

UN Global Compact

Communication of Progress

UNISHKA Research Service



April 2022

Statement of Continued Support

Period Covered:

From: April 20, 2021 – To: April 20, 2022

To our Stakeholders:

I am pleased to confirm that UNISHKA Research Service, Inc. reaffirms its support for the Ten Principles of the United Nations Global Compact, the *CEO Statement of Support for the Women's Empowerment Principles*, and the *CEO Water Mandate*. In this annual Communication on Progress, we describe our actions to continually improve the integration of these commitments into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication, such as our [website](#) and [social media sites](#).

Sincerely,

Jeffrey Coonjohn

President

UNISHKA is a social purpose organization that provides consulting and research services to governmental, commercial, and civil society organizations. We render professional services that are mission-focused and contextualized to local environments. Anti-corruption is who we are and what we do!

In 2014, UNISHKA incorporated in Alaska to implement an anti-corruption methodology created by UNISHKA called **Systems Integrity Development (SID)**. UNISHKA is the first U.S.-company dedicated exclusively to anti-corruption. In April 2018, UNISHKA became a signatory to the UN Global Compact; in 2019 UNISHKA signed the *CEO Statement of Support for the Women's Empowerment Principles* and the *CEO Water Mandate*. For the period April 2021 through April 2022, UNISHKA was classified as "GC Active." UNISHKA plans to expand its actions and outcomes in the coming years, eventually growing into a "GC Advanced" member. The following is a summary of the actions and outcomes for the reporting period:

Description of Actions

Human Rights

UN Objectives:

- Businesses should support and respect the protection of internationally proclaimed human rights.
- Make sure that they are not complicit in human right abuses.

UNISHKA Actions:

- Adopted a DEIA Strategy to foster diversity, equity, inclusion, and accessibility in the workplace.
- Conducted over 2000 hours of pro bono work on human security and refugee relocation with a primary focus on Afghanistan.
- Implemented vetting policies to ensure that any organization with whom UNISHKA does business is not complicit in human rights abuses including human trafficking.
- Implemented UNISHKA's gender integration policy and employed a gender lens on all projects.
- Implemented gender equity-based hiring practices in UNISHKA's internship program.

Labor

UN Objectives:

- Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- The elimination of all forms of forced and compulsory labour.
- The effective abolition of child labour.
- The elimination of discrimination in respect of employment and occupation.

UNISHKA Actions:

- Assigned and empowered the Compliance Committee to ensure UNISHKA projects are being implemented in accordance with all labor laws as well as the UN Global Compact.
- Adopted a Human Resources pay scale that is significantly above local and national minimum wage standards.
- Employed a gender lens to Human Resources to advance gender equality.
- Developed and adopted a DEIA Strategy to ensure diversity, equity, inclusion, and accessibility.

Environment

UN Objectives:

- Business should support a precautionary approach to environmental challenges.
- Undertake initiatives to promote greater environmental responsibility.
- Encourage the development and diffusion of environmentally friendly technologies.

UNISHKA Actions:

- UNISHKA initiated the first citywide Battery Recycling Program for Juneau, Alaska with a proposed implementation during the Q3 2022.
- Adopted a business strategy that focuses on supporting government implementation of environmental and wildlife protections.
- Participated in citywide litter cleanup program that netted more than 30,000 pounds of trash from public lands and waterways.



Anti-Corruption

UN Objectives:

- Business should work against corruption in all its forms, including extortion and bribery.

UNISHKA Actions:

- Advocated to the United States Congress to adopt multiple anti-corruption initiatives.
- Placed the UNISHKA Code of Conduct and the UNISHKA Ethics Policy on our homepage.
- Engaged and empowered independent auditors to scrutinize UNISHKA's financial expenditures to reduce the risk to corruption in any form.
- Implemented a company compliance program.
- Appeared on multiple news networks to advocate for anti-corruption.
- Implemented anti-corruption programs worldwide.
- Active participant in the Anti-Corruption Advocacy Network (ACAN).

