



TechDiversity

07_2024

ACTION PLANNING NETWORK



**By Kostas
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Strategic Planner
Lead Expert**

#2 Quarterly Network Report



Network Progress from April to June 2024



Purpose & Index - Showcasing TechDiversity activities ...

This Report includes:

(1) Chapter 1 - Highlights from core meetings

**activities and other network exchange and
learning activities.**

(2) Chapter 2 - Thematic inputs activities

(3) Chapter 3 - Partners local activities

**(4) Chapter 4 - Tools demonstrating integrated and
participatory approaches.**

(5) Chapter 5 – Next steps and more ...

Introduction

TechDiversity project continued its journey through **Diversity** and **Inclusion** in Knowledge-based Digital and Tech Ecosystems during April, May and June 2024.

TechDiversity activities are based on 8 involved Local Groups of all partners' cities, which are already strongly contributing for **more diverse local digital ecosystems**.



Picture from Arezzo, Italy ULG meetings - March 2024 ...

This 2nd Quarterly Report presents **moments** of the project progress and **highlights** of the partners achievements.

We also present various **policy topics** related with diversity in digital ecosystems in EU level.

Our efforts for TechDiversity are based on the **3** URBACT principles:

Integration ...

Participation ...

Action learning ...



In TechDiversity we work a lot on the integration approach of the partners' Action Plans, which are already in progress:



Based on a group activity that took place in Bucharest meeting in June 2024, we measured **how confident** do the partners feel about **Integration** in this URBACT program:

We concluded that, even we spend many hours and even we used various approaches, not only to introduce, but mostly to deep dive in the term, the partners **are not yet very confident with Integration (total score 3 out of 10).**

In addition, for our ...



... during autumn 2024,
and since ...



Only 10% of
the partners

URBACT IV
Action Planning Networks
2023 - 2025

INTEGRATED ACTION PLAN
GUIDELINES FOR NETWORKS



answered that have read
this document, we
decided to work
more on Integration,
providing examples and
case studies from
previous Action
Planning Networks ...

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

During the 3rd Network Meeting in **Bucharest – District 6, Romania (12th and 13th of June 2024) ...**



... the partners deep dived in various policy issues and especially on the 2nd Topic of the project, that is about **Tech Entrepreneurship ...**



Hotspot SkyHUB was a perfect venue that hosted our 1st day activities

Hotspot is a coworking space concept, done in collaboration with studio Biroarchitetti in Milan, that is designed to accommodate all styles while ensuring a vibrant and colorful working environment.



Why is the meeting in Hotspot SkyHUB a project highlight?

... It is perfectly home-like environment encapsulating a glimpse of nature due to green grass glass, the jungle relaxing area, and natural light office spaces ...



The project partners met and exchanged with really critical local stakeholders, based on the wider metropolitan area of Bucharest, **stakeholders that shared their knowledge and activities** for a more **Diverse Entrepreneurship in Bucharest ...**





Diverse Entrepreneurship in Bucharest

Takeaways

 after the meeting with various local stakeholders!

... **jobful** is a nonprofit organization that is trying to build the ecosystem which can attract and empower all actors interested in developing & employing people from **vulnerable communities** in Bucharest ...

<https://jobful.io/>



Jobs4all jobful


Build the **ecosystem** which can attract and empower all actors interested in developing & employing people from vulnerable communities.

 **People with disabilities**  **NEETs population**



Highlights from the **jobful** representative presentation and

discussions with
TechDiversity
partners:



Strategic opportunities

For communication	For funding	For PwD & vulnerable communities	For employment
<p>Cartea diversității, Fundația Alături de Voi Explorativ</p>	<p>BCR Social Finance NESST Violet Fund ERSTE Foundation IKEA Foundation</p>	<p>Primăria Sectorului 6 Asociația pentru Dezvoltare Urbana (ADU) Invizibili (Provident)</p>	<p>Carrefour IKEA Romania Regina Maria Ford Romania</p>



The invisible population

Vulnerable groups need better protection and support in Romania.

Addressing the national challenge of NEETs

Across the OECD, 14.7% of young adults aged 18-24 are not in formal education, or training nor in employment (NEET). In Romania the figure is higher: 22% of 18-24 year-olds are NEET. Reducing NEET rates among young adults is a particularly important, as those who become NEET have particularly poor labour-market prospects lat

From slackers to models in EU on PwD employment statistics and frameworks

The employment rate of the people with disabilities in România is way below the average of the other EU countries. Only 12% of the people with severe disabilities being employed.

People with disability represent an untapped resource of skills and talent

In Romania, people with disabilities represent an overlooked market of approximately 800,000 people.



Our approach

Empower vulnerable communities through

Equitable and ethical employment

Adapted learning and development opportunities

Accessible and easy to use technology

Equal opportunity and inclusion



Meet the man **behind** this organization: **Mihai Cepoi**, founder and CEO of jobful ...



Watch this for more!

https://www.youtube.com/watch?v=jjDnB0xNHRI&list=PLWgtMw_1qRGO9kJo-JhzyYdTh8Opos9f0&index=3

... did you know that a **Diversity Chamber of Commerce (RDCC)** operates in Bucharest?

<https://www.rdcc.ro/>

RDCC intro and mission:



ABOUT US

We aim to support the growth of our member's businesses.

As such, we expect to be a forum for activities that bring together a diverse group of stakeholders, including women, LGBTQ+ people, Roma, other disadvantaged groups and community and business leaders.

