Application Form

European Capitals of Inclusion and Diversity Awards 2027

Deadline: 26 February 2027 (12.00 CET)

Please note:

- This Word document is for reference only.
- Applications must be submitted by **online registration** (only on the application web page).
- The indicated **maximum number of characters** available for each answer includes spaces.
- Application forms should preferably be completed **in English, but other EU official languages will be accepted**. These will be translated using an automatic translator. No other languages will be accepted.
- Linguistic quality is not essential for the evaluation of your application. It is the content setting out your strategies, policies and initiatives on diversity and inclusion that will be decisive for your chances of winning the Award.
- Please do not add links to other materials in the application text. All additional information must be placed only in the 10-slide PowerPoint attachment allowed. No such links will be analysed.
- Only applications complying with the **eligibility criteria** will be evaluated against Award criteria.
- Before filling in the form, please carefully read the accompanying **Guidance Note** and the **Rules of the Competition**, which are available in all EU official languages.
- The Secretariat is available to help in clarifying your questions related to completing the forms.

A/

LOCAL AUTHORITY IDENTITY
Name of local authority (town, city or region): **Country:** **Size: (number of inhabitants)** **Short description of your local authority (max. 1 000 characters)[1]**

B/

NATURE AND SCOPE OF THE INITIATIVES
1. Please provide a general description of the full range of your initiatives addressing diversity and inclusion, giving some detail on the aims, objectives and types of activity involved. Please identify all the specific groups your initiatives are targeted at (on the grounds of sex, age, disability, religion or belief, ethnic or racial origin, LGBTIQ+ identity). An intersectional approach in these initiatives is considered an asset. Please give some indication of the scale of investment in these initiatives, and the range of policy fields covered, including any actions taken to address diversity and inclusion as an issue within the local authority workforce. **Max. 3 000 characters**

**The content of Section B of the application form may be used for promotional purposes (publication on the Award website, in a brochure, etc.)*

C/

OWNERSHIP / LEVEL OF COMMITMENT
1. Please describe the overall approach to diversity and inclusion in your local authority by identifying and providing some detail on: any high-level policy statement and/or dedicated strategy/action plan on diversity and inclusion and/or other document that specifically addresses a diversity and inclusion strand, that your local authority is implementing; where responsibility lies in your local authority structures for diversity and inclusion and the human and financial resources made available to manage this area; the mainstreaming systems in place to bring this diversity and inclusion focus into the wider work and decision-making of your local authority; and initiatives to give leadership to and engage external sectors, such as the private sector, in addressing diversity and inclusion issues. Please also identify if your local

[1] Answers will be cut once they reach the character limit.

authority has signed a Diversity Charter and is a member of the national Diversity Charter; and if your local authority is a member of any wider networks with a focus on diversity and inclusion. **Max. 2 000 characters**

D/

IMPACT
1. How have your initiatives improved the situation and experience of people exposed to discrimination (on grounds of sex, age, disability, racial or ethnic origin, religion or belief, and/or LGBTIQ+ identity) and/or effectively addressed their particular needs? In responding, please identify the most important indicators used and targets set (if possible, per target group), and provide key quantitative and/or qualitative data on the short-term outputs, medium-term outcomes and long-term impact achieved, with some indication of how and by whom these data are verified. **Max. 2 000 characters**

E/

QUALITY AND SUSTAINABILITY OF INITIATIVES
1. How do you monitor, evaluate and ensure the quality of your diversity and inclusion initiatives? What steps do you take to learn from these initiatives in order to build on current initiatives and inform your future diversity and inclusion initiatives? Who is engaged in these processes? **Max. 2 000 characters**
2. How do you ensure the sustainability and continuity of your diversity and inclusion initiatives, so as to ensure continuity of effort in the initiatives being taken and action to build on the initiative(s) being taken? Please identify the plans, processes, actions, human resources and funding in place or to be put in place to give effect to this commitment to sustainability. **Max. 2 000 characters**

3. Optional questions that will not have an impact on the evaluation of the application. The applicant is not obliged to answer these questions if they are not relevant:

a. **Has your local authority ever used EU funds for diversity and inclusion?**

b. **How does your local authority inform your citizens about actions involving EU funds?**

