

ACTION PLANNING NETWORK



**By Kostas
Karamarkos,
Strategic Planner
Lead Expert**

#1 Quarterly Network Report



Network Progress

Purpose & Index - Showcasing TechDiversity activities ...

This **Report** includes:

(1) **Highlights** from core meetings activities and other

network exchange and learning activities

(2) **Thematic inputs**

(3) **Partners' local** activities and progress

(4) **Tools demonstrating** integrated and participatory

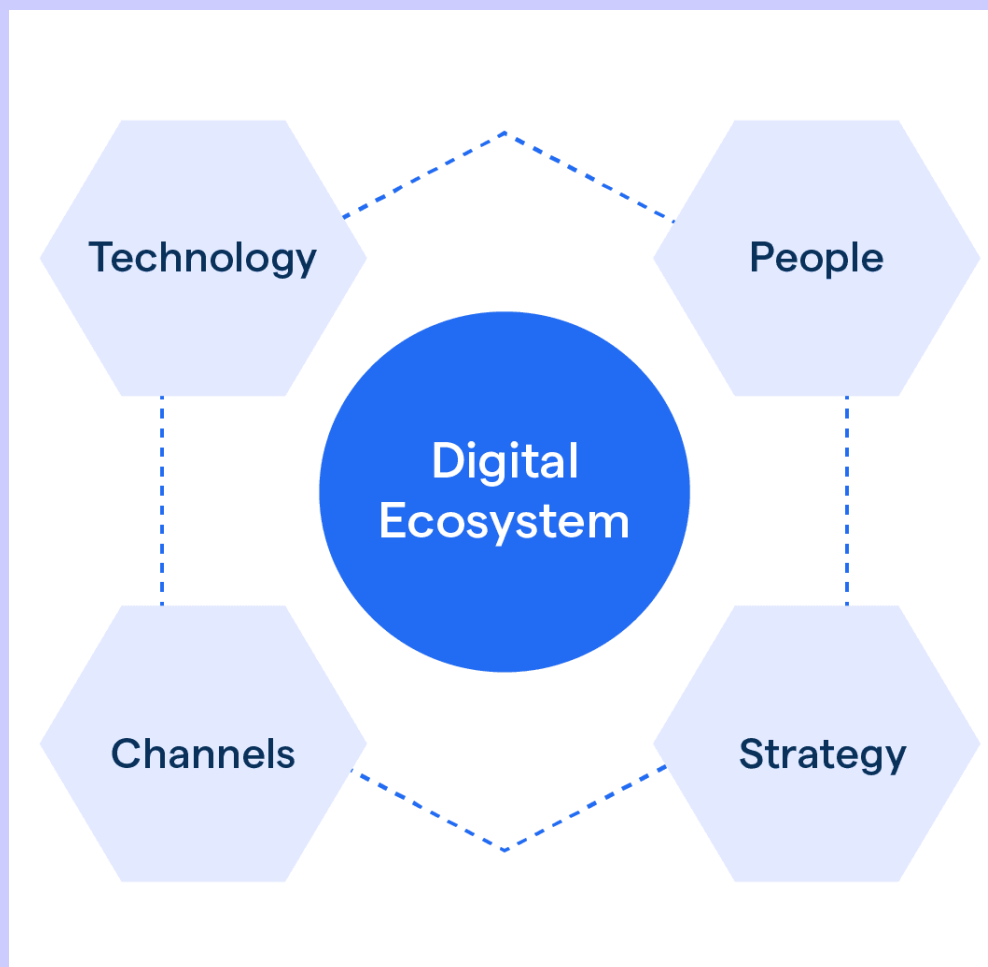
approaches

(5) **Next steps and more ...**

Introduction

TechDiversity project is about **Diversity** and **Inclusion** in Knowledge-based Digital and Tech Ecosystems.

TechDiversity welcomes 8 cities around Europe, showcasing their activities for a **more diverse digital ecosystem**.



Picture form <https://botpenguin.com/>

This 1st Quarter Report is mostly to present **some early lessons learnt, some initial highlights** from the exchanges between the Lead Partner (LP) e-Trikala, the Lead Expert (LE) Kostas Karamarkos and the partners' cities to introduce their starting point on the core policy issue, **regarding Diversity and Inclusion in Knowledge-based Digital and Tech Ecosystems**.

In TechDiversity we have a mission:

to understand the ‘**what’s and whys**’
of **diversity and inclusion**
in **local digital ecosystems**.



In TechDiversity we have a vision,

as the 8 cities ensured that all members
of the community can participate in
each city’s digital ecosystem

and manage to connect **specific minority**

community groups to employment and entrepreneurship

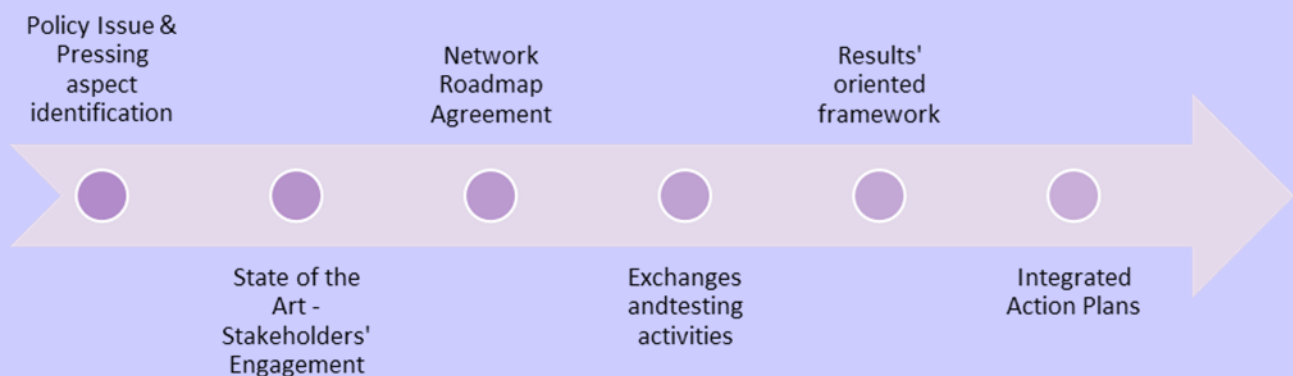
opportunities **in the digital and tech sectors**.



In TechDiversity ...



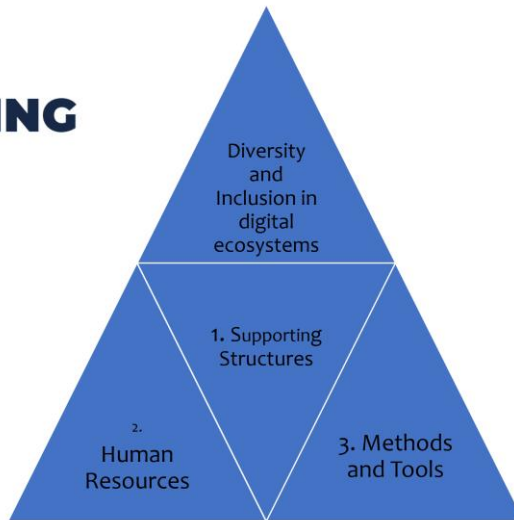
... following the Cities Action Planning Network Discovery & Development Process!



These are the ...



