

Real equality – Indicator 1: Human rights and equality measures are reflected in policies and undertaken in practice

If you wish to read more on this subject, consider reading our policy study on [Identifying and Preventing Systemic Discrimination](#) that includes a section on impact assessments and decision-making. You may also wish to consider involving your equalities department for more advice or other members of your team. Remind yourself of your city's charter or values document and the larger framework the project feeds into. If your city reports back on anti-discrimination measures or other specific human rights issues, consider examples of good practice from the city previously.

Inspiration from other cities

The [Montreal Charter of Rights and Responsibilities](#), Canada, covers the main sectors of municipal activity: democratic, economic, social, and cultural life, recreation, physical activities and sports, environment and sustainable development, security, and municipal services. The Montreal Charter of Rights and Responsibilities and its commitment to values of human dignity, tolerance, peace, inclusion, and equality forms the basis for all the city's work including the Gender and Intersectional Analysis (ADS+). ADS+ has been developed and deployed as an analytical tool and a process to guide and organise decision-making in relation to the programmes and projects of the city. It is founded on gender differences but takes an intersectional approach in addressing differences of social class, disability, age, ethnicity, sexual orientation, and gender identity. The ADS+ serves to prevent systemic discrimination and ensure an inclusion of the vulnerable groups. It ensures that the specific needs of a diverse population are understood and addressed in the development and implementation of initiatives. It enables more accessible, safer, and more inclusive programmes and projects.

[Kirklees Council](#), United Kingdom, has developed an Integrated Impact Assessment process that is implemented when new services, policies or strategies are being developed, existing ones are changed or when reviews or audits are being conducted in the organisation. The Integrated Impact Assessment allows for an assessment of likely impact on people and on the environment to be considered in the development of services, policies, and strategies. This enables an early identification and prevention of any systemic discrimination that might be involved in these. The equality element of the impact assessment encompasses the grounds of age; disability; gender reassignment; marriage or civil partnership (employment only); pregnancy and maternity; 'race'; religion or belief; sex; sexual orientation; unpaid carers; and people on low income or experiencing poverty. The Integrated Impact Assessment allows a focus on the interactions between environmental and social policy to be recognised and addressed. It allows consideration of the distribution of environmental quality among groups; the groups driving environmental quality; and the equity of environment policy. The process is designed to have influence on and be integrated all the way through the development of a plan, service, or strategy. It is evidence-based, and there is a toolkit with access to a range of relevant data sources. It is participative with a draft

of the assessment being made available for public comment. It looks beyond equality of opportunity to emphasize an ambition for equality of outcomes for groups.¹

[Dublin City Council](#), Ireland has set up an equality review. The equality review focused on one ground, racial or ethnic origin, and on one area of service provision, social housing supports and homeless services. It started with a desk-based review of relevant legislation and national policy and of relevant Dublin City Council plans, policies, procedures, service level agreements, information materials, and data sources. It involved interviews with staff members of the Dublin City Council and of contracted bodies involved in the provision of services. It included focus group sessions with service users covered by the ground of racial or ethnic origin. Some recommendations were directed at the government department responsible for national policy in this area. An Equality Action Plan was developed and is being implemented, to address the recommendations to the specific departments responsible for social housing supports and homeless services, those to Dublin City Council overall, on strengthening its equality and human rights infrastructure. It is planned to repeat the equality review to cover all the grounds under the Equal Status Acts.

This is an extract from the guide [“How intercultural is your policy or project”](#). For all indicators, checklists, and good practice, please see the full guide.

¹ Council of Europe, Intercultural Cities Unit, Systemic Discrimination. Identifying and Preventing Systemic Discrimination at the Local Level, Policy Study, October 2020. Pages 35-36.