

European Capital of Democracy 2028

Diversity and Inclusion Guidelines

Diversity matters and is not an end in itself. We believe in the power of diversity and the benefits of a diverse society. Globalisation, societal and demographic change have shaped every society in the world to a considerable degree over recent decades. Embracing and appreciating diversity means far more than just acknowledging this development. Including people with a wide variety of backgrounds and profiting from different experiences and knowledge makes a society more inclusive, more diverse and more just. Correspondingly, it has great potential for improving societal outcomes, as people can learn from one another and enrich one another.

In our understanding, the most important features of a diverse society are:

- **Non-discrimination:** No one shall be disadvantaged or discriminated against, indirectly or directly, based on gender, nationality, disability, skin colour, religious affiliation, ideology, origin, political views, sexual orientation, age, or marital status
- **Gender equality:** Individuals of all genders have equal rights, responsibilities, and opportunities across all areas of life.
- **LGBTIQ+:** The social equality of the LGBTIQ+ community is an important political concern for us. Members of this community must not face any form of discrimination or disadvantages due to their sexual orientation or gender identity.
- **Intergenerational justice:** All age groups should be able to participate equally, meaning people belonging to structurally disadvantaged age groups should be encouraged and supported to be active members of society.
- **People with a migration history:** Equally, people with a history of migration should not face any form of discrimination or disadvantage. In accordance with the UN International Convention on the Elimination of All Forms of Racial Discrimination of 1965, all forms of racial discrimination, in all its forms and manifestations, need to be eliminated to secure respect for the dignity of the human person.
- **People with disabilities:** The inclusion of people with disabilities is an equally important concern. It is important to create the right conditions for this group of people; conditions that will enable a barrier-free society, and a society in which they do not encounter discrimination and can play an active part in society.

European Capitals of Democracy and Participants in the Initiative must show their commitment to diversity, inclusion and equality. They must also demonstrate a strong record of anti-discrimination measures and policies for fostering the inclusion of marginalised groups.