



**EUROPEAN CAPITALS
OF INCLUSION
AND DIVERSITY**

WEBINAR FOR POTENTIAL APPLICANTS

11 December 2024

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**EUROPEAN CAPITALS
OF INCLUSION
AND DIVERSITY**

PART I

[European Capitals of Inclusion and Diversity Award](#) – introduction

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- ✓ Launched by the European Commission in **2021**
- ✓ Part of the [Anti-Racism Action Plan](#) and [LGBTIQ Equality Strategy](#)
- ✓ Aims to recognise and reward local authorities across the EU that actively promote inclusion and diversity and help to build a fairer Europe
- ✓ More than **220** eligible applications received in the first three editions



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WHY APPLY?

- ✓ Receive recognition for the efforts pursued to promote **diversity and inclusion** and fight **discrimination** in all its forms
- ✓ Become a **source of inspiration** for other towns, cities and regions in Europe
- ✓ **Connect** with other municipalities and exchange ideas and best practices



Award ceremony 2024 in Brussels

WHAT ARE WE LOOKING FOR?

Local authorities' **best practices and frameworks** to tackle discrimination on grounds of:

- ✓ Sex
- ✓ Racial or ethnic origin
- ✓ Religion or belief
- ✓ Age
- ✓ Disability
- ✓ LGBTIQ identity



Award ceremony 2024 in Brussels



PART II

2025 edition – application process

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2025 edition

✓ Launched on 26 November 2024

✓ Three categories:

Local authorities with **less than 50 000** inhabitants

Local authorities with **more than 50 000** inhabitants

Specific Award – **Inclusive Housing** (size of local authority is not a factor in this category)

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WHO CAN APPLY?

- ✓ The Award is open to **all local authorities**, including towns, cities and regions of the **EU Member States**
- ✓ The submitting body shall be **an administrative unit** governed by a city council or another form of democratically elected governmental body
- ✓ The previous winners of the Award are not eligible to apply in 2025 edition



2024 Award winners



HOW TO APPLY – IN A NUTSHELL

- ✓ Read the [rules of competition](#) and [guidance note for applicants](#) (available at europa.eu/eu-diversity-inclusion)
- ✓ Create an account and fill in the [application form online](#) – possible to save and finish at the later stage
- ✓ Applications can be submitted in any of the **EU official languages** (automatic translation)
- ✓ Submit **attachments** (declaration of honor – required, ppt presentation – optional)
- ✓ Make sure you **respect words limit** and **complete all sections**
- ✓ Respect the deadline of **7 February 2025, 12.00 CET**



SPECIFIC AWARD 2025

STEP 1: Applicants have to fill in the sections A to G of the application form (general award category)

STEP 2: Applicants have to fill section H (specific award category)

Local authorities competing for Specific Award must therefore answer both the General and Specific Award parts of the application form

H/ OBLIGATORY PART for applications for the SPECIFIC AWARD FOR LOCAL AUTHORITIES: ACHIEVING 'INCLUSIVE HOUSING'

SPECIFIC AWARD FOR LOCAL AUTHORITIES: ACHIEVING 'INCLUSIVE HOUSING'

1. Please set out the understanding and vision of your local authority for 'inclusive housing' and the diversity of people (across the grounds of sex, racial or ethnic origin, religion or belief, disability, age and/or LGBTIQ identity) addressed in this. Please identify and give brief detail on the aims and objectives of any strategies or policies of your local authority to progress this vision.

Max. 1 000 characters

2. Please describe three of your key initiatives in progressing 'inclusive housing' outcomes. These three key initiatives would be aimed at some or all of the following:

- fighting and/or preventing discrimination and/or segregation in access to housing;
- making provision to adapt for specific needs across the diversity of grounds of discrimination, ensuring inclusive information, communication and accessible, transparent and non-discriminatory application processes for housing;
- ensuring universal design for this diversity in the construction and planning of housing;
- targeted measures for specific groups across this diversity to address the housing disadvantage they experience, providing housing to groups facing exclusion;
- providing social services to municipal tenants to enable them to sustain their tenancies and to foster their inclusion in the communities; and/or
- enhancing neighbourhood relations across diversity and implementing effective processes for community building.

