

Valuing diversity – Indicator 2: Diversifying decision-making

Consider reviewing your project or policy again to see which other departments or services have relevant expertise and who could input into the process going forwards. You may wish to review how your team works and if there are ways you could make discussions about the project more inclusive. This may include, for example, holding meetings at a time when the maximum number of people can attend or giving plenty of notice so that those working part-time have time to prepare. You also could consider training team leaders in managing diverse teams. If your department or project team is not diverse in terms of the individuals involved, this may be an issue that is bigger than this project or area of work. More generally, cities may benefit from the [policy brief](#) and [policy study](#) on systemic discrimination that include interesting examples. It may also be interesting to consult the [Participatory and Deliberative Democracy Strategies for the Intercultural City](#) and the [Handbook on valuing religious communities as key actors of social cohesion](#). Finally, you may also wish to consider what advantages and new points of view that different external partners and sectors could bring.

Inspiration from other cities

In [Reykjavik](#), Iceland, the Human Rights Office designed a specific training for city employees in order to prevent potential misunderstandings and to open up a dialogue about discrimination, equality, prejudice and stereotypes. The training targets all departments of the city and describes everyday actions in the workplaces, what effects different situations could have on wellbeing at work, how humour is both important but can also be hurtful; it further talks about the importance of words and underlines that they can have different meanings for different people; it describes and analyses micro aggressions, stereotypes and prejudice. The training provides real examples of discrimination based on origin, sexual orientation, disability, and health issues. The training has been considered very successful according to a survey conducted by the Human Rights Office.

[Haifa](#), Israel, set up a new Department under the city secretary office in order to strengthen the cooperation both among the civil organization and between the organizations and the Municipality.

The city of [Ioannina](#), Greece, set up an Urban Working Group with the city, UNHCR and civil society. The group aimed to ensure a coordinated urban response on migration; guarantee the sustainability of good practice initiatives for refugees, asylum seekers and migrants; and adopt and adapt other good practices in the city and share with others in Greece.

[Stavanger](#), Norway, has created a participatory platform whose main task is to involve Stavanger's diverse citizenry into further developing the city as a place where diversity in equality is an asset. The platform *Dialogue Forum for Diversity and Inclusion* aims to increase the participation of residents with a migrant background in the city's decision-making process and improve communication between the citizens and various stakeholders from the public and private sectors. The members are selected on the basis of their motivation, competence, country background, and gender balance criteria. Members should represent all municipal districts and act in personal capacity. The current membership consists of seven women and seven men, from eleven different national origins. Some of the members are also involved in large

organisations such as the Confederation of Norwegian Enterprise (NHO), the Stavanger University Hospital (SUS), the University of Stavanger (UIS), the Chamber of Commerce in the Stavanger region (Næringsforeningen) and the Council for Religious and Life Stance Communities in Norway (STL) and bring these additional competences to the Forum. This diverse and gender balanced body will work with the mayor, the deputy mayor(s), group leaders, members of the Stavanger's Immigration Council, and leaders of the municipal district committees, in order to enhance the reach, the creativity and the communication capabilities of the Dialogue Forum for Diversity and Inclusion. The main areas of work will be the preparation and implementation of the new strategy for equality and diversity as well as the evaluation of measures addressing residents of migrant background, carried out in the municipal districts, with the view to adapt policies and measures to their specific realities.

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.