigenous Peoples and local communities' participation in global dialogues, such as the 10th World Water Forum in May 2024 and CBD COP16 in October 2024. It also facilitated community-led research on climate change and traditional fire management to promote understanding of their to sustainable development and counter stereotypes and biases against Indigenous practices.

16. During the 46th session of the World Heritage Committee (India, 2024), a new site called "Human Rights, Liberation and Reconciliation: Nelson Mandela Legacy Sites" was inscribed on the World Heritage List. The serial property represents the legacy of

the South African struggle for human rights, liberation and reconciliation. It consists of fourteen component parts around the country, all related to South Africa's political history in the 20th century. The places reflect key events linked to the long struggle against the apartheid state, Mandela's influence in promoting understanding and forgiveness, and belief systems based on philosophies of non-racialism, Pan-Africanism and ubuntu, a concept that implies humanity is not solely embedded in an individual.

17. UNESCO launched a strategy to implement the Guidelines for the Governance of Digital Platforms, aiming to safeguard freedom of expression and ensure access to information for vulnerable and marginalized communities while addressing online hate speech. This strategy also invites digital platforms to adhere to responsibilities concerning human rights due diligence, transparency, accountability, and the provision of tools that empower users to control their content and engagement with digital products. UNESCO has been conducting capacity-building initiatives for regulatory authorities, strengthening multistakeholder networks that connect experts, regulators, and victims of hate speech, and fostering a global dialogue. UNESCO developed a guide for journalists on covering hate speech, aiming to assist journalists in investigating hate campaigns while promoting professional practices that minimize the risk of amplifying hateful content.

18. UNESCO, with the support of the European Union, finalized the first phase of the project Social Media 4 Peace, implemented in Bosnia and Herzegovina, Colombia, Indonesia and Kenya. The objective was to address the potential harms related to online dis/misinformation and hate speech in conflict-prone countries, and to leverage the potential of new technologies to promote peace and social cohesion, though the establishment of multistakeholder coalitions and in alignment with the UNESCO's Guidelines on the Governance of Digital Platforms. A second phase has been approved and will be launched in 2025.

19. Since the start of the International Decade of Indigenous Languages, 15 National Action Plans have been finalized, with 20 more in development. These plans outline national strategies in areas like education and digital empowerment to combat linguistic discrimination against Indigenous communities. On 14 November 2024, UNESCO and the Permanent Delegation of Colombia to UNESCO organized the event "Voices of Resilience: The Importance of Indigenous Women for Language Preservation" which brought together Indigenous women and experts to discuss gender equality and linguistic preservation, addressing challenges such as discrimination against Indigenous women, its impact on language transmission, and the role of Indigenous youth. An Ad hoc Expert Group of the Global Taskforce for the International Decade of Indigenous Languages was established to examine the recognition, status, and implementation of policies for Indigenous languages worldwide, providing an overview of legal protections for Indigenous language users.

20. The prioritization of an intersectoral approach to combat racism and discrimination has been operationalized through the Intersectoral Programme 4 (IP4), which involves the CI, ED and SHS Sectors. The Programme addresses critical challenges and opportunities in the digital age, particularly in combating hate speech. It focuses on empowering youth, educators and media organizations with digital competencies to effectively navigate and contribute to the evolving digital landscape. This initiative remains central to UNESCO's mission of fostering an inclusive and ethical digital information environment, free from racism and discrimination.