Evidence for Success
Policy Brief Based on the
2025 Online City Reporting

Cities Advancing Anti-Racism

The Global Evaluation Report 2025 synthesises 36 city reports submitted by 36 member cities of the European Coalition of Cities Against Racism (ECCAR). It highlights cities' efforts, challenges, and achievements in combating racism and antisemitism through local actions aligned with ECCAR's 10-Point Action Plan.

For the first time since its launch in 2023, the report incorporates narrative data from 66 good practices reported in 2025. These data were analysed to identify challenges and solutions in the development, implementation, and evaluation of local actions against racism.

The Global Evaluation Report forms the basis for the present policy brief.

ECCAR
European Coalition
of Cities
Against Racism

1 Achievements

How cities made these achievements possible

This chart summarises the city-internal and city-external factors driving achievements, as identified in the city reports submitted to ECCAR in 2025.

Figure 1: Compiled internal and external factors of cities' achievements.

Trust & Resilience achieved by cities as democratic institutions

Cities have strengthened their role as democratic institutions, acting as firewalls against anti-democratic developments and ideologies of inequality across many EU countries. Amid growing scepticism towards public institutions and the spread of conspiracy theories, cities actively defend democratic values. German cities in particular report extremism as a key driver of discrimination and polarisation. Local measures counter extremist campaigns and so-called "remigration plans" through participatory initiatives. In particular, the inclusion of the voices of marginalised and historically disadvantaged groups in such initiatives has proven highly effective in strengthening democratic resilience.

More and stronger action plans achieved by cities as rule-makers

The 2025 city reports show a marked increase in 10-Point Action Plans, accompanied by improved accountability mechanisms such as dedicated anti-discrimination offices and victim support services. Several cities have established anti-discrimination hotlines and offices to provide concrete guidance and support for individuals experiencing discrimination.

Structural racism addressed by cities as service providers

A human rights-based approach is crucial for identifying structural racism and intersectional inequalities in the provision of public services. Gathering evidence on (structural) inequalities in access to public services through data collection and monitoring is a means to facilitate access for all.

Inclusive cities as employers

Several cities have applied a human rights-based approach to diversity management, including the collection of evidence on existing inequalities and disadvantages. Reliable evidence, for example, quantitative data gathered from city employees, is a first step towards removing structural barriers to access to public employment and protecting employees from microaggressions and all forms of discrimination in the workplace.

2   Expectations

Cities expect the ECCAR network to promote peer-to-peer exchange and cooperation, as well as to facilitate access to EU programmes. Furthermore, the network is expected to address members' training needs regarding impact assessment, the development of 10-Point Action Plans, and data collection and analysis. The following aspects provided by ECCAR are of particular importance:

Key Expectations regarding ECCAR membership:

Learning from other cities	**28**
Exchange with other cities	**26**
Being part of UNESCO network	**16**
Raising their voice at European level	**13**
Reporting to other cities	**7**

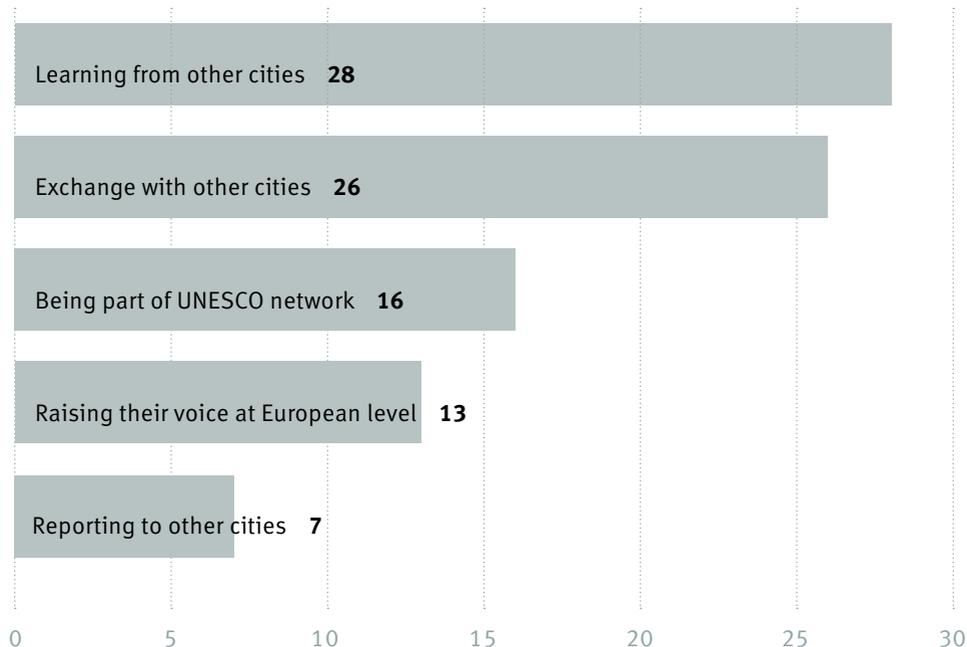0   5   10   15   20   25   30

Figure 2: Expectations regarding ECCAR membership, rated "very important", multiple responses possible, n = 36.

3   Exchange, Cooperation and Mutual Learning

The Online City Reporting Tool (OCRT) has proven to be another effective and impactful instrument for city exchange and for documenting good practices. ECCAR has recorded a 100% increase in city reports over two years (from 18 in 2023 to 36 in 2025), including the documentation of 66 anti-racism actions, out of which 13 have been identified as good practices.

ECCAR is intensifying peer-to-peer exchange formats, particularly on data collection, monitoring, and policy evaluation. With the establishment and implementation of the Working Group on Small Cities & Rural Areas, initiated by the City of Ratzeburg and the District Authority Lauenburgische Seen, ECCAR has achieved a milestone that is outstanding among city networks: facilitating cooperation and mutual learning between large and small cities.

Finally, ECCAR secured European Commission co-funding to provide consulting services to member cities on the elaboration and implementation of 10-Point Action Plans. These services are provided by the European Training and Research Centre for Human Rights and Democracy (ETC) in Graz.

4 Looking Ahead

Cities' key lessons learned highlight the importance of engaging stakeholders from the planning phase of the policy cycle in order to foster participation and build trust. Furthermore, visible commitment from the mayor and city council members helps stabilise political support and strengthen ownership.

The success factors of political leadership, consistent planning, and stakeholder engagement were consistently confirmed by the reporting cities. Persistent challenges include internal resistance, the need for increased communication and public outreach efforts, as well as interdepartmental coordination.

ECCAR and its member cities also need to further leverage cities' economic power as public contractors to advance the UN Human Rights Economy. Additional efforts are required to strengthen quality assurance and the evaluation of actions against racism.