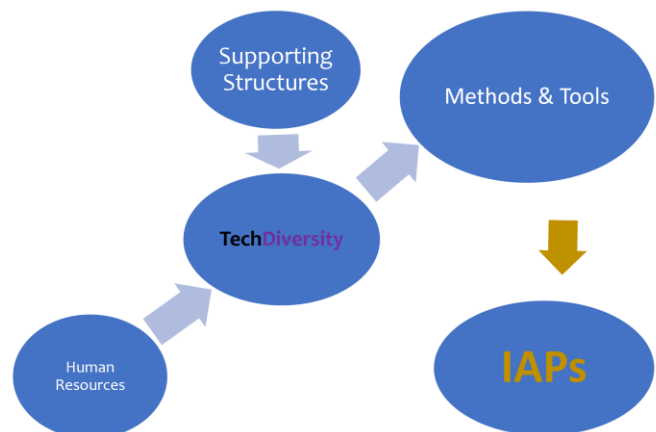
TechDiversity Themes



And this is our ...



TechDiversity Methodology



Chapter 1 - Highlights from core meetings activities and other network exchange and learning activities

During our first (online and onsite) meetings back in 2023 all partners agreed on the expected results:

TechDiversity Expected Results (1)

A main result expected for all cities is to clearly understand **what it takes to create inclusive and diverse digital ecosystems.**

TechDiversity Expected Results (2)

In addition:

TechDiversity will provide **the basis and a minimum set of tools** of a more diverse and inclusive digital ecosystem in each partner city, **that can support & facilitate** minority groups in the fields of entrepreneurship & employment of digital and tech business.

During the 2nd Network Meeting in beautiful **Amarante**, Portugal (6th and 7th of March 2024) ...



... all partners had a great working experience, **which is a clear highlight of the first project achievements!**

Instituto Empresarial do Tâmega is managing various activities as a business supporting structure that includes:

Incubator,
Accelerator,
Business & Innovation Center
Academy and more !





Why is IET a project highlight? → 1

... It hosts a second-generation incubator, which means that it places a strong emphasis on supporting incubatees, enhancing their success after graduation.

The project partners met and exchanged with various startups, **that shared their business stories**, the difficulties they faced to start & scale up (**being sometimes a member of a diverse group of entrepreneurs, like young women or disabled people**).

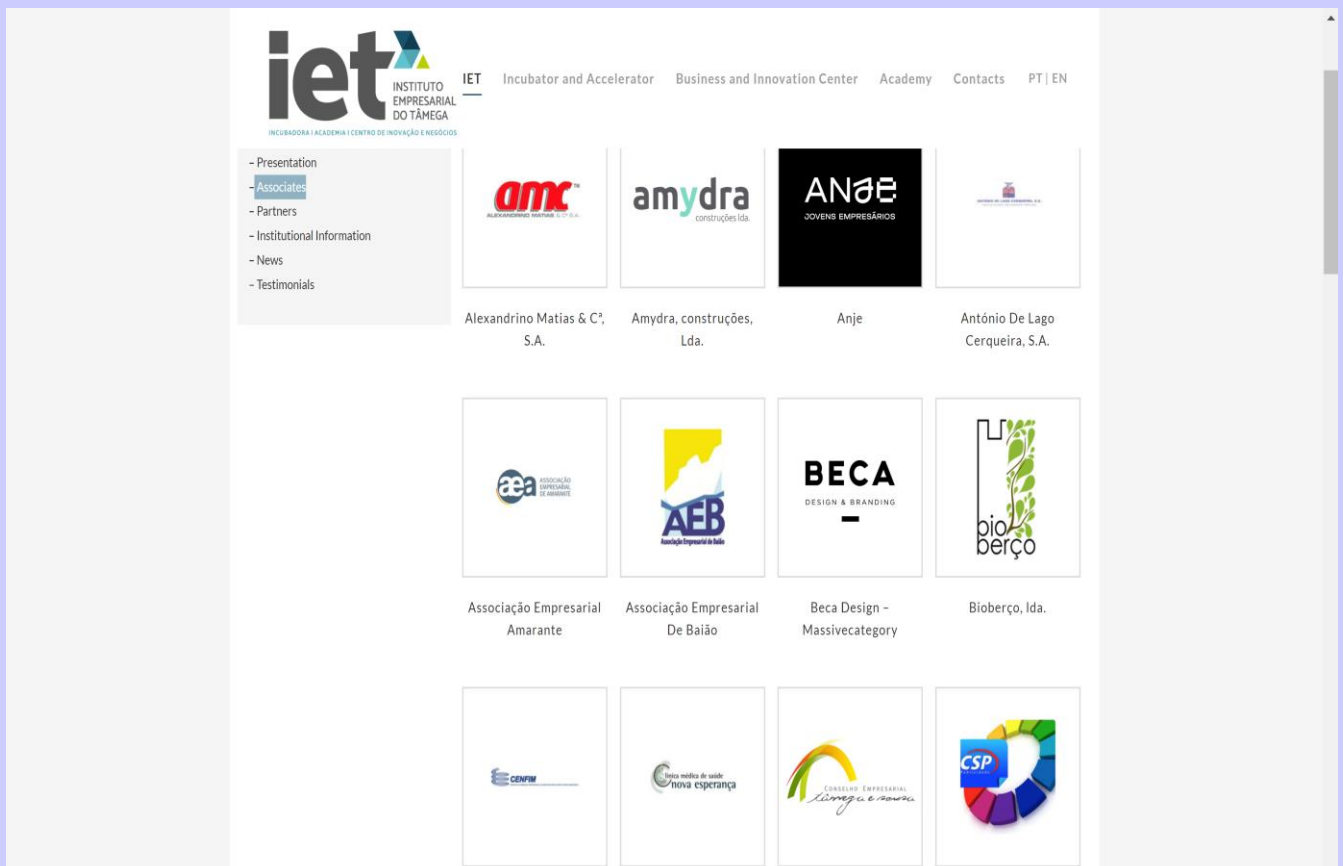




Why is IET a project highlight? → 2

... IET is already a more-than-successful TechDiversity case example, since activities like: Collaboration, Practical Training, Mentorship and Networking, Flexibility and Adaptability, Access to Resources are working more than well!

IET is operating based on an associations model, including various but strongly connected organisations:





Why is IET a project highlight? → 3

... because it provided to all partners elements as food for thought, which can be useful to TechDiversity policy issue exchanges, like Stakeholder Perspectives, Capacity Building, Partnerships & Collaborations and more ...

People involved that could contribute to the city ULG meetings are Local Government Officials, Business Leaders, Academic and Educational Institutions, Community Organizations, Tech Professionals, Students and Youth Representatives, Diversity and Inclusion Experts, Government Agencies & Support Organizations ...





Meet the people **behind** this amazing supporting structure: **Fernando Belezas**, Executive Director and **Filipe Costa**, Marketing & Communication Manager



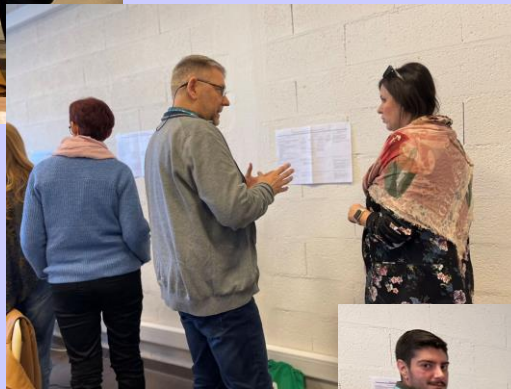




Another project highlight ...