Please identify the target groups and any intersectional dimension for these initiatives, across the grounds of sex, age, disability, racial or ethnic origin, religion or belief, and LGBTIQ identity.

Please specify the impact of these initiatives 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. Please describe the structures and/or processes for involving the diversity of people targeted in your local authority's initiatives on 'inclusive housing', 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



3.5 Timeline

Tasks	Period
Opening of the applications process	26 November 2024
Closing of the applications process	7 February 2025 (12.00 CET)
Evaluation by the independent experts	February 2025
Evaluation by the European Juries (General competition and 'inclusive housing' -Specific Award)	March 2025
Information to applicants	March / April 2025
Ceremony of the European Capitals of Inclusion and Diversity Awards 2025	29 April 2025



PART III

Do's and don't's



DO'S

- ✓ Pre-planning (identification of important information)
- ✓ Include as much different information as possible
- ✓ Give a succinct and clear picture of full range of activities in different fields, including different grounds of discrimination
- ✓ Use power point presentation to add value to your application text
- ✓ Identify your partners in detail and explain their role (local/regional/international?)
- ✓ Measure changes and results (accurate data)
- ✓ Context: note local and national barriers

DON'T'S

- ✓ Don't go above word limits
- ✓ Don't repeat text or points already made
- ✓ Don't give a high level of detail on one or a limited number of initiatives
- ✓ Don't provide links to other documents and materials
- ✓ Number of activities and participants is not considered as impact



PART IV

Application criteria

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5 general award criteria, 1 specific award criterion

Criterion	Maximum no. of points
Nature and scope of the initiatives	25
Ownership / level of commitment	25
Impact	20
Quality and sustainability of initiatives	15
Involvement of people exposed to discrimination	15
TOTAL	100

Local authorities competing for the 'inclusive housing'-Specific Award shall answer both the General part and the Specific Award part of the application form. Their assessment for this Specific Award will be made based on the single Award criterion with 25 as the maximum no. of points.



1. NATURE AND SCOPE OF INITIATIVES (key initiatives)

The jury needs to understand:

- ✓ a full picture of initiatives your local authority is undertaking
- ✓ a perspective on the potential and effectiveness of your initiatives
- ✓ how comprehensive (in terms of grounds of discrimination) and substantial (in terms of breadth of policy focus and resources allocated) initiatives are



1. NATURE AND SCOPE OF INITIATIVES (key initiatives)

You need to:

- ✓ briefly capture the full range of initiatives you are undertaking
- ✓ give some detail on their aims and objectives, types of activities involved, possible strategies in place
- ✓ identify full range of:
 - ✓ groups that are targeted by your initiatives (intersectional approach an asset)
 - ✓ policy fields that are addressed by your initiatives (also those you are taking to address D&I challenges within your workforce)
 - ✓ scale of financial investments and commitment made



2. OWNERSHIP AND COMMITMENT (planned and systemic approach)

The jury needs to understand:

- ✓ if your initiatives are undertaken within a wider strategic framework, standards, overall direction
- ✓ the drivers (in terms of structures and systems) that form part of your wider strategic approach
- ✓ a perspective on the effectiveness of drivers, how well they are resourced



2. OWNERSHIP AND COMMITMENT (planned and systemic approach)

You need to identify:

- ✓ any high-level policy statement, nature of commitment made in this
- ✓ any dedicated strategy/ies developed by your local authority
- ✓ aims and objectives established in strategy/ies
- ✓ level of financial investment
- ✓ nature, staffing, standing, influence of structure (s) responsible in your local authority for driving coordinating, monitoring your approach to D&I
- ✓ existing systems within your local authority to mainstream D&I across all policies and programmes and steps taken on: standards for these systems; staff capacity to implement them; and resources to implement them
- ✓ initiatives to engage other sectors (e.g. private sector)
- ✓ if your local authority is involved in the national Diversity Charter; and/or is a member of any external networks with a focus on diversity and inclusion

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3. IMPACT (short-term, medium-term, long-term outcomes)

The jury needs to understand:

- ✓ how your initiatives have improved the situation and experience of the target groups and addressed their specific needs, across the grounds of discrimination

You need to identify:

- ✓ the main targets set and the main indicators used to measure outputs, outcomes and impact from your D&I initiatives, how they align with their aims and objectives
- ✓ key quantitative and/or qualitative data that demonstrate the scale of these outputs, outcomes and impacts achieved through your D&I initiatives