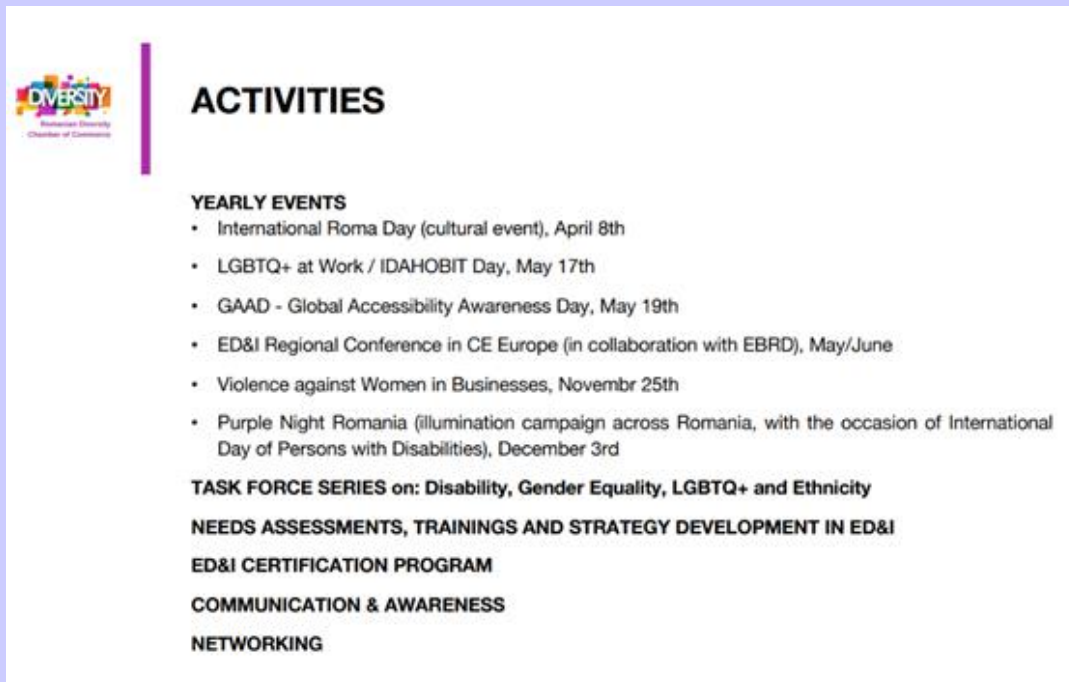
Our vision is to create a business organization that promotes professional development opportunities, community resources and networking events, while at the same time offers a certification program useful to multinational businesses that wish to ensure the diversity of their business partners.

MISSION

Economic enfranchisement of women, LGBTQ+ people, Roma, disabled and other disadvantaged groups by developing business skills, contacts and opportunities within the framework of diversity in partnership with like-minded organizations.



RDCC founder Mr. Lestat Monroe introduced the Chamber's **core activities** and specifically discussed with all partners the contribution of the organisation for more diverse digital ecosystems in Bucharest and around Europe.



The Romanian Diversity Chamber of Commerce (RDCC) offers a unique portfolio of needs assessments, workshops and training activities in the field of EDI, aimed at public institutions and private companies in Romania, to enable each of these organisations, regardless of size, to determine their optimal approach and provide inclusive and equitable conditions to diverse talent ...

More interesting exchanges with local stakeholders took place during the session: **Diverse Entrepreneurship in Bucharest ...**



All partners had the chance to be informed around various aspects on diversity in digital ecosystems in Bucharest, to explore them through the discussions with the Romanians organizations' representatives and to get ideas for their Action Plans' content, already in progress ...

A new member of the Bucharest D6 team was very supporting in all policy content issues. Alex contributed also to connect more local stakeholders' activities with the TechDiversity partners: **Mr. Alexandru Dincovici**, is the city new ULG coordinator ...



Other core members of the Bucharest team that organized the successful meeting in Bucharest are: **Michaela Calin, Lucian Veresciaghin and Antonia Neculescu ...**





Partners contribution and knowledge gained from the Bucharest meeting ...

The Lead Expert asked for and the partners responded to present their vision and the first thoughts on their strategic objectives of the Action Plan, based on the exchanges that took place through their UG meetings. Each presentation followed a discussion on **how to improve these first approaches** and how to proceed for the next steps to work on the related section of each action plan ...





Various inputs and group activities to improve the partners' understanding **on Integration ...**

The Lead Expert prepared in advance and worked a lot **on Integration** during the meeting in Bucharest D6 ...

Framework, Definitions, Examples, Tools and more on Integration were presented and discussed /

The Lead Expert gave clear directions when and how to use the available URBACT tools for Integration, starting from September 2024 and on ...

(All tools are adapted for TechDiversity needs)



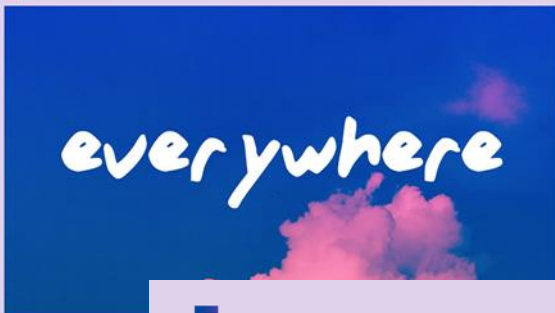
The integrated approach during specific steps:

1. **Baseline study: Initial assesment of integration strengths, weaknesses and priorities as:**
 - Feeds for each IAP: Section 4 → Context, needs and vision
2. **Self-asesment of how the defined areas of intervention represent already effectively, a more integrated approach and whether anything important is missing:**
 - IAP: Section 5 → Overall logic and integrated approach
3. **Transnational exchange on the emerging integrated approach**
4. **Peer Review activity**
5. **Reporting of integrated approaches in each IAP**




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Integration is ...



URBACT TOOL for SELF ASSESSMENT (1)



https://urbact.eu/sites/default/files/assess_plan_-_integration_assesment_grid_0_0.pdf


Types of integration	Description	What is the current situation?	To what extent can progress be made?
Policy / Sector	<ul style="list-style-type: none"> Integrate economic, social and environmental challenges Join up solutions and minimise the effects of negative externalities 		
Horizontal	<ul style="list-style-type: none"> Develop partnerships at local level Bring together all of the main actors around a challenge 		
Vertical	<ul style="list-style-type: none"> Align policies, interventions and funding upwards Vertical chain of governance Ensure coherence and build scale 		
Territorial	<ul style="list-style-type: none"> Ensure cooperation takes place between adjacent municipalities in functional urban areas Minimise edge effects and displacement of problems 		
Hard and soft investments	<ul style="list-style-type: none"> Integrate physical investments with human resources in urban regeneration For instance, ERDF + ESF Avoid silos 		



Final take aways from Bucharest D6 meeting ...