The Lead Expert prepared and shared a template with all partners, to use it as for their preparation in advance the meeting in Amarante and organised a ‘Poster Session for the Cities Roadmaps’ during the 1st day /

Partners overviewed the other partners’ posters and discussed some additional inputs to complete their own Roadmaps, as a preparation for their **Integrated Action Plans** ...





Final take aways from Amarante meeting ...

(1) Luis Almedia & Adao Ribeiro, on behalf of the Municipality of Amarante, as also **Fernado Belezas** from IET, prepared all details of a very successful meeting, involving various and core stakeholders of the city's digital ecosystem.



(2) Amarante's TechDiversity Good Practise

The **Amarante Tech Hub program** is a dynamic initiative aimed at fostering innovation, entrepreneurship, and digital transformation in the region. **Through strategic partnerships, targeted initiatives, and collaborative efforts**, the program seeks to create a vibrant ecosystem that supports the development and growth of technology-driven businesses and initiatives. By providing access to resources, training, and networking opportunities, the Amarante Tech Hub **empowers local entrepreneurs, startups, and professionals to harness the power of technology to drive economic growth, create jobs, and address societal challenges.**

With a focus on **building digital skills, promoting innovation, and enhancing regional competitiveness**, the program is poised to make a lasting impact on the technological landscape of the Amarante region and beyond.

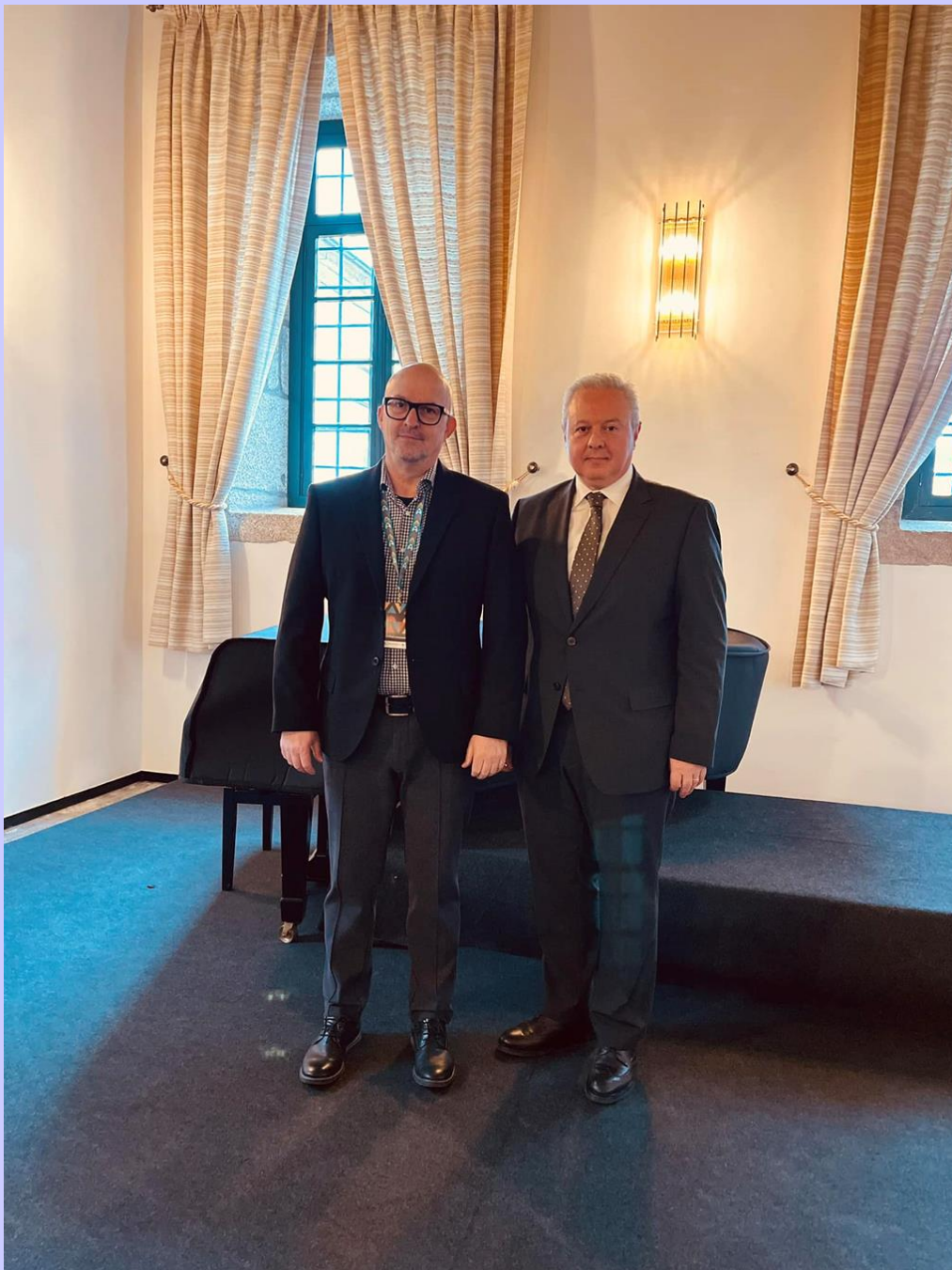


**AMARANTE
TECH HUB**



(3) The contribution of the Amarante's mayor, mr José Luís Gaspar during the 2nd day exchanges and policy inputs.

Mr. Gaspar followed the morning session and made an inspiring speech on the entrepreneurship and employment efforts of the city, **mostly to diverse community groups**. Mr. Gaspar is very fond of URBACT program and always motivates the municipality officers to take part in all available calls!



Chapter 2 - Thematic inputs activities

In our APN we are not only exchanging our local level experiences, but we are also learning about regulations, strategies, policies and more!

Following extended research by the Lead Expert and after discussing the results with the partners, TechDiversity ecosystem will provide many thematic inputs during and in between the project meetings. All these thematic inputs will be uploaded to the Projects' Library and will be available to any other people interested in the policy issue of diversity in digital ecosystems.

Plenary Workshops (PW)
Workshop on URBACT Integrated approaches
Introduction to The Equality Act 2010
What any diversity and inclusion policy should contain
Tools for boosting diversity & inclusion on job opportunities in the digital ecosystem of a city
Potential synergies to other ongoing projects, programs and platforms working on similar issues
EU Action Plan on Integration and Inclusion 2021-2027
United in diversity – EU moto and symbols
Introduction to key concepts/trends for a more diverse and inclusive local economic development in tech and digital sector
Facilitation skills, in the context of coordinating the process and work of the ULG
Citizens' awareness methods
Writing an Integrated Action Plan using the guidelines developed by URBACT
The Diversity Charter
Policy Seminars (PS)
'Brain drain' and TechDiversity policy issue
The future of diverse workforce and the skills required to be involved in local digital ecosystems
The value of Diversity, Inclusion and Gender Equality for more diverse new local digital ecosystems in
The impact of digital and tech sectors on more diverse future job opportunities and the urban living
Diversity and Inclusion in local digital ecosystems as Sustainable Development Goals drivers
Key legislation related to Equality, Diversity and Inclusion in EU level
Labor market integration and access to vocation training
Masterclasses (M)
Local diverse ecosystems to start and scale businesses
Small – medium Cities offering more diverse job opportunities
Public sector and diversity in digital ecosystems
Private sector and diversity in digital ecosystems

After a focused preparation to introduce various thematic inputs in Amarante meeting, the Lead Expert worked and shared with partners, stakeholders and other audience core information on the following 3 policy topics:





1



Equality Act 2010 ...