Measurement of Outcomes

- UNISHKA donated 2000+ professional hours and countless staff hours to refugee relocations.
- UNISHKA donated 200+ professional hours and countless staff hours to developing women-led NGOs in the Middle East.
- UNISHKA collaborates with Mine the Gap (<https://www.minethegap.co>) on a biweekly basis to maintain our gender lens and commitment to gender equality.
- Women make up the majority of UNISHKA's interns for 2022 (3:1).
- The Compliance Committee developed a matrix of recommendations to ensure compliance with human trafficking, anti-corruption and gender equality objectives and laws; all of the recommendations have been adopted for implementation.
- A majority our full-time staff and all of our part-time staff have opted for the “work at home” program allowing UNISHKA to significantly reduce its carbon footprint.
- Conducted worldwide research on the schemes and perpetrators of public corruption and identified those schemes to the appropriate authorities.



UN Global Compact

Women's Empowerment Principles



UNISHKA Research Service

WEP Objectives

The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.

UNISHKA Actions:

UNISHKA is committed to supporting gender equity and achieving gender equality in the workplace. Our goal is to ensure all staff have the same opportunities, rights, and responsibilities, and are treated with respect, regardless of gender or gender identity. We achieve this by distributing benefits, responsibilities, and resources fairly and justly.

The last year the Biden Administration prioritized the values of diversity, equity, inclusion, and accessibility. Implementing DEIA requires investing in the needs of people with diverse profiles and backgrounds as well as changing organizational policies and practices to support their success and allow them to thrive.¹ People need a sense of belonging, not just inclusion. UNISHKA has taken important steps in the past several years to prioritize gender and other marginalized groups in its programs. The company has positioned itself as a socially-minded business that creates alliances and affiliations with important external networks that support its values and work. Over the last year, however, UNISHKA has focused on internal development, integrating DEAI into its programming and governance.

DEIA Strategy – During this reporting period, UNISHKA developed and published an initial [DEIA Strategy](#).² During the next year, UNISHKA will further embellish our strategy while focusing heavily on implementation. Among UNISHKA's early interventions, we focused on integrating young women and other under-represented populations in our intern program. The objective is to expand the entry corridor into what has historically been a male-dominated profession.

¹ Ernst & Young piloted their DEIA effort on the concept of "Belonging" and set out to determine whether staff felt as though they belonged instead of just included.

² <https://unishka.com/who-we-are/diversity-equity-inclusion-accessibility/>

Principles

- A. UNISHKA will promote a family-friendly workplace for men and women through the following activities:
 - a) Provide parental leave options for all staff.
 - b) Provide flexible working arrangements for staff.
 - c) Maintain awareness around domestic abuse and have appropriate policies, procedures, and training to support staff, including an appropriate leave policy.
- B. UNISHKA will regularly review its policies, procedures, and strategies to ensure gender equality principles are maintained.
- C. UNISHKA will ensure that gender is mainstreamed and integrated into all services, programs, activities, budgeting, evaluation, and reporting.
- D. UNISHKA will create an equitable, respectful, and enabling environment for all staff within the organization through the following activities:
 - a) Ensure that there is meaningful gender representation on all teams, interview panels and ad hoc assignments.
 - b) Ensure that gender equity exists regarding remuneration of employees.
 - c) Seek opportunities to encourage gender diversity in positions historically filled by gender stereotypes, particularly senior and leadership roles.
 - d) Demonstrate a commitment to gender equality through social responsibility including participation in the UN Global Compact and adoption of the Women's Empowerment Principals.
 - e) Ensure senior representation on external networks that address gender equality issues such as WEP, UN Global Compact, and the LEAD Network.
- E. Support external organizations that demonstrate gender equality.

Strategies

UNISHKA will employ various strategies to aggressively promote our gender policy. These will include both organizational strategies as well as programmatic strategies.