- (1) All partners have even more clear inputs on the definition of Strategic Objectives and how to connect them with their city vision and challenges.



... strategic are the objectives ...

that each one needs to be achieved
to deliver on the overall vision!



- (2) Integrated Action Plans (IAP).

Among others ...

Integrated Action Plans (IAP)

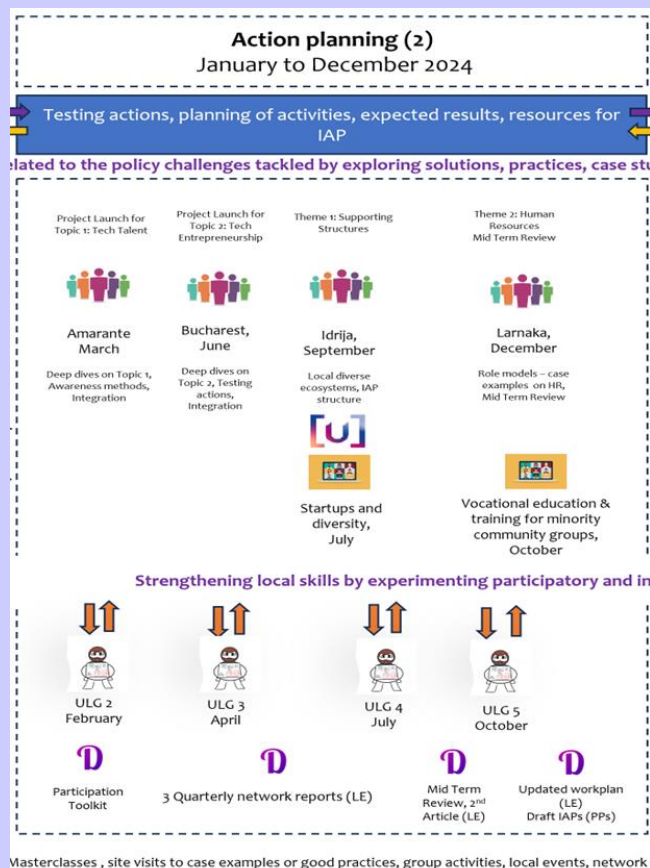
Should be **inspired** by good practices and testing activities.



(3) Detailed directions, templates and tools adapted for TechDiversity and provided to support the partners' efforts for the elaboration of their IAP.



(4) Next steps were scheduled and agreed by the partners (by December 2024).



(5) Various issues around the ULG commitment and engagement were explored by the partners through round table discussions.




Round Table Discussions / Learnings / Cities activities

TD Bucharest D6 Meeting
June 2024

Issues that we are facing with our ULGs through the project ...



How to overcome them ...



(6) Bucharest's D6 TechDiversity Good Practise

Jobs4all is a **job platform** meant to increase access to job opportunities for **vulnerable communities**.

- for vulnerable communities, Jobs4all has career services (guidance, resume completion, jobs and salary expectations) as well as skill development services (mentorship, digital skills and others)

- for employers, their support their DE&I strategy, as well as unbiased sourcing through profile anonymization meant to remove bias, in addition to providing inclusivity enablement

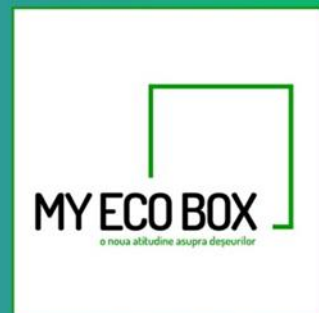
- in the ecosystem, they also offer their solution to NGOs sharing their vision to increase interest and attract more people and partners in the project



Elements that can be useful to TechDiversity policy issue exchanges.

A case of using technology to develop a best practice for increasing access for vulnerable communities on the labour market and removing employer bias in the process through a blind pairing system.

(7) The support and interest on the policy issue on behalf of the municipality of Bucharest D6.



Chapter 2 - Thematic inputs activities

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

TechDiversity welcomed in Bucharest an ad hoc expert selected to support the partners with more thematic inputs from the EU, as also on the testing activities foreseen in APN framework.

Mrs. Elke Schimmel is a dedicated urban and mobility planner based in the Netherlands. Her expertise lies at the interface of urban development and mobility, with a focus on people-centered approaches. As a consultant to development organisations, municipalities, metropolitan areas and national governments, Elke has gained extensive experience in urban development and mobility projects in Europe and Latin America. Elke is experienced in dialogue-based planning techniques and familiar with gender mainstreaming as a key principle for promoting gender equality in all policy areas. She teaches at various universities on gender equality, diversity and inclusion in urban planning and mobility and shares her knowledge in trainings and workshops with cities and municipalities. Elke studied Urban and Regional Planning at the Vienna University of Technology (Austria) & the Université Pierre-Mendès-France (Grenoble, France) **and** Anthropology at the University of Vienna (Austria).



Following online discussions and directions given by the Lead Expert, Elke worked and shared with partners, stakeholders and other audience in Bucharest D6 core information on the following 4 policy topics:



Driving
change
for better
cities

Tools for boosting diversity & inclusion on job opportunities in the digital ecosystem



Why do underrepresented groups stay?

<i>connections with other women in tech</i>	<i>opportunities to develop and advance professionally</i>
<i>mentors and sponsors who provide guidance</i>	<i>financial support for professional advancement</i>



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Diversity does not simply happen



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Driving change for better cities

Brain drain and TechDiversity as a policy issue



Causes in obvious connection with diversity

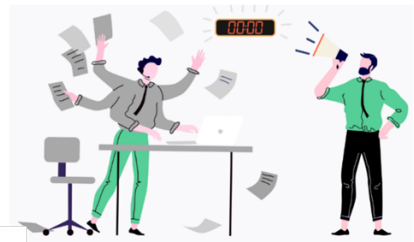
Companies and talented individuals may leave their home country or industry due to a **lack of inclusive and supportive environments**, seeking better opportunities elsewhere.