TD Amarante Meeting
March 2024

Types of discrimination ...

- **direct discrimination** – less favourable treatment directly because of a protected characteristic
- **indirect discrimination** – when everyone's treated the same, but people with a protected characteristic are put at a disadvantage
- **harassment** – unwanted or offensive behaviour related to a protected characteristic
- **victimisation** – negative treatment as a result of being involved with a discrimination or harassment complaint



Equality Act Overview

It sets out the different ways in which it's **unlawful** to treat someone ...

Equality Act 2010 Protected Characteristics

<p>Age</p> 	<p>Disability</p> 	<p>Gender Reassignment</p> 
<p>Marriage & Civil Partnership</p> 	<p>Pregnancy & Maternity</p> 	<p>Race</p> 
<p>Religion and Belief</p> 	<p>Sex</p> 	<p>Sexual Orientation</p> 





**EU Action Plan on
Integration and
Inclusion 2021-2027 ...**

TD Amarante Meeting
March 2024



2020:

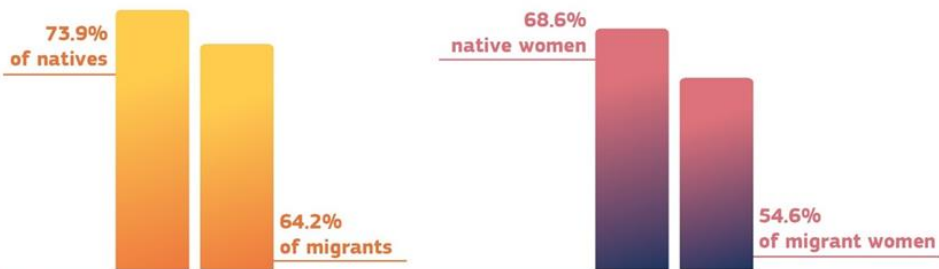
“We will make sure that people who have the right to stay are integrated and made to feel welcome. They have a future to build – and skills, energy and talent”



Key facts and figures on integration and inclusion and social inclusion.



Share of population in employment among those of working-age (20-64)





URBACT IV
2021-2027

 TechDiversity



Key legislation related to
Equality, Diversity, and
Inclusion in EU level ...

TD Amarante Meeting
March 2024



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5 most impactful new
European laws for a
DEI strategy ...



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4. EU Directive on the Protection of Whistleblowers

It requires companies to establish internal reporting channels and provides for protection against retaliation for whistleblowers.



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Bielsko Biala

Is a very experienced URBACT city that has clearly identified all ULG members as also specific local needs and challenges, that matching the city's development plans.



The core challenge of the city is a mix of the difficulties from the perspective of **minorities** in finding a job, wage inequality, lack of access to C-level positions, and under-qualified works.

Idrija

The greatest local challenge for the city is the lack of economic diversity based on a **strong dependence on two flagship companies** and almost full employment, which in turn brings vulnerability of its local economy and most importantly of specific population groups.



The city will address the opportunities of diversity and inclusion in knowledge-based digital and technological local ecosystems on local populations and its future economy.

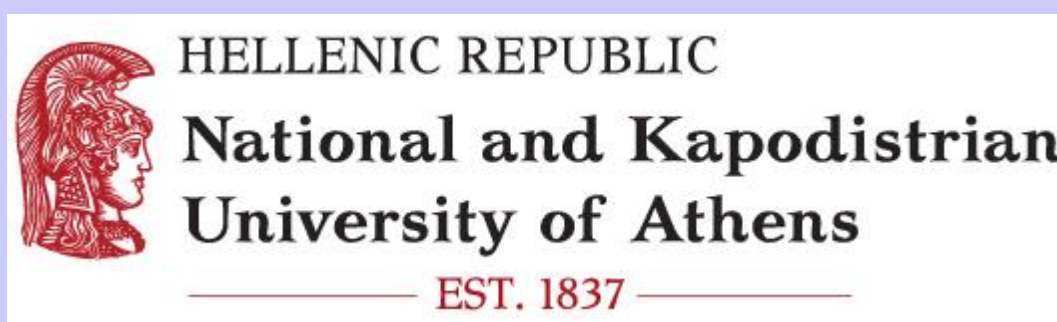
Larnaka

A core challenge agreed in local level is **improving diversity & inclusion policies** in Digital and Technological Ecosystems based on Knowledge that are related with **human skills and job opportunities with specific facilitating actions.**



Psahna

The main focus of the partner (NKUA) representing the small city of Psahna is the **involvement and connection of the University** with the local community, the Municipality and the nearby large cities (e.g., Chalkida). The aim will be to develop **employment opportunities for graduates of the University's departments** in the local community, with particular attention to compliance with diversity and inclusion regulations regardless of gender identity, ethnicity, economic profile, race, etc.



Bucharest District 6

The focus of the municipality decided in local level is to act for specific measures for **integration of disadvantaged groups** in the economic and social sphere without segregation and discrimination based on background, culture, history, gender etc (working groups, webinars, seminars, training sessions, think-tanks).



ULG OVERVIEW

Focus:

- Integration into the labor market of young people from technical colleges in District 6 of Bucharest Municipality

Participants:

- Marcel Eremia – Vice-mayor Counsellor
- Eduard Matei – IT
- Lucian Vereștiaghin – Project implementation expert
 - Doinița Tanislav – Public Authority
 - Elena Coman – Technical High-school
 - Gabriel Frâncu – Technical High-school
 - Ioana Popescu – Technical High-school
 - Alin Marica – Technical High-school
 - Mihaela Cristofan – Technical High-school
 - Mihaela Gînceanu – Technical High-school
 - Cristiana Bufted – Technical High-school
 - Bianca Durvian – Technical High-school
- Oana Porfir – Social Services
- Adrian Peca – ECDL Romania
- Dan Lambescu – Polytechnic University
 - Alexandra Dumitrașcu – NGO
 - Daniela Pașticu – Research Institute
- Eugenia Trică – Mițici – Technical High-school
- Alessandro Lo-Pinto – Technical High-school
- Larisa – Constanfin – Technical High-school

Amarante

Being also a very experienced URBACT city, Amarante managed already to fully identify specific **local needs on diversity in the city's digital ecosystem** and would like to match future TechDiversity activities in local level with other initiatives on entrepreneurship & employment already in place. So far, very extended local group met twice in 2024 and set the scene for the future steps in the project development.



Trikala

The local focus of the city that was decided with all the ULG members is to **introduce technology diversity into urban planning** to raise awareness in order to change the mentality of the citizens. Interpersonal relationships between citizens who belong to different social groups **such as people of the opposite sex or belonging to other age groups or people with disabilities** are main elements in the urban planning of a city and how sustainable it can be. Thus, access to technology either directly or indirectly by all is a main concern of the city of Trikala in order to be characterized as a sustainable, resilient and inclusive city.



Chapter 4 - Tools demonstrating integrated and participatory approaches

Following the Network Roadmap and a detailed and well prepared **TechDiversity Callendar**, partners are using various tools and templates to organise their local activities, as also to get full advantage of the partnership exchanges in interregional level.