4. QUALITY AND SUSTAINABILITY (learning from initiatives, long-term sustainability)

The jury needs to understand:

- ✓ how you monitor, evaluate and assure the quality of your D&I initiatives
- ✓ how effectively you learn from the experience of implementing these initiatives to serve a process of continuous improvement
- ✓ how you achieve and ensure a continuity of effort for D&I
- ✓ commitment to and action on sustaining the initiatives taken on D&I over time, including through change in political mandates



4. QUALITY AND SUSTAINABILITY (learning from initiatives, long-term sustainability)

You need to identify:

- ✓ the monitoring and evaluation systems in tracking and assuring the quality of D&I initiatives, entities involved in these systems
- ✓ the mechanisms in place to extract learning from the implementation of D&I initiatives
- ✓ the processes in place to ensure this learning is applied to build on current initiatives and develop future initiatives, and who is involved in these processes
- ✓ how your initiatives are aligned to wider EU and /or national strategies
- ✓ your commitment to the sustainability of your D&I initiatives and to building on these initiatives, identifying the plans, processes, actions and funding in place or to be put in place to give effect to this commitment



5. INVOLVEMENT OF PEOPLE (target groups and their representative organisations)

The jury needs to understand:

- ✓ structures and processes in place to enable a participative approach to your D&I initiatives, strategies and policies, and their influence and functioning
- ✓ the effectiveness of the way representative organisations are resourced by your local authority to enable their involvement



5. INVOLVEMENT OF PEOPLE (target groups and their representative organisations)

You need to identify:

- ✓ the processes and structures in place to interact with people from the target groups and to engage with their representative organisations in the planning, implementation and evaluation of your D&I initiatives, strategies and policies; who is involved in them, how regular they are, and how influential they are
- ✓ how these representative organisations are supported in an ongoing manner to engage effectively with your local authority (in-kind support, funding for activities, and core funding for their establishment and sustainability)



SPECIFIC AWARD (1): VISION (understanding, strategies, policies)

The jury needs to understand:

- ✓ your interpretation of and ambition for “inclusive housing”
- ✓ who your vision encompasses across grounds of discrimination
- ✓ how your ambition is underpinned by strategies and policies



SPECIFIC AWARD (1): VISION (understanding, strategies, policies)

You need to identify:

- ✓ understanding of “inclusive housing”, what is meant by that, who is embraced by it
- ✓ commitment of your local authority
- ✓ aims and objectives of strategies and policies your local authority developed to advance “inclusive housing”



SPECIFIC AWARD (2): KEY INITIATIVES

The jury needs to understand:

- ✓ your key initiatives
- ✓ perspective on potential effectiveness in:
 - ✓ combating discrimination
 - ✓ adapting for specific needs
 - ✓ implementing universal design
 - ✓ promoting equality in across the range of grounds of discrimination



SPECIFIC AWARD (2): KEY INITIATIVES

You need to identify:

- ✓ three key initiatives, their aims, objectives, activities
- ✓ groups targeted by initiatives across grounds of discrimination (including an intersectional approach, if possible)
- ✓ main short-term, medium-term, long-term impacts (including indicators, key quantitative and/or qualitative data gathered)



SPECIFIC AWARD (3): INVOLVEMENT (interaction with target groups and their representative organisations)

The jury needs to understand:

- ✓ structures and processes in place to enable participative approach to “inclusive housing” initiatives
- ✓ how influential, participative and effective they are



SPECIFIC AWARD (3): INVOLVEMENT (interaction with target groups and their representative organisations)

You need to identify:

- ✓ structures and processes in place to interact with target groups and their organisations in:
 - ✓ design
 - ✓ implementation
 - ✓ reviewof “inclusive housing” initiatives
- ✓ who is involved
- ✓ which grounds of discrimination are addressed
- ✓ how regular and influential they are

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PART V

Award ceremony

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The Award ceremony 2025

- ✓ **Award Ceremony: 29 April 2025** in Brussels and streamed online
- ✓ **Networking event** (by invitation only): **30 April 2025** in Brussels
- ✓ Mayors of **the winning and shortlisted** local authorities will be invited to Brussels to attend both the Award Ceremony and the networking event





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