Commitment no. 6:

Promoting the City as an Equal Opportunities Employer and Service Provider

The city commits itself to be an equal opportunities employer and equitable service provider, and to engage in considering the needs of people from culturally diverse communities in planning, monitoring, training and development to achieve this objective.

Examples of Action:

a) To engage in routine diversity audits in order to inform the development of appropriate policies and practices on the basis of an accurate database.

b) To conduct impact and needs assessments (anti-discriminatory check list) when developing any new initiative. A standardized simple protocol could be developed in order to make this process routine.

c) To identify and provide support for the learning and development needs of municipal employees by setting up introductory and advanced training for local authority staff in order to: enhance their ability to manage ethnic and cultural diversity; promote intercultural dialogue; develop competence in anti-discriminatory practice; and acquire the necessary competences in order to provide culturally sensitive and appropriate services and clear response procedures to acts of racism and discrimination.

d) To implement positive action in order to improve the representation of target groups or communities in city authority staff; and particularly in their executive bodies.

e) To establish a scholarship and training programme for young people from target groups with a view to preparing them for employment by the city.