Max. 1 000 characters per question

F/

INVOLVEMENT OF PEOPLE EXPOSED TO DISCRIMINATION
1. For each of the target groups identified, please describe the participative structures and processes in place to ensure their involvement (on the grounds of sex, racial or ethnic origin, religion or belief, disability, age and/or LGBTIQ+ identity). Please identify if these or other structures and processes involve their representative organisations, as well as diversity experts. Please identify if this involvement encompasses the planning, implementation and evaluation of your initiatives, and of your strategies and policies addressing diversity and inclusion. **Max. 2 000 characters**
2. What actions does your local authority take to resource and support these representative organisations (for the grounds of sex, racial or ethnic origin, religion or belief, disability, age and/or LGBTIQ+ identity)? Please identify the resources and supports provided that underpin their effective and ongoing involvement in your initiatives and in your strategies and policies addressing diversity and inclusion and if representative organisations are involved in this decision-making process. Please identify the nature and scale of these resources and if these supports are ongoing and provided annually. **Max. 2 000 characters**

G/

WHY DOES YOUR LOCAL AUTHORITY DESERVE THE AWARD?
1. Please explain why your approach and your results in relation to diversity and inclusion are innovative or significant and why you believe you deserve the Award. **Max. 2 000 characters**

H/ OBLIGATORY PART for applications for the SPECIFIC AWARD: COMBATING RACISM

SPECIFIC AWARD: COMBATING RACISM
1. Please describe your local authority's **overall vision for equality, inclusion and participation of people with a high risk of racial and/or ethnic discrimination[2].** Please specify if this vision embraces an **intersectional approach** and if so, provide details. **Max. 1 000 characters**
2. Please describe your local authority's **overall strategy and policy for advancing equality, inclusion and participation of people with a high risk of racial and/or ethnic discrimination.** Describe as well **specific strategies, key initiatives, mainstreaming systems and institutional structures** that were or are being implemented. Please identify **the target groups[3] and any intersectional dimension** across the grounds of sex, age, disability, racial or ethnic origin, religion or belief, and LGBTIQ+ identity. Please specify **how your initiatives improved situation, experience** of people with a high risk of racial and/or ethnic discrimination and **if they addressed their particular needs.** Please specify the impact of these initiatives (if possible, for each of the identified target groups) in terms of **main indicators and targets set** for these initiatives, and **key quantitative and/or qualitative data** on their short-term outputs, medium-term outcomes and long-term impacts. **Max. 3 000 characters**
3. For each of the target groups identified, please describe the **structures and/or processes for involving them** in your local authority's initiatives **advancing equality, inclusion and participation of people with a high risk of racial and/or ethnic discrimination**, and for engaging with them and with their representative organisations. Please identify if these structures and processes encompass the **design, implementation, monitoring and review** of your key initiative(s) and of **any strategies or policies that underpin these** initiatives. **Max. 1 000 characters**

[2] Reference to 'racial and ethnic origin' is made in line with EU and international legal terminology. The Commission emphasises, however, the common understanding that 'races' are purely based on socially constructed ideas and it rejects the notion of biological 'races'.

[3] For instance, the Anti-racism strategy 2026-2030 mentions different forms of racism and people affected by it, such as (not limited to): anti-Black racism, antigypsyism, antisemitism, anti-Asian racism, anti-Muslim hatred.

I/

SUPPORTING MATERIALS
In addition to the information provided in the application form, candidates must upload the Declaration of honour. Candidates are also invited, if they wish, to upload a 10-slide PowerPoint presentation in order to illustrate and highlight the strong points of their application. Each uploaded document must be appropriately named. The file name should clearly state what the file represents or contains. Upload file:

J/

CONTACT PERSON, WEBLINKS
Name: **Position / Function:** **Telephone number:** **Email:** **Official website:** **Specific web pages devoted to diversity and inclusion:** **Postal address (for receiving correspondence from the European Commission):**

DISCLAIMER: Unless the opposite is explicitly requested by the participating applicant, the submitted presentation texts can be made public at the https://eu-diversity-inclusion.campaign.europa.eu. The processing of personal data shall meet the requirements of Regulation (EU) No 2018/1725.