Lack of Inclusive Work Environment

Hostile Work Culture
Unconscious Bias

Limited Access to Opportunities

Networking Barriers
Skill Development



Ways to address brain drain

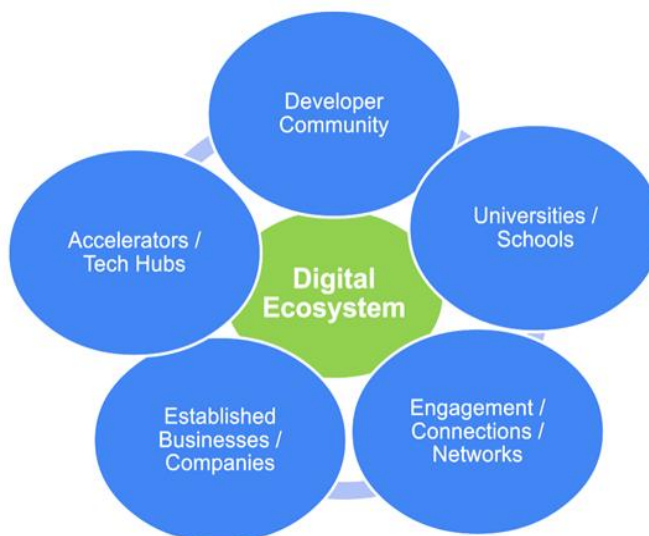
To address brain drain, cities and regions can implement **policies and initiatives to retain and attract talent**.

- Creating **Attractive Work Environments**
- Strengthening **Education Systems**
- Establishing **Global Partnerships**
- Implementing **Policy Reforms**
- Improving **Quality of Life Factors**

Driving change for better cities

Public sector and diversity in digital ecosystems

3



Public sector roles in successful entrepreneurial ecosystems – some statements

Governments should focus on building the legal and institutional basis for supporting bottom-up efforts from entrepreneurs, while the private sector should provide precious input into the design of these policies.

... importance lies with the right attitude, and recognising that a city is only one of many stakeholders in a process that is organic and cannot be controlled from the top down"

Driving
change
for better
cities

The Diversity Charter

4

In which countries are there Diversity Charters?



Number of Diversity Charters signatories per country

How many Charters are there and how many organizations and institutions have signed them?



24 national Diversity Charters
across the EU



Over 12,000 signatories (companies,
public institutions, NGOs, universities,
unions)



Over 16 million employees represented



Chapter 3 - Partners local activities

Arezzo

The city continues to be **highly effective** in their ULG operation, as the project team managed to **strongly engage** various stakeholders that are very much interested in the TechDiversity policy topic.

A planned ULG meeting took place Mid-April 2024 and its members discussed various aspects around the city vision, strategic objectives and possible testing actions following the Baseline Study and the suggestions of the Lead Expert.



Arezzo used various tools prepared by the project team and a **digital whiteboard** to collect ideas for the testing actions task.



The **project team of Arezzo works** all activities planned by the Lead Expert in **many details**. Each step is carefully planned to follow the project framework and milestones.



Bielsko Biala

The 3rd & 4th ULG meetings of the city (end March and mid-June 2024) were dedicated to introducing the TechDiversity Roadmap and the ‘Newspaper of Tomorrow’ tool, as also a discussion on the possible activities to be undertaken within the project framework – Testing Actions.

Three areas of intervention are decided following the agreed city vision: IT inspiration, IT Specialisation, and IT Leadership.

A possible testing action is also agreed: a dedicated to Women IT event, within the formula of BBDays.4.IT festival in September (6-15.09.2024) – community building event.



Idrija

The 2nd ULG meeting was dedicated to defining the vision of the city, the project main interest points and reflecting on the objectives of the project in Idrija.

At the early beginning of the project the city had decided to focus on **young people**.

During the meeting and based on the progress made in project level, following a debate, Idrija ULG decided to focus on 2 more target groups: **women & migrants**.



Within the TechDiversity project, Idrija's points of interest are i. **Creating** an environment that is attractive for young people to return home (building housing, providing quality services, high quality of life, etc.) after finishing studies and to make a life for themselves. ii. **Promoting** diversity and inclusion through policies and practices in the local community (events for young people, women, migrants, various trainings and meetings), iii. **Raising** digital literacy among members of the defined vulnerable groups, iv. **Cooperation** with companies of the local environment: finding shared challenges and opportunities to further develop the digital, creative and technological sectors, identifying how the municipality can contribute to the creation of jobs with higher added value.



Larnaka

The purpose of the 2nd ULG that took place mid-April 2024 in Larnaka was to get more insights on the main problems that Larnaka is facing and then to start working on the **TechDiversity city vision and strategic goals**.

All ULG members strongly believe that the city has a **low level** of its technology **ecosystem** and at the same time there is a lack of advanced technological and digital skills.



Especially critical issues are the **lack of digital mindset** and the absence of technology ideas, as well as lack on infrastructures that could serve for attracting new talents and new business in the city.



Psahna

NKUA organised the 2nd UPG meeting in Psahna Campus.

Some core agreements were set during the meeting: The importance of the **Presence** of the largest university in Greece in Psahna, the need of **Participation** of even more students in ULG, the **Promotion** of the usefulness and reliability of the degrees of all the Departments of the EKPA in the Evripou complex in Psahna, as also to **Explore** strategies to overcome gender stereotypes in technology.



Bucharest District 6



With a **new ULG coordinator on board**, Bucharest NKUA organised the 2nd UPG meeting early April 2024.



All **pending issues were discussed and agreed** among the ULG

members (problems identification through the Problems Tree tool, city vision through Newspaper of Tomorrow and more).

Bucharest D6 ULG is **fully following** the city Roadmap and activities suggested by the Lead Expert in local level.



Amarante



Amarante **organised the 4th UPG mid-April in IET** (Instituto Empresarial do Tâmega) premises.

All members discussed the project overview, they were informed on the status update, and planned the **next steps in local level**. ULG members worked on the city vision with the use of ‘Newspaper of Tomorrow’ and took part in **a first discussion of possible actions of Amarante’s IAP**.