TechDiversity		CALENDAR
Deadline or Dates	Task / Meeting / Activity	Where – Who
2024		
January & February	Cities' Roadmaps	Local - All
February	ULG2 meetings to work on the problem & the policy issue	Local - All
February	Amarante identifies Case Example & Good Practise	Local (to share with partners)
6-7 March	CNM2 – Workshops / Study visits – Case examples / Seminars Integration & Action Plans Seminar	Amarante – All Project Launch for Topic 1: Tech Talent
By 15th of April	Quarterly Network Report 1	LE
(early) April	ULG3 meetings to create a shared vision & to identify initial strategic objectives & possible testing actions	Local – All
April	1 st Online meeting to monitor the progress of the local level exchanges & to introduce testing actions framework by the ad hoc expert	All
May	Bucharest identifies Case Example & Good Practise	Local (to share with partners)
12-13 June	CNM3 – Workshops / Study visits – Case examples / Seminars / Masterclass Strategic Objectives & Testing Actions Seminar	Bucharest – All Project Launch for Topic 2: Tech Entrepreneurship
June	ULG4 meetings to finalise strategic objectives & to plan testing actions	Local – All
By 15th of July	Quarterly Network Report 2	LE
(early) July	1 st Tri-lateral web meeting: Startups and diversity	Amarante, Trikala and Bielsko Biala supported by NKUA
(by mid) July	2 nd Online meeting to monitor the progress of the local level exchanges & to deep dive in integration	All
July	Idrija identifies Case Example & Good Practise	Local (to share with partners)
August	Summer break !	All
(mid to late) September	CNM4 – Workshops / Study visits – Case examples / Seminars / Masterclass IAP Seminar focusing on defining actions	Idrija – All Theme 1: Supporting Structures
By 15th of October	Quarterly Network	LE

Tools that partners used in local and interregional level exchanges are:

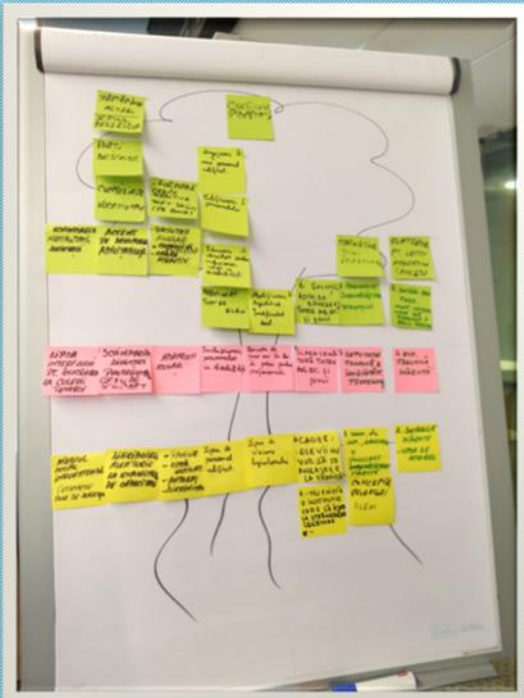
1. Problem Tree from the URBACT Toolbox (local level)

METHOD

Problem Tree method

- ❑ "Think-tank" of ideas (brainstorming)
- ❑ Capitalization of the contributions of all participants
- ❑ Open discussion with a high degree of interactivity
- ❑ The distinction between cause – effect – solution

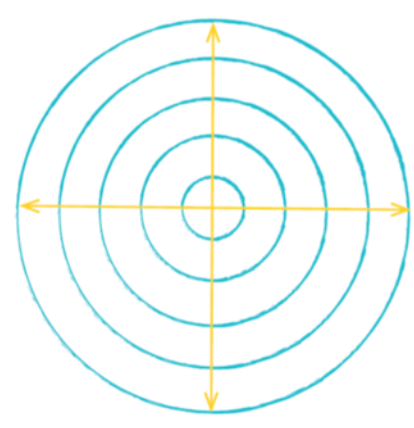
Results easy to write out and group later



2. Stakeholders Ecosystem Map from the URBACT Toolbox (local level)

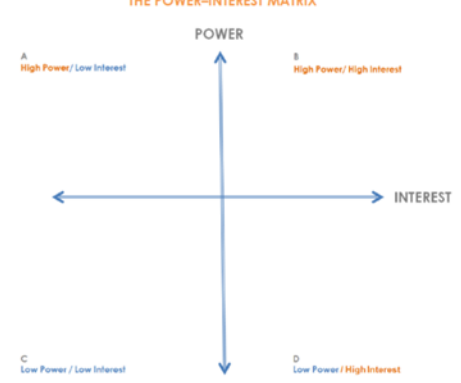
Καταγραφή ενδιαφερόμενων μερών



Stakeholders Mapping



Δίκτυο σπουδαιότητας/ επιρροής ενδιαφερόμενων μερών

THE POWER-INTEREST MATRIX



Co-funded by the European Union Interreg

3. Newspaper of Tomorrow from the URBACT Toolbox (local level)



4. Poster Sessions of the City Roadmaps (interregional level)



5. TechDiversity Scorecards (local level)

TOPIC 1 - CITY POSITION - SCORECARD						
	😊	😊😊	😊😊😊	😊😊😊😊	😊😊😊😊😊	
None of the ULG members is very well experienced in tools and methods to prepare under-represented communities for employment opportunities						All the ULG members are very well experienced in tools and methods to prepare under-represented communities for employment opportunities
None of the ULG members has ever participated in a talent acquisition strategy						All the ULG members have participated in a talent acquisition strategy
None of the ULG members seems to have the drive & enthusiasm to carry on with the implementation of policy issues like the one of TechDiversity Topic 1						All the ULG members have the drive & enthusiasm to carry on with the implementation of policy issues like the one of TechDiversity Topic 1
The ULG members have never worked with a city structure on employment opportunities issues						The ULG members have worked with a city structure on employment opportunities issues
The ULG members have never worked on a transnational project for diversity & inclusion						The ULG members have worked on a transnational project for diversity
The city has no support of the core ULG members for the implementation of Topic 1						The city has full support of the core ULG members for the implementation of Topic 1
The ULG co-ordinator is not possessed the necessary skills and experience to						The ULG co-ordinator is fully possessed the necessary skills and experience to deliver

6. Reflections Canvas (local and interregional level)

REFLECTION CANVAS

INSIGHTS

What are the most valuable insights gathered within the categories?

ULG operation

Action Plan Support

Testing Activities

WHAT'S NEXT

What are the follow-up steps within the categories?

ULG operation

Action Plan Support

Testing Activities

OVERALL SCORE

Brainwin | Spring up | Innovation | Learning | Growth | Skills | Attracting | Retaining

ULG operation

Action Plan Support

Testing Activities

REFLECTION

Which sources are missing? And why?

