Commitment no. 7:

Promoting the City as an Active Supporter of Equal Opportunity Practices

Where required, to facilitate and monitor equal opportunity employment practices and support for diversity in the labor market through proactive exercise of powers of the city authority.

Examples of Action:

a) To employ the existing powers of purchasers through the inclusion of non-discrimination clauses in local contracts.

b) To set up, in collaboration with relevant institutions, such as the Chambers of Commerce and Industry, associations of shoppers, etc., a certification procedure for local firms, shops and local professional entities who are committed to challenging racism, and who are willing to accept the implementation of local mechanisms for dealing with claims/complaints about discrimination.

c) To understand and accept the informal sector in employment, housing and service provision, and to establish mechanisms, programmes and projects for its protection, regularization and, where required, rehabilitation; and to cooperate with research organizations documenting the informal sector.

d) To cooperate with the existing schemes in order to promote a micro-credit, sponsorship, training and mentoring programme, in partnership with businesses, to support economically viable activities developed within target groups.

e) To set up a partnership with interested businesses, especially those which are part of the UN Global Compact and the Cooperative Social Responsibility movement, in supporting city authority anti-racist policies, and in promoting diversity as an economic strategy and a commercial assets.

f) To support, in association with professional bodies and trade unions, the development of relevant learning and development programmes aimed at enabling employees to deliver culturally sensitive and appropriate services.

g) To make licenses (e.g., to serve alcohol) conditioned on non-discriminatory practices of equal access, and perform tests to check whether places of entertainment follow non-discriminatory practices.