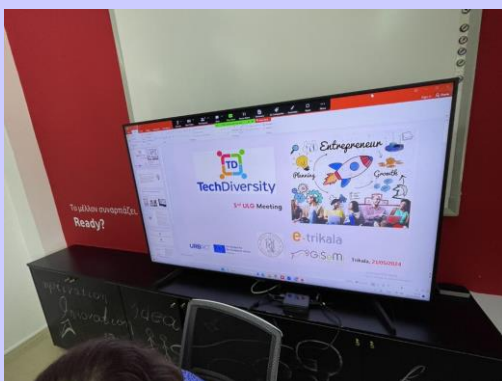
Trikala

The LP project team organised **2 ULG meetings** (mid-April and May 2024).

Trikala worked on the ‘Newspaper of Tomorrow’ tool with the core stakeholders to prepare the first approach of the projects’ city vision.



During the 3rd ULG meeting in May 2024 the ULG discussed the **possible strategic objectives** and some first ideas of the testing actions.



Trikala Highlight

On March 19, 2024, in the context of the European **"European Parliament Ambassador Schools" program** (European Parliament Ambassador School), the Schools "Athina" was co-organized with e-trikala SA, the Municipality Of Trikala, Europe Direct Thessaly and the Directorate of Secondary Education of the Prefecture of Trikala an **open informative event** entitled **"Digital Transformation: Designing the city of the future"**.

An important part of this event was also a presentation by students of the **"Newspaper of the future"**, where they captured ideas for the how they imagine their city 20 years later.



Online Discussions and support by the LE on all ULGs operation ...



The LE organised during May and June 2024 8 online discussions with the following subjects:

1. Discussion on the URBACT tools used so far: The Problem Tree & The Newspaper of Tomorrow

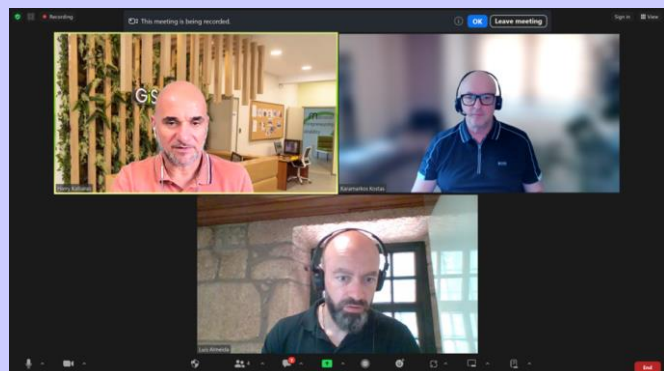
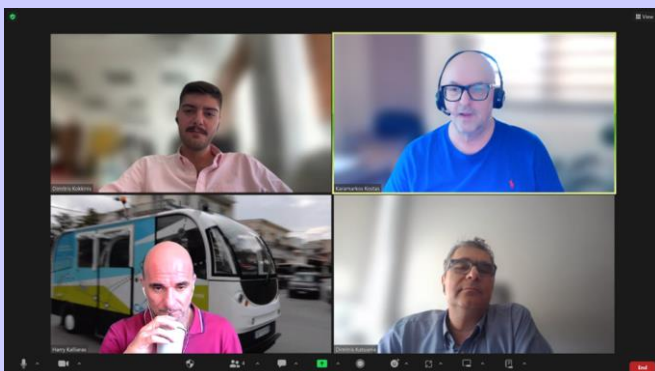
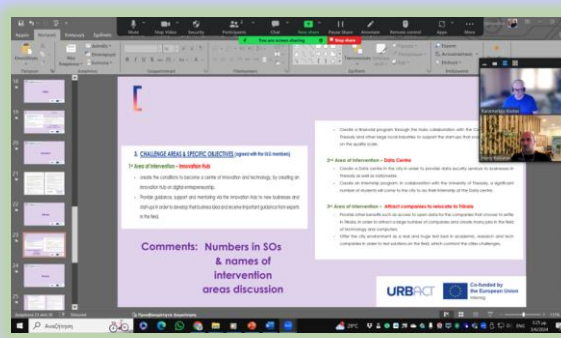
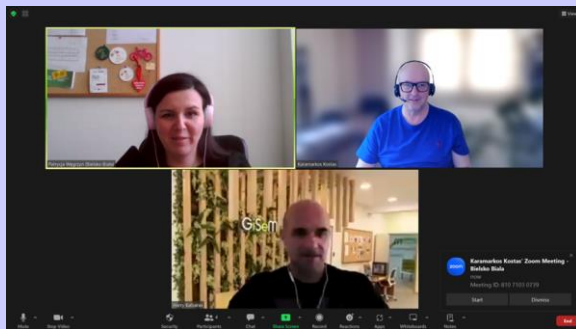
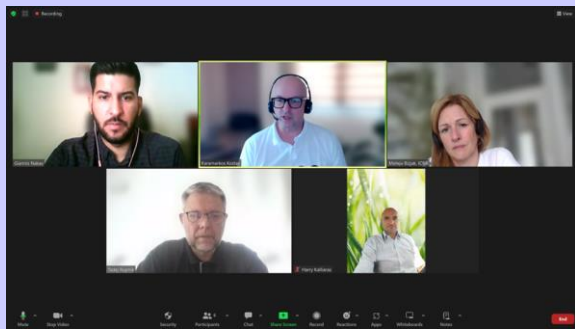
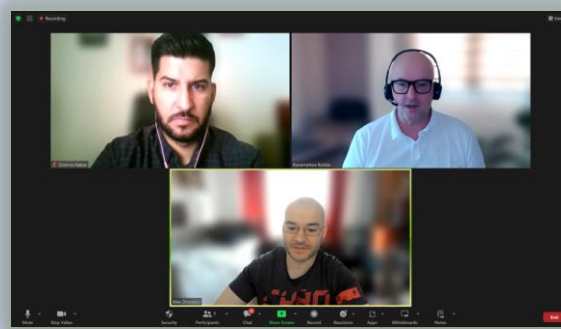
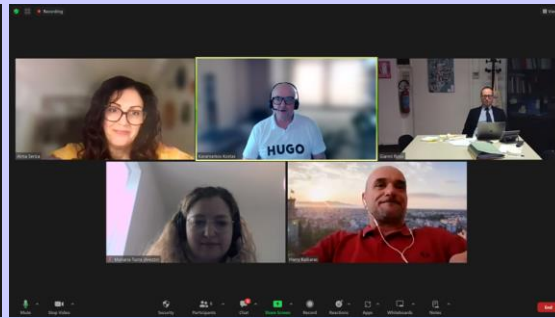
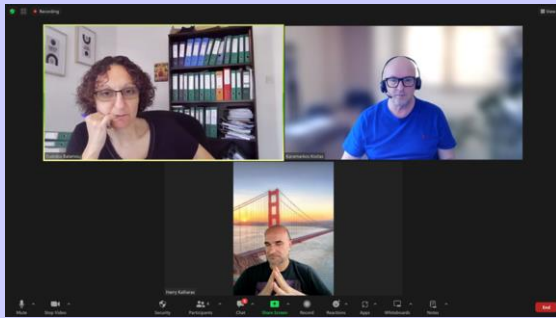
Effectiveness, simplicity, added value, contribution to deep dive in the policy issue.