7. Working templates prepared by the Lead Expert (local and interregional level)

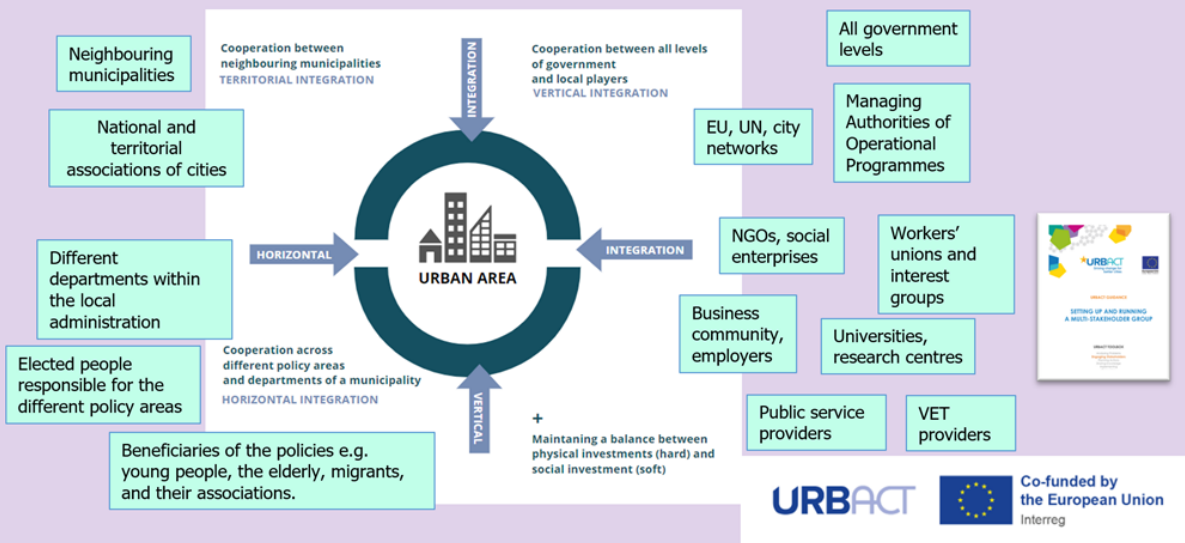
- **City case Example Template**
- **Good Practice Template**
- **City Roadmaps Canvas**
- **ULG Working Canvas**
- **ULG Meetings Template**
- **ULG inputs for all expected meetings**
- **ULG tools suggestions**
- **IAP template**
- **Integration Table**
- **Action Planning Table**
- **Action description Table**
- **Integration self-assessment Canvas**



LE Master presentation as an ongoing supporting tool for Integration, URBACT Framework and Testing Actions ...

Including details, directions, comments and more on each step to be followed for the development of all partners action plans .

Possible stakeholders for integration needs ...



It is not only a deliverable !

**MAKE IT SMALL
MAKE IT USEFUL
MAKE IT WORK**



Online Workshop ...

The LE organised on March the 26th an online workshop took place to introduce more details about the cities' **visions** and initial approach of their **Strategic Objectives** for TechDiversity. Partners were provided with various examples related to the policy issue, to prepare their upcoming ULG meetings (organised in April 2024).





**TechDiversity IAP Support:
Strategic Objectives (&
Actions) ...**

March 2024




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Strategic Objectives

Specific	Measurable	Achievable	Relevant	Timed
S	M	A	R	T
				




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Chapter 5 – Next steps and more ...

Following the Network Roadmap, the partners have started working on their Integrated Action Plans following the URBACT APN framework, their city profile, the Baseline Study, their ULG discussions & agreements and a template prepared by the lead Expert.

During April and May 2024, the Lead Expert will work bilaterally with each partner for all pending issues regarding the 1st Section of all **Action Plans: Context, needs and vision**, that should include the following subsections :

- Overall theme being addressed – Current situation (including Related strategies)
- Problem identification by local stakeholders
 - Problem identification
- (Overall) Vision & Main integration challenge(s)
- First ideas for testing actions at local level

During the next meeting in Bucharest (planned for 12 & 13 of June 2024) more thematic inputs will be introduced by the lead & ad hoc expert, **that will also organise a specific workshop on testing Actions.**

The ad hoc expert will also provide in April the **Testing Actions TechDiversity framework** and will organise an online meeting on this purpose, with the support of the LE and the LP. **Monitoring of the progress of the local level exchanges** will also take place during the same meeting.

The Lead Expert, above other activities foreseen, **will work with the partners on various integration aspects, as also to support the partners to clearly define their final strategic objectives.**

URBACT APN: **TECHDIVERSITY**

Lead Partner: e-Trikala for the City of Trikala

Partner Cities: Amarante, Arezzo, Bielsko Biala, Bucharest District 6, Idrija, Larnaka, Psahna.

Lead Expert: Kostas Karamarkos, kostas@kkc.gr

Lead Partner Contact [Harry Kalliaras, xkalliaras@e-trikala.gr](mailto:xkalliaras@e-trikala.gr)

Special acknowledgements to the project & ULG team of Amarante that prepared the 2nd core TechDiversity meetings

Find more for TechDiversity achievements:

<https://urbact.eu/networks/techdiversity>

<https://www.linkedin.com/company/techdiversityurbact/>



April 2024

To be continued !

APPENDIX FOR SOME DEEP DIVES IN THE TECHDIVERSITY PROJECT ...

A1. TechDiversity Themes Description



TechDiversity Themes Description

No	Theme	Description
1	Supporting structures	Local – regional or national structures for vocational education and training, job employment supporting centres, pre-acceleration, acceleration, investment readiness activities
2	Human resources	Professionals, experts, or trained staff working at supporting structures that are mentoring, coaching, and peer-supporting individuals, groups, or thematic networks for inclusive and equitable economic opportunities in cities
3	Methods and Tools	<p>Methods and tools used by the supporting structures or/and other organisations to boost skills and enhance employment opportunities and entrepreneurship for various community groups like labs, world cafes, open seminars – workshop, networking activities, gamification, peer-to-peer learning, social learning, mentoring, job searching methods, social media focused activation, career days etc.</p> <p>Methods and Tools will function as Enablers for a more diverse digital ecosystem</p>

