

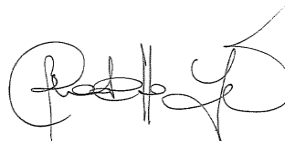
## THE ECCAR TOOLKIT FOR EQUALITY

The ECCAR joins up into the path to reach the Sustainable Development Goals and envisages “*a world of universal respect for human rights and human dignity, the rule of law, justice, equality and non-discrimination; of respect for race, ethnicity and cultural diversity; and of equal opportunity permitting the full realization of human potential and contributing to shared prosperity. (...) A just, equitable, tolerant, open and socially inclusive world in which the needs of the most vulnerable are met.*” (from the 2030 Agenda).

As a European network of Cities, we are aware of the significance of well-being and social cohesion for sustainable development. However, we also know the obstacles (institutional, legal, practical, cultural etc.) persons may encounter at the local level with regard to access to public services, education, culture, health, employment and, more generally, urban facilities. Acknowledging that such barriers do exist, identifying them and defining strategies, policies and measures to overcome them, is a courageous, long-term and committing task that the ECCAR cities have decided to carry out together.

With the Toolkit for Equality we want to promote our work outside the “usual circle of friends”. It is a manual to support cities in implementing local policies that successfully counteract racism and racial discrimination or adjusting existing ones. The Toolkit provides experience-based step-by-step instructions for implementing concrete policies, starting from the conceptualization and ending with measuring their impact. All content is based on expertise shared by experienced city officials working in European cities.

In our view, the Toolkit is also a tool of knowledge for those civil society actors who are engaged into anti-discrimination work and want to strengthen their advocacy work at the local level. We hope that local politicians, city officials as well as civil society actors can find inspiration and guidance in the Toolkit.



*Benedetto Zacchioli*  
ECCAR President

## HOW TO USE THE TOOLKIT

The Toolkit offers step-by-step instructions to policy implementation, provides you with arguments and also gives detailed propositions e.g. on budgeting. We invite you to examine the whole Toolkit or simply choose one policy model you are interested in. Our aim has been to give suggestions that are as concrete as possible. Of course this does not mean that the order of steps cannot be changed or that all words of advice will be applicable in your city context. We invite you to read the toolkit as the joint expertise of colleagues in other cities and take whatever seems useful for your city. There can naturally be variations depending on factors like the size and structure of the city that can vary due to national legal requirements.

The structure follows the ECCAR 10 Point Action Plan. The Toolkit provides ideas and guidance for existing ECCAR member cities and members to be on how to fill the ECCAR 10 Point Action Plan with content.

The Toolkit presents six model policies in the areas of:

Chapter 1 - THE ECCAR 10 POINT PLAN OF ACTION

Chapter 2 – MONITORING

Chapter 3 – DOOR POLICY PANEL

Chapter 4 – MIGRANT COUNCIL

Chapter 5 – ANTI-DISCRIMINATION OFFICE

Chapter 6 – WELCOME SERVICE FOR NEW RESIDENTS

## **HOW WAS THE TOOLKIT FOR EQUALITY CREATED**

The Toolkit for Equality was realized in three steps: Part I departed from conceptual clarifications and the relevance of the effort in the context of the international and regional agenda in fighting racism and racial discrimination. It consisted of desk research and clustering of possible policies and measures against discrimination. Part II consisted of the findings from a survey among 40 European cities on their policy approaches to counteracting racial discrimination. It provides an overview of the policies implemented in those cities and analyses in detail 25 promising policy examples from 23 cities in 10 European states. Policies within the same category are then synthesized into six model policies that highlight the characteristic factors of promising policies and should serve as inspiring models for other cities.

Part III, the Toolkit hereby presented, provides very concrete and practical advice on the process of implementation, on the challenges to expect and the strategies to mitigate the challenges. Part III is based on the experience of the implementers of these policies, as expressed in personal interviews and focus group discussions.

The six types of “model policies” combine policies that are applied by several cities and are described as useful: action plans, monitoring, migrant councils, anti-discrimination offices, welcome services and cooperation with private businesses. To design the toolkit as a practical tool, information about the implementation of policies and lessons learned in previous experiences was needed. Therefore cities particularly experienced in policies counteracting racial discrimination were visited. Thereby, responsible city agents and stakeholders gave insights into the key factors for implementation of successful policies against racial discrimination.

Among the hundreds of good practices, the ones selected for the Toolkit for Equality were considered successful in terms of enhancing equality, guaranteeing equal treatment, promoting equal opportunities and/or fostering inclusion and participation. The policies presented are based on evidence as to why and how they were successful, i.e. how change in society towards the equality goals could be achieved. This distinguishes the ECCAR Toolkit for Equality from other collections of practices in this field.

The realization of this Toolkit would not have been possible without the support of cities and city employees, who shared their experiences, knowledge and time. ECCAR thanks all of the participating cities for their contributions and hospitality, in particular:

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