2. Discussion on the provided canvas used so far during the ULG meetings – TechDiversity ULG Working Canvas

Improvements – suggestions

3. Discussion on any issues so far on the ULG operation

Based on each partners' feedback, the LE gave suggestions for improvements and proposed various ideas to overcome any difficulties arose so far.



Chapter 4 - Tools demonstrating integrated and participatory approaches

4.1 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 or will use from September 2024 mostly in local, but also interregional level exchanges, are:

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



2. Table with the 12 aspects of integrated urban development (local – international level)




12 aspects of integrated urban development	Relevant (Yes/No)	Why?	Initial self-assessment of integration (Baseline)	Future actions for integration of aspects
Stakeholder involvement in planning				
Coherence with existing strategies				
Sustainable urban development (economic, social, environmental)				
Integration over time				
Stakeholder involvement in implementation				
Sectoral integration				
Spatial integration				
Territorial integration				
Multi-level governance				
Integration of cross-cutting thematic aspects				
Complementary types of investment				
Mobilising all available funding				

3. URBACT TOOL for SELF ASSESSMENT (local level)

Types of integration	Description	What is the current situation?	To what extent can progress be made?
Policy / Sector	<ul style="list-style-type: none"> Integrate economic, social and environmental challenges Join up solutions and minimise the effects of negative externalities 		
Horizontal	<ul style="list-style-type: none"> Develop partnerships at local level Bring together all of the main actors around a challenge 		
Vertical	<ul style="list-style-type: none"> Align policies, interventions and funding upwards Vertical chain of governance Ensure coherence and build scale 		
Territorial	<ul style="list-style-type: none"> Ensure cooperation takes place between adjacent municipalities in functional urban areas Minimise edge effects and displacement of problems 		
Hard and soft investments	<ul style="list-style-type: none"> Integrate physical investments with human resources in urban regeneration For instance, ERDF + ESF Avoid silos 		

4. Actions Planning Table (local level)

1 - PROCESS OF ACTION PLAN			
Indicators	Score	Evidence for score	Indications for scoring
Description of how the action plan was developed with the partners	0		score 1: not addressed score 3: thin description score 5: clear outline of how the ULSG worked
Consultation meetings with stakeholders	0		score 1: no meetings held with stakeholders score 3: small number of meetings score 5: meetings held with all stakeholders
1 Total Score	0		
2 - CONTENT OF ACTION PLAN			
Indicators	Score	Evidence for score	Indications for scoring
Organisation of document	0		score 1: no coherent structure score 3: some structure but no progression score 5: clear logical progression from description of situation to problem analysis to proposed actions
Coherence of objectives with actions and indicators	0		score 1: solutions do not have link to problems score 3: not much linkage score 5: solutions and indicators relate clearly to problems
Evidence to support definition of problem	0		score 1: no data presented on problem score 3: some data presented score 5: full and comprehensive data presented
Problem analysis	0		score 1: no problem analysis score 3: weak attempt at problem analysis score 5: clear problem analysis based on evidence from data, causes and effects identified
Option analysis - does the plan show that other options were examined?	0		score 1: no other options looked at score 3: options identified but no evaluation score 5: different options have been considered and evaluated
Strategic goal with clear objectives	0		score 1: lack of clear goal and objectives score 3: some objectives but lacking clarity score 5: clear strategic goal and sub objectives shown in logical format
How well are the actions described? Do they give a clear picture of what is intended?	0		score 1: barely described, just headings score 3: some description of what is intended score 5: full description including rationale, nature of intervention, anticipated results
Use of indicators to measure anticipated results	0		score 1: no indicators score 3: indicators are mentioned but targets are not quantified score 5: full set of quantified indicators with milestones in specific section of plan
2 Total Score	0		
3 - INTEGRATED APPROACH			
Indicators	Score	Evidence for score	Indications for scoring
Economic, social and environmental factors are looked at together	0		score 1: no consideration of other aspects score 3: two out of three are addressed (e.g. Social and economic) score 5: full integration of sustainable development in both conception of plan and delivery actions proposed








CITY ACTION TABLE (following the IAP Intervention Logic Model)

