

Dear Madame Lute,

We will like to extend our sincere thanks and appreciation to you for your support in UN headquarters which we see, was a fruitful and rewarding base on the out come of the working group in the interest of all National Staff in peace keeping mission. We are grateful for all of your initiatives and the positive achievements and want to say bravo.

Madame, we want to bring certain thing we are noticing with grave concerns creeping into UNMIL that will have a negative reflection of the Organization if not adequately addressed and /or taken care of which in the end will ruin the very fabric for which the United Nations was formed.

The issue has to do with the racial imbalance that is being perpetrated by UNMIL Administration in this mission; we have been watching with eagle eyes the replacements of black top level managers/section chiefs with whites, something which we see will have ripple effect if not duly checked and corrected.

Of keen notice of late, are the following:

1. The former CCPO Mr. Jerome Seaforth retired and was replaced by his principle deputy Robert Picistrelli (a white), which we see as good because, it encourages continuity in administration.
2. Secondly, the former CISS Henry Thompson (a black), was replaced by Melva Crouch (a white), thus paving the way for subsequent replacements of blacks by whites in the ISS sections.
  - i. Former Chief of Transport (CTO) Mr. Justlin Norris (a black) left the mission for almost eight months now and his deputy Crispin Bispham has been OIC, and performing with diligence, maintaining stability and exhibiting professionalism as OIC/CTO; the question then is, why can't he be appointed to the position as Chief Transport Officer? Or is it that he is black therefore can not serve in that position? Why can't Crispin be given the job as Robert Picistrelli – the CCPO? We understand that interviews are being conducted to fill in the gap for the position of CTO without Crispin being given credence/preference.
  - ii. Another disturbing even is the fact that the present OIC-Engineering Section Mr. Felix Crabbe was taken from Gbarnga Sector-3A as Regional Administrative Officer – RAO by the former CISS Mr. Henry Thompson to head the Engineering Section after the section was in total shambles where junior and senior supervisors were at loggerheads, thus affecting the smooth operations of the Section. An Engineer by profession, he was brought as OIC and has massively stabilized the situation in our section to an appreciable level that we are like a family having a good working environment now than ever before. Our Chief we understand has been technically cleared by New York to serve as Chief Engineer; Administration has held two separate interviews without the knowledge of our Chief where we understand, those

interviewed did not have the pedigree to fill in the slot. The makes ue to further ask, why can't Mr. Crabbe be appointed/preferred on a post he has been serving on for fourteen months now? Is it because of the color of his skin or what? We have just been informed that a white is coming to serve as Chief Engineer – UNMIL.

- iii. Dr. Fofee from Legal and Judiciary Support Division contract is being terminated; and we bet a white is coming to fill in the vacant slot.

What we want to say Madame is, the United Nations should be sensitive to this one thing, that is UNMIL is a black mission in a black country; we expect to see nothing but racial balance when talking about top level managers and/or section chiefs. Just as we see gender balance which we sincerely appreciate, we will stress that the sooner the headquarters gets to understand that racial imbalance is being highly perpetrated by UNMIL Administration by replacing black section chiefs and top level management team with whites and the concerns these changes are causing and how better they should be approached and corrected, the better it will be for the good of us all.

We hope Madame, you will voice out our concerns and also take into consideration in administration both the CAS and the DOA are American. We want the present OIC Engineer and OIC Transport remain on their jobs the mission is not just starting and these people have been with us from 2003 to present.

We believe if the United Nations should practice what it preaches, it should be racial balance here in UNMIL; we are not racist but just want to see equality in racial representation in this mission.

Once again, thanks Madame and May God bless the works of our hands and save UNMIL.

Urgently awaiting a redress, we don't believe we should addressed this to another office but yours, seeing the great improvement you have done.

Concerned staff members (Names attached)