A2. TechDiversity Rationale

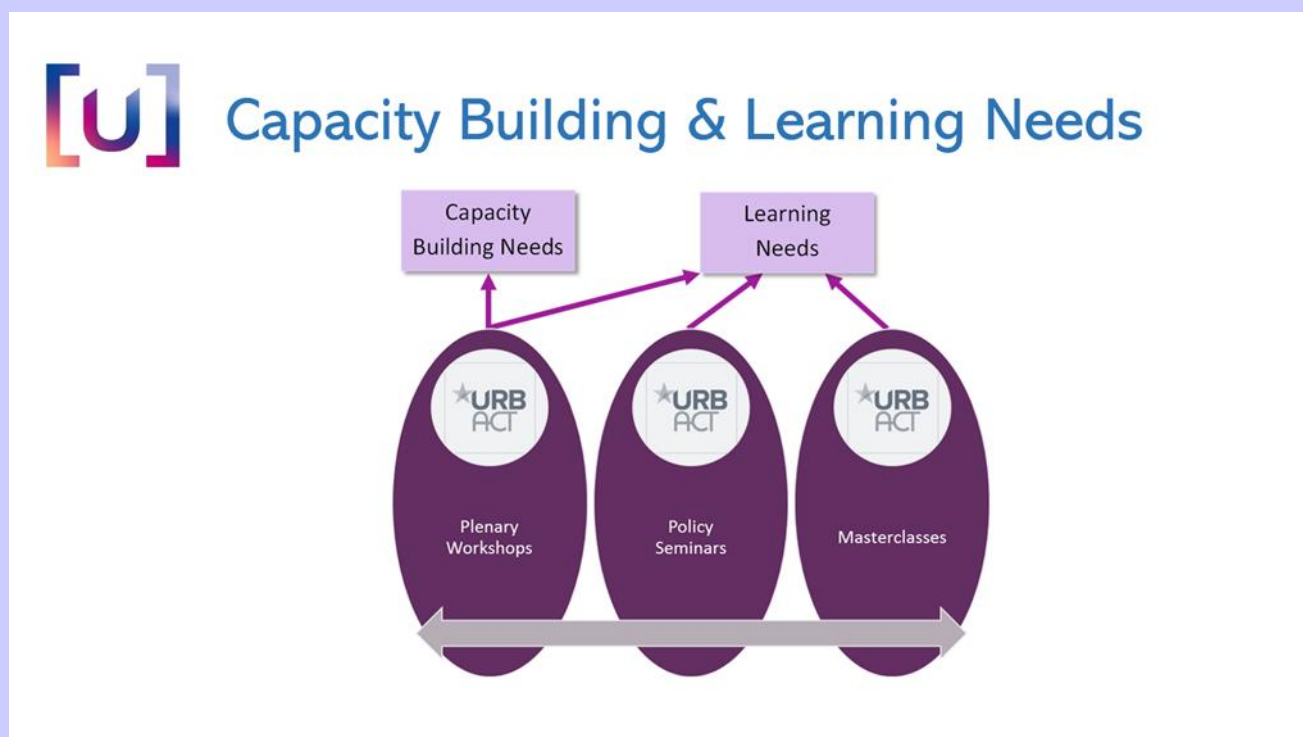


TechDiversity Rationale

The TechDiversity Network is about small and medium cities (except Bucharest D6) aiming to facilitate actions for more diverse and more inclusive local digital ecosystems.



A3. TechDiversity Capacity Building & Learning Needs Diagram



A4. Amarante Case Example

1. Partner information	
Partner	<i>IET – Instituto Empresarial do Tâmega (Tâmega Business Institute)</i>
E-mail	<i>fernandobelezas@iet.pt</i>
Author's Full Name	<i>Fernando Belezas</i>
2. Public or private body responsible of the Case Example	
Organisation being the main body in charge	<i>IET – Instituto Empresarial do Tâmega (Tâmega Business Institute)</i>
3. General information	
Name	<i>IET – Instituto Empresarial do Tâmega (Tâmega Business Institute)</i>
Web link	<i>https://iet.pt/</i>
4. Case example elements, related with the TechDiversity policy issue	
Thematic objective(s)	Tech Talent
Activities – working methods related with tech talent support or/and	<p>1. **Skill Development Workshops:** Organizing workshops focused on developing technical skills relevant to the tech industry, such as coding, data analysis, cybersecurity, etc.</p> <p>2. **Mentorship Programs:** Establishing mentorship programs</p>

<p>tech entrepreneurship support</p>	<p>where experienced professionals in the tech industry can provide guidance and support to aspiring individuals or startups.</p> <p>3. **Internship Opportunities:** Partnering with local tech companies to create internship opportunities for students and recent graduates, allowing them to gain practical experience in the field.</p> <p>4. **Networking Events:** Hosting networking events or meetups where tech enthusiasts, professionals, and entrepreneurs can connect, share ideas, and build relationships.</p> <p>5. **Pitch Competitions:** Organizing pitch competitions or hackathons to encourage tech entrepreneurship and innovation within the community.</p> <p>6. **Co-Working Spaces:** Set up co-working spaces or innovation hubs where tech startups and entrepreneurs can collaborate, access resources, and receive support.</p> <p>7. **Incubation Programs:** Developing incubation programs that provide startups with access to mentorship, funding opportunities, and other resources needed to grow their businesses.</p> <p>8. **Tech Talks and Webinars:** Arranging tech talks and webinars featuring industry experts discussing relevant topics, trends, and best practices in the tech sector.</p> <p>9. **Online Learning Platforms:** Facilitate access to online learning platforms or courses where individuals can acquire new tech skills at their own pace.</p> <p>10. **Partnerships with Educational Institutions:** Forging partnerships with local universities, colleges, and schools to integrate tech-related curriculum, provide guest lectures, and offer practical training opportunities.</p>
<p>What works well</p>	<p>1. **Collaboration:** Strong collaboration between local government, educational institutions, tech companies, and community organizations is essential for success.</p> <p>2. **Practical Training:** Providing hands-on, practical training opportunities allows participants to develop real-world skills and experience that are directly applicable to their desired careers or entrepreneurial ventures. Workshops, hackathons, and internship programs are examples of effective practical training initiatives.</p> <p>3. **Mentorship and Networking:** Mentorship programs and networking events facilitate connections between aspiring individuals, established professionals, and potential investors. These relationships can provide valuable guidance, support, and opportunities for growth.</p> <p>4. **Flexibility and Adaptability:** Being flexible and adaptable in program design allows initiatives to evolve based on changing needs, emerging trends, and feedback from participants. This flexibility ensures that programs remain relevant and effective over time.</p> <p>5. **Access to Resources:** Providing access to resources such as funding, workspace, equipment, and educational materials can help</p>

	<p>aspiring individuals and startups overcome barriers and achieve their goals more effectively.</p>
<p>Elements that can be useful to TechDiversity policy issue exchanges</p>	<ol style="list-style-type: none"> 1. Best Practices: Sharing best practices from other cities or regions that have successfully implemented diversity and inclusion initiatives in tech ecosystems can provide valuable insights and inspiration for Amarante. 2. Case Studies: Presenting case studies of specific initiatives or programs that have effectively addressed diversity and inclusion challenges in the tech sector can help illustrate practical strategies and outcomes. 3. Data and Research: Providing relevant data and research findings on diversity and inclusion trends in the tech industry, both globally and locally, can inform discussions and decision-making. 4. Policy Frameworks: Exploring existing policy frameworks or guidelines related to diversity and inclusion in tech ecosystems, help identify potential gaps or opportunities for improvement in current approaches. 5. Stakeholder Perspectives: Hearing from a diverse range of stakeholders, including tech industry leaders, educators, community organizations, and underrepresented groups, can offer different perspectives and priorities to consider. 6. Capacity Building: Capacity-building initiatives aimed at enhancing diversity and inclusion awareness, skills, and practices among tech professionals, employers, and policymakers can foster a more inclusive tech ecosystem. 7. Partnerships and Collaborations: Exploring opportunities for partnerships and collaborations with other cities, organizations, or initiatives working on similar issues can leverage resources and expertise to amplify impact. 8. Feedback Mechanisms: Establishing feedback mechanisms or platforms for ongoing dialogue and engagement with stakeholders can ensure that their voices are heard and that policies and programs remain responsive to evolving needs and priorities.
<p>People involved that could contribute to the city network planned meeting and ULG meetings</p>	<ol style="list-style-type: none"> 1. Local Government Officials: Representatives from the municipal government who are responsible for economic development, technology initiatives, education, and social inclusion policies. 2. Business Leaders: CEOs or representatives from local tech companies, startups, and businesses like Basicamente, Minsait, Jolera, Mobiti and Myndware can share their insights and experiences related to diversity and inclusion in the tech sector. 3. Academic and Educational Institutions: Professors, researchers, and administrators from local universities, colleges, and schools with expertise in technology education, workforce development, and diversity initiatives. 4. Community Organizations: Leaders from community-based organizations, non-profits, and advocacy groups focused on promoting diversity, equity, and inclusion in the tech industry and beyond.