SPESIFIC OBJECTIVE

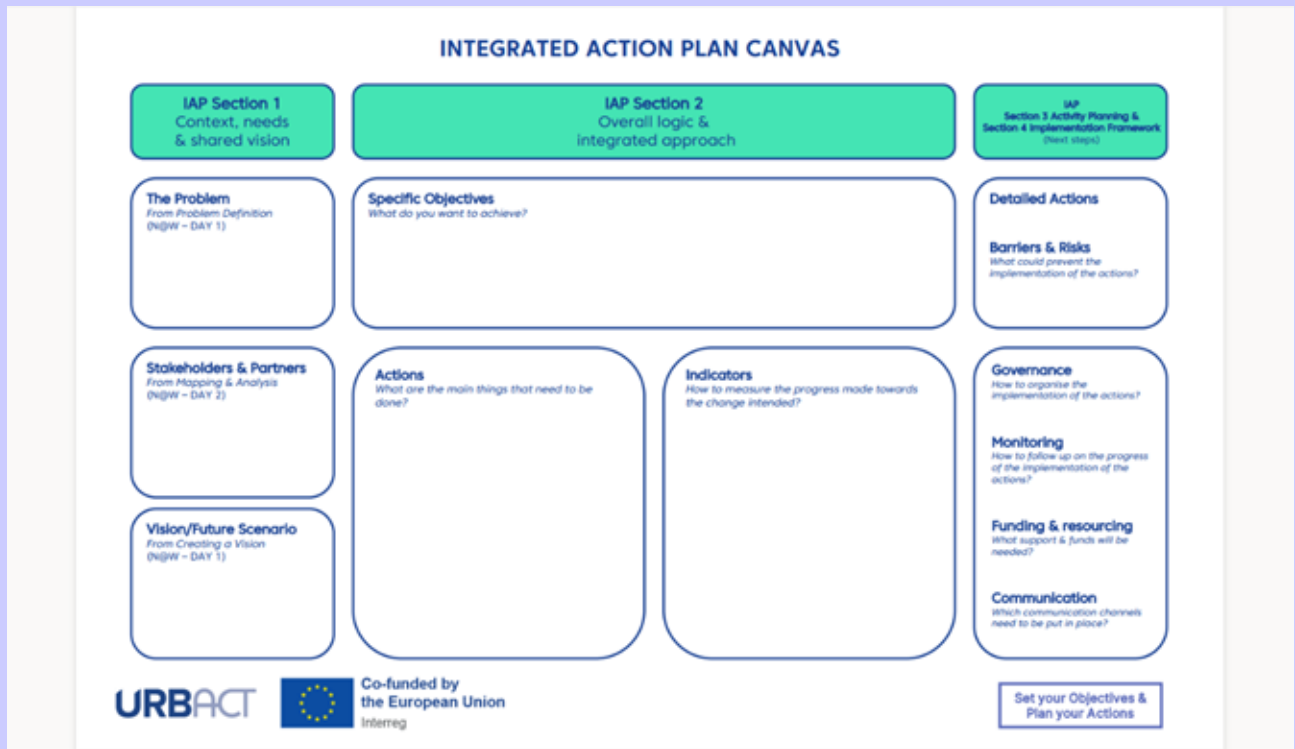
Action - Titles & short description	Intended Results - To which objectives will it contribute? - What will be the short-term change? - How will you measure the change?	Resources / Assets - What does it take to finalise the action? (measurable)?	Main outputs - What is expected to be created by the action? - Include measurable or countable content	Long term changes - What will be the long-term change?	Timescale

5. Actions Details Table (local level)

ACTION TITLE:				
DESCRIPTION:				
Activity	Implementation Details & Possible Problems or Other Issues	Other IAP Connected Activities	Outputs	Timescale

6. Integrated Actions Plan Canvas (local – international level)

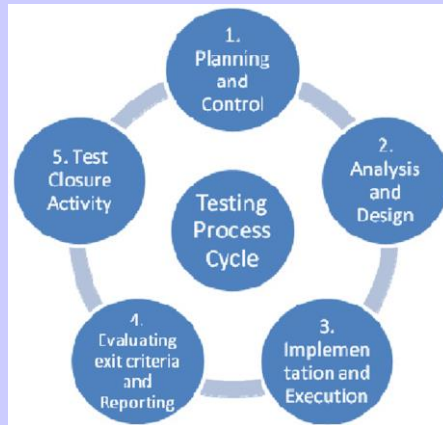


4.1 Testing Activities and TechDiversity.




“Trial runs’ enable cities to prototype local solutions and de-risk future actions, while engaging local stakeholders in ‘doing’ as well as ‘thinking’ together to tackle urban challenges”.

All URBACT APN projects are working on various testing actions to get useful feeds for the elaboration of partners Action Plans.



Why conduct a testing action?

- **Proof of concept:** testing specific actions at a small-scale, in order to validate the action before inserting it (at a larger scale) in the IAP.
- **Building political and public buy-in:** testing public opinion and building acceptance of a potential future action, increasing transparency, and gauging the best ways to communicate.
- **Activating the ULG:** engaging ULG members around a concrete activity which they can plan and implement together (which creates new dynamics compared to purely planning work).
- **Innovation:** developing new attitudes and skills within public administrations, leading to a more open approach that allows risk taking and instills competences for more agile policymaking.
- **Quick wins:** enabling the implementation of a necessary first step to enable further actions to be feasible and therefore worth planning in detail.

URBACT  Co-funded by the European Union

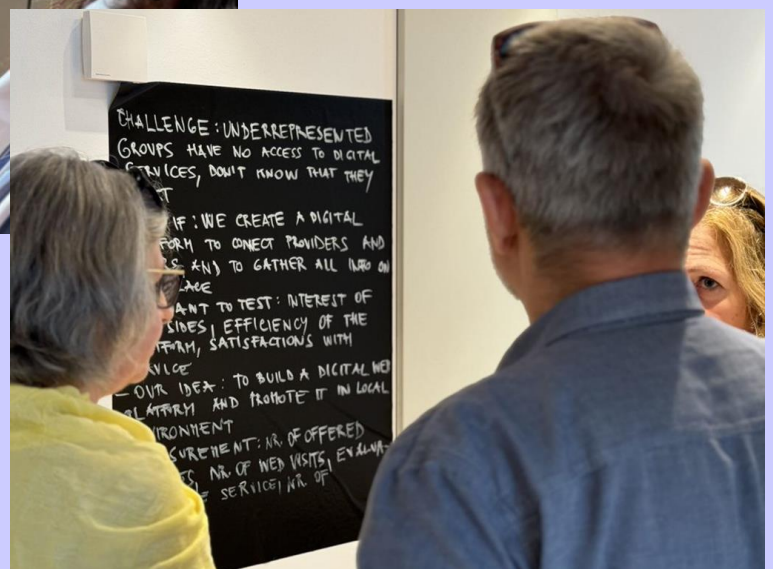
The ad hoc expert that is responsible to support testing actions activities with all partners organised a specific session on this purpose during the meeting in Bucharest, with the contribution of the Lead Expert.

