

## CITIES FOR EQUALITY INDEX

### Self-assessment Questionnaire

With reference to each of the indicators, cities are asked to evaluate their current performance by selecting one of the four categories offered, which may be described by the following statements:

1. Time to act
2. We have started implementation
3. We are achieving better results
4. We are being effective

Participating cities are requested to submit evidence substantiating their self-assessment with reference to each of the indicators.

The second, revised version of the self-assessment questionnaire is presented below.

#### Indicator 1: City leadership's commitment to equality

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
1.1. City leaders have not yet publicly declared their commitment to equality and non-discrimination.	1.2. City leaders have expressed their commitment to equality and non-discrimination through public communication related to their other activities, or in messages addressing multiple topics	1.3. City leaders have expressed their commitment to equality and non-discrimination through public communication partially or entirely addressing equality and non-discrimination <i>per se</i> .	1.4. City leaders have expressed their commitment to equality and non-discrimination through public communication, and by organizing events predominantly or exclusively dedicated to equality and non-discrimination issues, and which are organized in collaboration with representatives of groups at risk.

#### Indicator 2: Equality policies

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
2.1. The city's strategic and executive documents do not contain goals and measures clearly directed at promoting equality and combatting discrimination.	2.2. The city has set clear goals and has planned measures, activities, and resources for the reduction of inequalities in at least one strategic or executive document directing the city's activities in key equality areas (education, health care, social welfare, employment, culture, housing, infrastructure, and participation in the political life of the community).	2.3. The city has clearly defined goals and implements adequately funded measures directed at reducing inequalities in key equality areas, but does not have specific positions (appointed individual(s)) or bodies mandated in the area of equality, or has them in relation to only one group-at-risk, or in just one of the key equality areas.	2.4. The city has clearly defined goals and implements adequately funded measures directed at reducing inequalities in key equality areas. The city has specific positions (appointed individual(s)) or bodies mandated in the area of equality, covering multiple groups at risk, or several key equality areas.

### Indicator 3: Monitoring equality

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
3.1. The city does not use any specific indicators or monitoring procedures regarding equality measures in individual areas and/or with reference to groups at risk.	3.2. The city reports to national-level bodies using the latter's sets of indicators and monitoring procedures regarding equality measures in at least one of the key equality areas, and /or with reference to at least one group at risk.	3.3. The city reports to national-level bodies using the latter's sets of indicators and monitoring procedures regarding equality measures in multiple key equality areas, and /or with reference to several groups at risk.	3.4. The city reports to national-level bodies using the latter's sets of indicators, and uses its own set of indicators, monitoring procedures and bodies. The city informs local stakeholders of the implementation of equality measures in individual key equality areas and/or with reference to groups at risk.

### 4. Effective communication

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
4.1. The city is not engaged in systematic communication on equality issues to raise the visibility of groups at risk and to inform the community of the city's efforts to reduce inequality.	4.2. The city publishes information materials (on websites, in official publications, on social networks, etc.) to improve the visibility of groups at risk in the community, to inform them of how they can	4.3. The city organizes activities and public events, and publishes information materials particularly aimed at increasing the visibility of groups at risk and improving their awareness of how they	4.4. In addition to the publication of information and the organization of public events, the city enables and promotes two-way communication with community members to improve the visibility and

	access their rights, and on the city's measures aimed at reducing inequality.	can access their rights, and on the city's measures aimed at reducing inequality.	participation of groups at risk in public life, to gain feedback to assist future programming, and to involve community members in efforts to reduce inequality in the city.
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## 5. Evidence-based policies and services

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
5.1. The city has no particular mechanisms to systematically develop equality measures based on objective information or data on the local community or on the relevant equality issues.	5.2. The city occasionally collects data on the profile of the local community and on the scope of inequalities within it, in one or a few key equality areas (education, health care, social welfare, employment, culture, housing, infrastructure, and participation in the political life of the community).	5.3. The city has adopted procedures and instruments (e.g. questionnaires, databases, etc.) to aid the evidence-based design of policies, measures, and services in the area of equality, and to evaluate and improve the accessibility and responsiveness of public services to individuals and groups at risk in at least one of the key services within the city's remit (for public services in which the city coordinates delivery, or has founding rights).	5.4. The city uses the adopted procedures and instruments (e.g. questionnaires, data bases, etc.) to aid the evidence-based design of policies, measures, and services in the area of equality, and to evaluate and improve the accessibility and responsiveness of public services to individuals and groups at risk in at least half of the key services within the city's remit (for public services in which the city coordinates delivery, or has founding rights).

## 6. Human rights in service design and delivery

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
6.1. The city has no particular mechanisms for the protection of human rights in public service delivery within the city's remit (for public services in which the city coordinates delivery, or has founding rights).	6.2. The city has started developing mechanisms (procedures, standards, bodies) to ensure the respect, protection, and promotion of human rights and the equal treatment of clients in public service delivery (for public services in which the city coordinates delivery, or has founding rights).	6.3. The city has developed and started implementing mechanisms (procedures, standards, bodies) to ensure the respect, protection, and promotion of human rights and equal treatment of clients in public service delivery (for public services in which the city coordinates delivery, or has founding rights).	6.4. The city has established specialized bodies, procedures and standards, and deploys them effectively to protect, respect and promote human rights and the equal treatment of clients in public service delivery (for public services in which the city coordinates delivery, or has founding rights).

## 7. Human resource management in the city

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
7.1. The city has no particular policies or procedures to promote equality and protect human rights in recruitment or at work	7.2. The city has made provisions to ensure that the policies and procedures in recruitment and at work are fully aligned with relevant regulations and national equality policies.	7.3. The city has developed its own mechanisms to prevent the violation of labour rights and standards, to suppress workplace harassment, and has introduced additional procedures to promote equality in recruitment and at work.	7.4. The implementation of national and city-level human resource management measures and policies is effective in preventing the violation of labour rights and standards, workplace harassment, and in promoting equality in recruitment and at work.

## 8. Structures and mechanisms for participation

Level 1: Time to act	Level 2: We have started implementation	Level 3: We are achieving better results	Level 4: We are being effective
8.1. The city has not yet developed mechanisms for community participation in the development and implementation of local policies.	8.2. The city has put in place mechanisms and structures for engagement, such as stakeholder consultations, the participation of stakeholders in working-level bodies, and support to and/or funding of civil society organisations representing groups at risk in one or a few key equality areas (education, health care, social welfare, employment, culture, housing, infrastructure, and participation in the political life of the community).	8.3. The city has put in place mechanisms and structures for engagement, such as stakeholder consultations, the participation of stakeholders in working-level bodies, and support to and/or funding of civil society organisations representing groups at risk in most of the key equality areas (education, health care, social welfare, employment, culture, housing, infrastructure and participation in the political life of the community).	8.3. The city's mechanisms and structures for engagement are effective in promoting participation in stakeholder consultations in the process of adopting and implementing city decisions and public policies, the participation of representatives of groups at risk in working-level bodies, and the active engagement of civil society organizations representing groups at risk in most key equality areas, while key stakeholders in crucial equality areas are engaged in the process of creating and implementing the city agenda and policies.