



**EUROPEAN CAPITALS
OF INCLUSION
AND DIVERSITY**

**Webinar for
potential applicants**

12 January 2023

Introducing the Award



- In November 2021 the European Commission launched the first [European Capitals of Diversity and Inclusion Award](#). Through this initiative, the Commission set out to reward towns, cities and regions in the European Union for their work in promoting inclusion and helping to create discrimination free societies.
- The award, which is part of the [Commission's anti-racism action plan](#) and [LGBTIQ Equality Strategy 2020-2025](#) aims to recognize local authorities' best practices that can be a source of inspiration for other European cities in creating more diverse and inclusive environments for their citizens.
- On 6 December 2022, we launched the second edition of the Award.

Award 2022

- 79 eligible applications received
- From 21 Member States
- Representing more than 33 million citizens in the EU



Winners from 2022

Above 50,000 inhabitants

1. Köln, Germany
2. Gothenburg, Sweden
3. Barcelona, Spain



Below 50,000 inhabitants

1. Koprivnica, Croatia
2. Ingelheim am Rhein, Germany
3. Antequera, Spain



Roma inclusion

1. Andalucia, Spain
2. Gothenburg, Sweden
3. Gradinari, Romania



Get inspired

- Read the [interview](#) with 3 Gold winners
- Watch the [video interview](#)

Henriette Reker underlines. *“The specified character limit requires municipalities to have a strong focus. This is an advantage, as the municipality has to deal with the topic more intensively, and a disadvantage, as some topics can only be touched upon and outlined. The city of Cologne has decided to present only its overall strategy as well as lighthouse projects that are as intersectional as possible.”*

Loles López Gabarro describes the exact process of Andalucía’s application: *“In the report we submitted, we mentioned the range of policies developed in various areas with special emphasis on the long history of the Ministry of actions carried out in favour of the inclusion of the Roma community. Finally, we mentioned the legal precept by which the Junta de Andalucía will appear in legal proceedings on hate crimes.”*

“I’d say there is no magic formula,” Mišel Jakšić admits. *“If you have policies, projects, or activities that contribute to better inclusion of all levels of local community members, describe them in a simple way and don’t forget anything because everything counts.”*

Who will be awarded in 2023



- The Award will recognise three local authorities in **two categories**.
 - local authorities with less than 50 000 inhabitants;
 - local authorities with more than 50 000 inhabitants.
- In 2023, a **Specific Award for local authorities promoting LGBTIQ equality** will also be handed out. There will be three winners in this category (the number of inhabitants is not a factor for this award).

Applications



- The Award is open to all local authorities, including towns, cities and regions of the EU Member States.
- Best practices covering all grounds of discrimination under [article 19 of TFEU](#) and their intersectionality are eligible.
- You can learn more about the Award on the official [website](#) available in EU official languages. You can find there also the [rules of competition](#) and [guidelines](#) for applications.
- Applicants are encouraged to submit their project proposal in English, but proposals submitted in any of the official languages of the EU will be accepted (translated by automatic translation).

Timeline

Milestones	Indicative period
Opening of the applications process	6 December 2022
Closing of the applications process	15 February 2023 12:00 CET
Evaluation by independent experts	February/March 2023
Evaluation by European Juries (General competition and LGBTIQ-Specific Award)	March/April 2023
Information to applicants	April 2023
Ceremony for the European Capitals of Inclusion and Diversity Awards 2023	27 April 2023

How to apply

- First read the [rules of competition](#) and [guidelines](#) for applications
- Go to [online application](#) and create a profile
 - Once you sign in, you can start filling in the application, save it and come back to it later.
 - You can also download the word document of the application form and fill it in with your colleagues. BUT you will need to copy the text from this document into the online application form before submitting it.
- When ready, submit the online application together with the supporting document(s)
- Respect the deadline of **15 February 2023, 12:00 CET**

Advice for application

- Your application should be **as clear and precise as possible** so the independent experts and the European Jury will be able to evaluate your efforts in the area of diversity and inclusion.
- Make sure that you have clearly presented **your approach and strategy** with regards to diversity and inclusion and that you have detailed **key innovative activities** that led you to success in this field.
- Indicate the **time frame** of the activities: when they were launched, progress made in their implementation, and what the future developments will be.
- Please focus on **specifics, facts and numbers**. Give **examples**, including qualitative and quantitative information.

Additional information

- In addition, to support their application, candidates can also upload or provide a link to a 10-slide PowerPoint presentation in order to illustrate and highlight the strong points of their application.
- Local entities may be contacted by the Award Secretariat in the case of clerical and/or administrative errors or in relation to missing documents.
- The rules of contest and criteria may be updated in the future and reassessed in views of the outcomes for the future editions.

Specific Award on LGBTIQ Equality

- All applicants have to fill in the sections A to G of the application form.
- Local authorities competing for the LGBTIQ equality-Specific Award shall answer both the General part and the LGBTIQ equality-Specific Award part of the application form (section H).