Organizational Strategies

Some of the strategies UNISHKA will employ to promote its gender policy and DEIA strategy include:

- Develop, implement, and nurture our DEIA strategy—developing a sense of belonging.
- Necessitated by the pandemic, UNISHKA has accelerated its *flexibility in work* initiatives. UNISHKA employs information technology to facilitate flexible working hours and virtual work. These programs are intended to enhance the work-life balance and allow more women, especially those with young children, to enter the workforce.
- Develop strategies for reaching targets, including: 1) career development opportunities; 2) family friendly and flexible working policies to allow staff to fulfil caring responsibilities; 3) sexual harassment policies; and 4) equal pay for work of equal value.
- Build a common understanding around gender through training.
- Ensure all training is gender-sensitive.
- Make all HR processes and policies gender-sensitive and responsive. Integrate gender indicators into staff objectives, accountabilities, and performance management systems.
- Prioritize gender sensitivity in all terms of reference, including our Anti-Corruption Dictionary.

Programmatic Strategies

In its implementation, UNISHKA will ensure that its projects and programs empower women and promote women's rights. This will require that UNISHKA:

- Apply gender analysis at all stages of project work, including planning, implementation, impact assessment and development of measurable indicators.
- Develop capacity of project staff to carry out gender analysis.
- Ensure project staff take responsibility for promoting gender equality.
- Monitor and evaluate projects for gender goals and develop and employ good practice guidelines and indicators.
- Promote the creation of structures and opportunities for women's participation in decision-making at all levels.
- Ensure that women's and girls' voices are heard in mainstream development processes.

- Undertake capacity building to strengthen women’s organizations and groups, and organizations working towards gender equality.
- Promote, support, and participate in the women’s movement.
- Support women and girls to secure their economic, social, political, civil, and cultural rights.
- Promote women’s and girls’ independent access to and control over land, employment, services, and institutions, including their ability to exercise rights over their own bodies and find protection against violence.
- Develop, promote, and use creative ways of engaging men and boys as agents of change in the pursuit of gender equality.
- Support partners who are aligned to our gender principles, and work to inform and influence those who are not, with the option of breaking the alignment in cases where positive change fails to occur.

Resource Allocation

To ensure adequate resources are allocated to gender work across the organization, UNISHKA commits to:

- Include a gender dimension in all finance planning and policies.
- Develop and refine tools and methods for assessing and reporting on gender-related investments throughout the organization.
- Maintain and update annually qualitative and quantitative information on gender-related expenditures.

Responsibilities Matrix

Responsible Party	Responsible For
President & Executive Leadership Team	Championing the policy
Managers & Supervisors	Communicating the policy to all staff Adhering to the policy and procedures Addressing issues
Human Resources Department	Reviewing policies and procedures Communicating policies organizationally Advising and assisting managers and supervisors in addressing issues Providing regular training/awareness in relation to gender equality
All Staff	Adhering to policies and procedures Attending regular training/awareness programs

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Communication of Progress – Water Mandate



Direct Operations

UN Objectives:

- Conduct a comprehensive water-use assessment to understand the extent to which the company uses water in the direct production of goods and services.
- Set targets for our operations related to water conservation and waste-water treatment, framed in a corporate cleaner production and consumption strategy.
- Seek to invest in and use new technologies to achieve these goals.
- Raise awareness of water sustainability within corporate culture.
- Include water sustainability considerations in business decision-making (e.g., facility-siting, due diligence, and production processes).

UNISHKA Actions:

- Developed the UNISHKA Water Conservation Policy that includes regularly assessing consumption.
- Adopted policy requires installation of high-efficiency toilets and aerated faucet heads upon replacement, thereby reducing water usage.
- Purchased a tankless water heater to reduce water consumption and energy use.
- Regularly check for and repair leaky faucets or pipes.

Supply Chain & Watershed Management

UN Objectives:

- Encourage suppliers to improve their water conservation, quality monitoring, waste-water treatment, and recycling practices.
- Build capacities to analyze and respond to watershed risk.
- Encourage and facilitate suppliers in conducting assessments of water usage and impacts.
- Share water sustainability practices – established and emerging – with suppliers.
- Encourage major suppliers to report regularly on progress achieved related to goals.

UNISHKA Actions:

- Asked suppliers about their water use and their water efficiency efforts.
- Shared water saving experiences, best practices, and success stories in the UNISHKA Newsletter.

