

Valuing diversity – Indicator 1: Planning for positive impact

You could consider if it is still possible to involve additional aspects into the project, which have not yet been addressed or included. If this is no longer possible, the principle is good to be kept in mind moving forward. Taking this principle into account from the start in the future will set a strong foundation for any project moving forward.

Inspiration from other cities

For more inspiration, see this [interview](#) with Joan RODRIGUES from Barcelona, Winner of the Council of Europe Diversity Advantage Challenge for the XEIX project in 2015. This project won best example for the successful involvement of people from diverse backgrounds in the design of projects and services, when they promoted the city retail association amongst diverse businesses in a changing neighbourhood.

In New Zealand Auckland Council's [Inclusive Auckland Framework](#) outlines an organisation-wide change programme led by the Diversity and Inclusion Team to improve diversity and inclusion outcomes for Aucklanders and for the Council. The programme foresees change actions in four key areas: “Our people and culture”, aiming to create a diverse talented workforce in the city and a strong inclusive culture; “Our systems and processes”, assuring that all processes, policies, plans and services in the city meet the diverse needs of Aucklanders; “Strategic leadership for an inclusive Auckland”, assuring that the Council’s strategic leadership fosters social inclusion in Auckland; “Diverse and inclusive representation”, assuring that elected and appointed members of the government represent the population diversity.

[Geneva](#) in Switzerland has interesting experience in evaluating its municipal diversity policy 2016-2020 following a roadmap adopted in 2016. The assessment of the roadmap 2016-2020 presents the main actions carried out in relation to four strategic axes: welcoming residents; accessibility of public services; the fight against discrimination in all its forms; the implementation of a human resources policy that reflects the diversity of Geneva's population. The assessment of the 2016-2020 roadmap presents the main actions carried out in relation to the axes and objectives set out at the beginning. In addition, this report shows that the actions linked to the implementation of the roadmap’s objectives have delivered results that were not among the goals initially pursued and which concern important areas such as integration, public services and equality in diverse societies, in particular: Specific training for municipal police officers (including on issues related to the situation of Roma); Measures developed to play sports and make cultural services accessible to migrant persons, in particular in the field of asylum; French courses in the parks; Awareness about political rights for foreign nationals with voting rights at the communal level; and Local and community actions in the neighbourhoods (social barter, solidarity groups). The self-assessment of the objectives and actions undertaken by the City of Geneva concludes that the deployment of the municipal diversity policy for the period 2016-2020 has helped to convey a strong political message that gives a positive image of diversity and that all residents, whatever their origin, religion, nationality, or length of residence, are an integral part of Geneva.

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.