

Tech Company Community of Practice 2.0:

Advancing respect for human rights in the technology sector

OVERVIEW

The UN Human Rights [B-Tech Project](#) Tech Community of Practice (CoP) was established in 2020 to provide a shared safe space for technology companies and the UN Human Rights Office to collectively discuss common challenges, solutions, and best practices related to implementing human rights in company policies and processes.

The CoP has been structured around **core sessions**, **special briefings** (with experts from UN, civil society, and practitioners) and **outreach dialogues** (across the tech sector). Meeting virtually on a semi-regular cadence the CoP has discussed a variety of topics to inform and implement B-Tech project guidance, recommendations, and roadmaps consistent with the normative expectations of the [UN Guiding Principles on Business and Human Rights](#), across their operations and products.

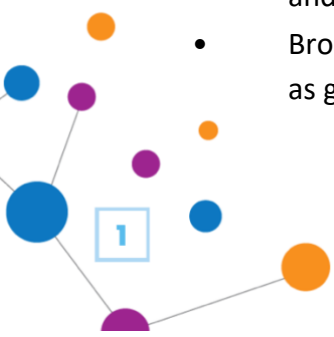
Topics discussed and addressed during the first CoP cohort.

Addressing the human rights impacts of significant business decisions; UN Human Rights and Special Procedures: an introduction; Human rights due diligence (HRDD) in product/service design, deployment, and end use; Stakeholder engagement; Enterprise risk management and compliance; Challenges in implementing HRDD: operationalizing prioritization and severity; HRDD in conflict-affected settings, among others.

CoP 2.0

In consultation with CoP participants the B-Tech Project has opted to launch CoP 2.0, expanding the CoP cohort of participating companies and organizing them around thematic working groups. The CoP 2.0 will:

- Expand membership (up to 20 companies)
- Diversify geographic coverage: inclusion of companies from regions including Africa and Southeast Asia.
- Broaden the type of companies represented within the tech stack and by sector (such as gaming, dating, social media, enterprise, telecommunications)



STRUCTURE

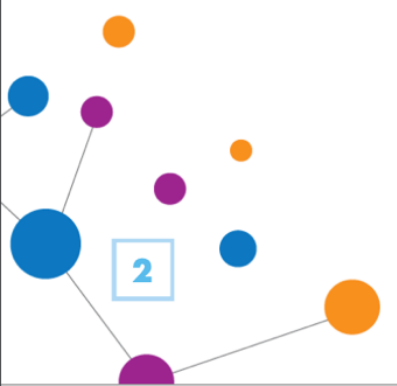
- **Regular Meetings:** short monthly meetings of 1 hour.
- **Special Meetings:** special briefings with UN experts, engagement opportunities with CSOs or other stakeholders.
- **Working group:** multiple working groups devoting their work to a thematic topic or issue, which may include generative AI, regulation, gender, B-Tech Africa, stakeholder engagement, or HR75.
- **Working Group Report:** an end-of-year written update by company representatives of findings of their working group(s).
- **Annual in-person dialogue:** an end-of-year in person gathering for company representatives to present the findings of their working group(s).

B-Tech will facilitate a potential opportunity for CoP members to meet with the current High Commissioner, with the goal of producing an updated shared pledge/commitment on behalf of company leadership regarding the Responsibility to Respect (Pillar Two of the UNGPs).

PARTICIPATION GUIDELINES - CoP 2.0

The success of the CoP rests on meaningful commitment of companies to the community and its aims, manifested through active preparation and participation in activities. In practice, company participants are asked to:

- Nominate two individuals who will lead the company's engagement in the CoP.
- Participate in all Regular Meetings and consider a leadership role in at least one, presenting in-detail company progress and challenges related to the issue of focus. (subject to appropriate confidentiality measures)
- Pro-actively support the community goal of sharing learning and practice.
- Secure CEO or other relevant executive participation in an end-of-year in-person dialogue with the UN High Commissioner.
- Fulfil minimum participation requirements to remain in the cohort:



MINIMUM PARTICIPATION REQUIREMENTS

- **Active participation** by company's CoP representative in regular meetings. [**If unable to attend, should send a proxy or delegate*];
- **Attendance for special meetings:** [**number of meetings as collectively agreed by the CoP as part of its 12-month calendar*];
- **Commitment** by company representatives for engaged participation in at least one working group, which will meet (at a minimum) quarterly. [**The exact number of working groups is yet to be determined*]
- **Presentation** of the findings of their working group(s) in an end-of-year written update and at the annual in-person gathering [**the location and timing of which will be decided jointly by the larger group*].

TRANSPARENCY ADVISEMENT

To publicly document progress, B-Tech will be responsible for publishing short, anonymized output notes summarizing learnings and reflections from the CoP and its working groups. This practice is intended both to document the findings of the CoP and to avoid internal company challenges related to company employees authoring and publishing materials.

The CoP is one of many mechanisms for companies to engage with the work of the B-Tech project. It is not intended to displace the central role of multi-stakeholder dialogue and consultation in informing project recommendations and outcomes.

Participation in the CoP is not contingent on participants making a financial contribution, though donations to the B-Tech Project are welcome.

We welcome [comments](#) to these updates to the Community of Practice, as well as preferences and input on the thematic working groups. Further information about the principles and modalities of company engagement in B-Tech can be found [here](#).

For additional information about the B-Tech Project, including past and upcoming activities, please contact : ohchr-b-techproject@un.org