H/ OBLIGATORY PART for applications for the SPECIFIC AWARD FOR LGBTIQ EQUALITY

SPECIFIC AWARD FOR LGBTIQ EQUALITY
<ol style="list-style-type: none">1. Please set out your overall vision for LGBTIQ equality, inclusion, and participation.2. Please describe your overall strategy and policy for LGBTIQ equality, inclusion and participation. This includes specific strategies, mainstreaming systems and institutional structures being implemented or planned to be implemented.3. Please describe key LGBTIQ equality-specific initiatives undertaken by your local authority to advance LGBTIQ equality, inclusion and participation by improving their situation and experience and addressing their particular needs.4. Please explain how LGBTIQ communities and their representative organisations were included in the design, implementation and review of your strategy and policy, and of your key initiative(s). <p>In doing this, please give concrete examples.</p> <p>Max. 8 000 characters</p>

Eligibility criteria 1/2

- The submitting body must be a **local authority (town, city or region)** in one 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.
- Candidate local authorities shall **answer all the questions, complete all sections of the application form** and **adhere to the word limits** indicated per section of the application form (The indicated maximum number of characters available for each answer includes spaces).
- The applicants for the **Specific Award on LGBTIQ equality** shall further **complete the LGBTIQ-related section** which is for the Specific Award (section H in the application form).

Eligibility criteria 2/2

- The applicants must attach a **Declaration of honour** (Annex III) signed by the Mayor or the highest-ranking representative, authorised by national law to legally represent the town/city/region.
- Deadline for applications is **15 February 2023, 12:00 CET**.

Award criteria (1/7)

- Both independent experts and EU Juries will assess the candidate local authorities based on the following evaluation criteria.

1, Nature and scope of the initiative

- Description of key initiatives responding to diversity and inclusion - whether already implemented or at the planning stage.
- Applications covering different grounds (sex, age, disability, ethnic/racial origin, religion or LGBTIQ) and demonstrating an intersectional approach are encouraged.
- Demonstrate a coherent approach to diversity and inclusion across various policy fields and an ambitious vision in tackling discrimination at the local level.

Award criteria (2/7)

2, Ownership, level of commitment

- Outline the framework of the strategy and policy set up in the local administration to address diversity and inclusion, and a structure to drive their implementation.
- Demonstrate that the initiatives are part of a coherent strategy or policy framework, rather than just ad-hoc projects.
- The inclusion and diversity strategy must be mainstreamed in the local authority's policies and its regulations. A policy statement/commitment on inclusion and diversity at high level of responsibility must be visible. Information about appropriate resources (staff, budget, etc.) allocated to implement these policies should be provided.

Award criteria (3/7)

3, Impact

- The initiatives shall have a demonstrable positive impact on the situation and experience of people from groups exposed to discrimination, and on their overall quality of life.
- The gains for groups exposed to discrimination (based on sex, age, disability, ethnic/racial minorities, religion and LGBTIQ identity) shall be set out, further establishing how the initiatives benefit the wider population.
- The applicants shall include qualitative and quantitative data, such as concrete output numbers from KPIs in order to support claims of impact, specifying concrete initiatives in this regard.

Award criteria (4/7)

4, Quality and sustainability of results

- The quality of diversity and inclusion results is defined in terms of improvements in the quality of life for groups exposed to discrimination (based on sex, racial or ethnic origin, religion or belief, disability, age, and/or LGBTIQ identity), and gains for the wider population.
- Applicants shall set out what indicators and evaluation and monitoring mechanisms, such as commissioned independent evaluations or audits, have been put in place to ensure the quality of the initiatives and their compliance with national standards and legislation and their alignment with national and/or European strategies.
- Delivering sustainable results requires continuous efforts, secure resources and the establishment of a sound structure; evaluation and monitoring mechanisms are essential to evaluate success.

Award criteria (5/7)

5, Involvement of persons from minority groups and relevant partners

- Active and clear involvement of persons from minority groups, their representative organisations, and inclusion and diversity experts must be demonstrated in the planning, implementation and evaluation of the local authority's initiatives responding to diversity and inclusion.
- The applicants shall further outline how they resource and support these representative organisations and underpin their effective involvement.

Award criteria (6/7)

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

Award ceremony



- The winners of the European capitals for inclusion and diversity 2023 Award and the LGBTIQ Equality-specific Award will officially be announced at the **Award Ceremony in Brussels on April 27, 2023**. The ceremony will be also streamed online.
- Mayors of the winning cities from each category will be invited to Brussels to receive their prize.
 - We cover the travel and accommodation for 1 representative per winner (but they are welcome to come with 1-2 colleagues if they cover their own expenses).
 - We aim to organise a lunch before the Award ceremony with Commissioner Dalli for the winning local authorities.
- The winners will receive a physical award and a framed diploma. They will be promoted on social media as the winners and they will be able to use a ‘winner visual’ on their websites/materials etc.



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<https://www.eudiversity2023.eu/the-award>



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Thank you very much for your attention



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