	<p>5. **Tech Professionals:** Individuals working in various roles within the tech sector, including developers, engineers, designers, marketers, and entrepreneurs, who can offer first-hand perspectives on diversity and inclusion challenges and opportunities.</p> <p>6. **Students and Youth Representatives:** Young people, including students and recent graduates, who are interested in pursuing careers in technology and can provide insights into the experiences and needs of the next generation of tech talent.</p> <p>7. **Diversity and Inclusion Experts:** Consultants, trainers, and experts in diversity and inclusion strategies and practices who can offer guidance and support for developing effective policies and initiatives.</p> <p>8. **Government Agencies and Support Organizations:** Representatives from regional or national government agencies, economic development organizations, and tech industry associations that provide resources, funding, or support for diversity and inclusion initiatives.</p>
<p>Could the people involved contribute in a local Testing Action?</p>	<p>Yes, the people involved could contribute to a local Testing Action in various ways:</p> <p>1. **Local Government Officials:** Can provide support in terms of regulatory compliance, permitting, and accessing government resources or funding for the testing action. Can also help facilitate collaboration between different stakeholders and ensure that the testing action aligns with local policies and priorities.</p> <p>2. **Business Leaders:** Can offer their expertise, resources, and facilities for conducting the testing action. Also provide valuable feedback based on their industry knowledge and experience to refine the testing process and improve its outcomes.</p> <p>3. **Academic and Educational Institutions:** Can contribute by providing research support, access to laboratories or equipment, and expertise in data analysis and evaluation. They may also involve students in the testing action as part of their educational curriculum or research projects.</p> <p>4. **Community Organizations:** Can help mobilize community members, raise awareness about the testing action, and ensure that it addresses the needs and concerns of diverse groups within the community. They may also provide logistical support and connections to local networks and resources.</p> <p>5. **Tech Professionals:** Can participate directly in the testing action by volunteering their time and skills to develop, implement, and evaluate technological solutions. They may also offer insights and feedback based on their experience working in the tech industry.</p> <p>6. **Students and Youth Representatives:** Can bring fresh perspectives and innovative ideas to the testing action, as well as contribute their technical skills and enthusiasm for technology. They may also serve as ambassadors for the testing action within their peer groups and communities.</p>
<p>Could it be a study</p>	<p>Yes, a study visit could certainly be organized as part of the city</p>

visit of the city network meeting?	<p>network meeting.</p> <p>The study visit would aim to showcase Amarante's and IET's efforts and initiatives related to the TechDiversity policy issue. It would provide an opportunity for representatives from other cities in the network to learn from the experiences of Amarante, exchange best practices, and gather insights that they can apply in their own contexts.</p>
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A5. Amarante Good Practise

5. Partner information	
Partner	<i>Câmara Municipal de Amarante (Amarante City Hall)</i>
E-mail	<i>geral@cm-amarante.pt</i>
Full Name	<i>Câmara Municipal de Amarante (Amarante City Hall)</i>
6. Public or private body responsible of the Practice	
Organisation being the main body in charge	<i>Câmara Municipal de Amarante (Amarante City Hall)</i>
7. Good Practice general information	
Title	<i>Amarante Tech Hub</i>
Web link	<i>https://amarantetechhub.com/</i>
Timescale (start/end month/year)	<i>All year</i>
Thematic objective(s)	<p>The thematic objectives of the Amarante Tech Hub program typically align with broader goals related to innovation, economic development, and digital transformation. While specific objectives may vary depending on the program's focus and priorities, common thematic objectives include:</p> <ol style="list-style-type: none"> 1. Fostering Innovation: Encouraging the development and adoption of innovative technologies, products, and services that address local and global challenges. 2. Promoting Entrepreneurship: Supporting the creation and growth of startups, small businesses, and entrepreneurial ventures in the technology sector. 3. Building Digital Skills: Providing training, education, and resources to develop digital literacy and technical skills among individuals and businesses. 4. Facilitating Collaboration: Creating opportunities for collaboration and networking among tech entrepreneurs, industry professionals, researchers, and other stakeholders.

	<p>5. Driving Economic Growth: Contributing to the growth and diversification of the local economy by attracting investment, creating jobs, and fostering business development in the technology sector.</p> <p>6. Enhancing Regional Competitiveness: Strengthening the competitiveness of the region by leveraging its strengths in technology, innovation, and entrepreneurship to attract talent, investment, and opportunities.</p> <p>These thematic objectives reflect the broader mission of the Amarante Tech Hub program to catalyze innovation, entrepreneurship, and digital transformation in the region, ultimately driving sustainable economic development and prosperity.</p>
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8. Good Practice elements, related with the TechDiversity policy issue

Abstract of the Practice	<p>The Amarante Tech Hub program is a dynamic initiative aimed at fostering innovation, entrepreneurship, and digital transformation in the region. Through strategic partnerships, targeted initiatives, and collaborative efforts, the program seeks to create a vibrant ecosystem that supports the development and growth of technology-driven businesses and initiatives. By providing access to resources, training, and networking opportunities, the Amarante Tech Hub empowers local entrepreneurs, startups, and professionals to harness the power of technology to drive economic growth, create jobs, and address societal challenges.</p> <p>With a focus on building digital skills, promoting innovation, and enhancing regional competitiveness, the program is poised to make a lasting impact on the technological landscape of the Amarante region and beyond.</p>
Details of the Practice – Activities related with tech talent support or/and tech entrepreneurship support	<ol style="list-style-type: none"> Skill Development Programs: <i>The Tech Hub organizes workshops, training sessions, and courses to develop digital skills among individuals interested in technology and entrepreneurship. These programs cover a wide range of topics, including programming languages, software development, digital marketing, and project management.</i> Incubation and Acceleration Programs: <i>The Tech Hub provides support to tech startups and entrepreneurs through incubation and acceleration programs. These programs offer access to co-working spaces, mentorship, funding opportunities, and networking events to help startups grow and succeed.</i> Networking Events: <i>The Tech Hub hosts networking events, meetups, and conferences to facilitate connections between tech professionals, entrepreneurs, investors, and industry experts. These events provide opportunities for collaboration, knowledge sharing, and partnership building within the local tech ecosystem.</i> Access to Resources: <i>The Tech Hub offers access to resources</i>

	<p>such as funding opportunities, research facilities, and technical expertise to support the development and growth of tech ventures. This includes access to funding grants, innovation labs, and partnerships with academic institutions and research centers.</p> <p>5. Entrepreneurship Support Services: The Tech Hub provides personalized support services to tech entrepreneurs, including business development assistance, marketing guidance, legal advice, and access to professional networks. These services help entrepreneurs navigate the challenges of starting and scaling a tech business.</p>
<p>What worked well (or not)</p>	<p>The Tech Hub's skill development programs have been effective in equipping individuals with the necessary digital skills to pursue careers in technology and entrepreneurship.</p> <p>Efforts to provide access to funding, research facilities, and technical expertise have been valuable for tech ventures in the region. Entrepreneurs have been able to leverage these resources to overcome challenges, explore new opportunities, and accelerate their growth.</p> <p>The personalized support services offered by the Tech Hub, such as business development assistance and legal advice, have been well-received by entrepreneurs. These services have helped startups navigate the complexities of starting and running a tech business, contributing to their long-term sustainability.</p>
<p>Elements that can be useful to TechDiversity policy issue exchanges</p>	<ol style="list-style-type: none"> 1. Skill Development Programs 2. Mentorship and Support Networks 3. Outreach and Engagement Initiatives 4. Incubation and Acceleration Programs
<p>Elements that can be useful to the partner's development of the IAP</p>	<ol style="list-style-type: none"> 1. Skill Development Programs 2. Mentorship and Support Networks 3. Outreach and Engagement Initiatives 4. Incubation and Acceleration Programs
<p>People involved that could contribute to the city network planned meeting and ULG meetings</p>	<p>All partners.</p>