- With a focus on the Middle East and Africa, advocated our partners and suppliers to participate in water efficiency efforts.

Collective Action

UN Objectives:

- Build closer ties with civil society organizations, especially at the regional and local levels.
- Work with national, regional, and local governments and public authorities to address water sustainability issues and policies, as well as with relevant international institutions – e.g., the UNEP Global Programme of Action.
- Encourage development and use of new technologies, including efficient irrigation methods, new plant varieties, drought resistance, water efficiency and salt tolerance.
- Be actively involved in the UN Global Compact’s Country Networks.
- Support the work of existing water initiatives involving the private sector – e.g., the Global Water Challenge; UNICEF’s Water, Environment and Sanitation Program; IFRC Water and Sanitation Program; the World Economic Forum Water Initiative – and collaborate with other relevant UN bodies and intergovernmental organizations – e.g., the World Health Organization, the Organization for Economic Co-operation and Development, and the World Bank Group.

UNISHKA Actions:

- UNISHKA recognizes and acknowledges the Tlingit, Haida, and Tsimshian people who have been stewards of the forests and waters of Southeast Alaska since time immemorial and on whose land we work and live.
- UNISHKA supports the Southeast Alaska Conservation Council to protect the waters of Alaska.
- UNISHKA advocates and lobbies for responsible water use with state and local government officials and departments, specifically the Alaska Department of Natural Resources.

Public Policy

UN Objectives:

- Contribute inputs and recommendations in the formulation of government regulation and in the creation of market mechanisms in ways that drive the water sustainability agenda.
- Exercise “business statesmanship” by being advocates for water sustainability in global and local policy discussions, clearly presenting the role and responsibility of the private sector in supporting integrated water resource management.
- Partner with governments, businesses, civil society and other stakeholders – for example specialized institutes such as the Stockholm International Water Institute, UNEP Collaborating Centre on Water and Environment, and UNESCO’s Institute for Water Education – to advance the body of knowledge, intelligence and tools.
- Join and/or support special policy-oriented bodies and associated frameworks – e.g., UNEP’s Water Policy and Strategy; UNDP’s Water Governance Programme.

UNISHKA Actions:

- Contributed input and recommendations in the formulation of government regulations, specifically advocated against changes to the Alaska water reservation system (11 AAC 93) that would adversely affect Alaska waterways and critical fish habitat.
- UNISHKA is an advocate for water sustainability in local policy discussions and we participate in public comments when the opportunity arises.

Community Engagement

UN Objectives:

- Endeavor to understand the water and sanitation challenges in the communities where we operate and how our businesses impact those challenges.
- Be active members of the local community, and encourage or provide support to local government, groups and initiatives seeking to advance the water and sanitation agendas.
- Undertake water-resource education and awareness campaigns in partnership with local stakeholders.
- Work with public authorities and their agents to support – when appropriate – the development of adequate water infrastructure, including water and sanitation delivery systems.

UNISHKA Actions:

- UNISHKA and its employees, work to understand the water and sanitation challenges in the communities where we operate (domestically and internationally) and we explore how we can make a positive impact.
- UNISHKA is an active member of the local community through its support and advocacy for the Southeast Alaska Conservation Council (SACC).
- Taking our cues from SACC, UNISHKA participates in awareness campaigns and letter writing campaigns to protect local watersheds.

Transparency

UN Objectives:

- Include a description of actions and investments undertaken in relation to The CEO Water Mandate in our annual Communications on Progress for the UN Global Compact, making reference to relevant performance indicators such as the water indicators found in the Global Reporting Initiative (GRI) Guidelines.
- Publish and share our water strategies (including targets and results as well as areas for improvement) in relevant corporate reports, using – where appropriate – the water indicators found in the GRI Guidelines.
- Be transparent in dealings and conversations with governments and other public authorities on water issues.

UNISHKA Actions:

- Since it became a signatory to the CEO Water Mandate, UNISHKA has included a description of the actions and investments we've undertaken as part of our annual COP for the UN Global Compact.
- During the reporting period, UNISHKA adopted a Water Conservation Policy which we have published on our website at: <https://unishka.com>.