The core Challenge set for all testing Activities is: Increase diversity in the tech sector by creating opportunities for underrepresented groups and fostering an inclusive environment that benefits both the individuals and the organizations involved.

The ad hoc expert introduced the URBACT framework for testing actions & a canvas that is suggested as a tool by the program.

The Challenge	What if...	We want to test if...
Our IDEA		Measurement

All partners worked in groups to fill in the canvas and then one representative of each city presented each group inputs.





Based on the activity described, **all partners tested their first approach** on this aspect and agreed to work more with the ad hoc expert, to decide which format of testing activity they will follow by February 2025 the latest.

All partners will also discuss more on their possible testing actions during an ULG meeting and will meet online Mrs Elke Schimmel to make their final selection, based on the Testing Activities Canvas tool. **The ad hoc expert will provide bilaterally any support needed** and will also support the partners to reach out useful feeds for each Integrated Action Plan.



Chapter 5 – Next steps and more ...

By mid-September 2024, the Lead Expert will collaborate bilaterally with each partner to support them to finalise their Integrated **Action Plans Section 4, that is about: Context, needs and vision**, which includes the following subsections, agreed with all partners:

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

All partners will organise one ULG meeting to agree the local content of **Section 4** and to discuss the focus, the format and the timeline of their **testing actions** (partners will be also advised by the responsible ad hoc expert during online bilateral meetings).

During the next meeting in Idrija, Slovenia (planned for 17 & 18 of September 2024) more thematic inputs will be introduced by a new ad hoc expert, **Mrs Lidia Gryzkiewicz**. The main topic of the meeting is **Supporting Structures**.

The Lead Expert will present some **core Guidelines and** the proposed **Integration Approach** for IAPs Section No 5. URBACT National Campus planned to take place and TechDiversity progress **complementarities** will be also highlighted.

The Lead Expert, above other activities foreseen, **will collaborate more with the partners on various integration aspects, as also to support**

the partners to clearly define their **final strategic objectives** and **areas of intervention**.

Kostas Karamarkos is working in close and direct contact with all partners, following their **special needs and challenges** on the TechDiversity policy topic. Each city has a different profile of diverse local digital ecosystem from the other partners, so **the Lead Expert is mostly there to listen and to understand, before supporting or planning any project activities**.

We may say that at the end of June 2024 almost all local stakeholders are on board and trying to be active and useful for the next critical steps of the project.



Picture from Emiliani Creative LinkedIn page...

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 Bucharest D6 that prepared the 3rd core TechDiversity meeting.

Find more for TechDiversity achievements:

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

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



July 2024,

To be continued!

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

A1. Bucharest D6 Good Practise

1. Partner information	
Partner	Bucharest District 6
E-mail	mihaela.calin@primarie6.ro
Full Name	<i>Mihaela Călin</i>
2. Public or private body responsible of the Practice	
Organisation being the main body in charge	<i>Jobful (private)</i>
3. Good Practice general information	
Title	<i>Jobs4all</i>
Web link	<i>Jobsforall.ro</i>
Timescale (start/end month/year)	<i>6th June 2023 (launched) - ongoing</i>
Thematic objective(s)	Build the ecosystem which can attract and empower all actors interested in developing & employing people from vulnerable communities.
4. Good Practice elements, related with the TechDiversity policy issue	
Abstract of the Practice	Jobs4all is a job platform meant to increase access to job opportunities for vulnerable communities.
Details of the Practice – Activities related with tech talent support or/and tech entrepreneurship support	<p><i>-for vulnerable communities, Jobs4all has career services (guidance, resume completion, jobs and salary expectations) as well as skill development services (mentorship, digital skills and others)</i></p> <p><i>- for employers, their support their DE&I strategy, as well as unbiased sourcing through profile anonymization meant to remove bias, in addition to providing inclusivity enablement</i></p> <p><i>- in the ecosystem, they also offer their solution to NGOs sharing their vision to increase interest and attract more people and partners in the project</i></p>
What worked well (or not)	The platform is still in early stage, but Jobful has earlier experience (Jobs for Ukraine) and use their expertise in this new project. So far (before launch) they have 80 persons with disabilities registered, and 12 employers that have confirmed their interest, with many more in the pipeline.
Elements that can be useful to	A case of using technology to develop a best practice for increasing access for vulnerable communities on the labour market and removing employer bias in the process through a blind pairing system.

TechDiversity policy issue exchanges	
Elements that can be useful to the partner's development of the IAP	District 6 can partner with Jobful in order to better target the inclusion of vulnerable groups, not just through Jobs4all, but also through other projects in development, such as ImagiNatia (targeted towards young people).
People involved that could contribute to the city network planned meeting and ULG meetings	Mihai Cepoi, CEO (already present in ULG3, will continue to be involved)

A2. Bucharest D6 Case Example

1. Partner information	
Partner	<i>Bucharest District 6</i>
E-mail	mihaela.calin@primarie6.ro
Author's Full Name	<i>Mihaela Călin</i>
2. Public or private body responsible of the Case Example	
Organisation being the main body in charge	Romanian Diversity Chamber of Commerce
3. General information	
Name	Romanian Diversity Chamber of Commerce (RDCC)
Web link	Rdcc.ro
4. Case example elements, related with the TechDiversity policy issue	
Thematic objective(s)	<p>The Romanian Diversity Chamber of Commerce (RDCC) is a non-profit organization that promotes the principles of diversity and inclusion in the Romanian business community and supports the development of the Romanian economy through implementation of greater diversity and inclusion.</p> <p>They target a diverse group of stakeholders, including Women, LGBTQ+, Roma, Disabled and other disadvantaged groups and community and business leaders.</p> <p>The RDCC aims to show that having more diverse organizations also translate to better business performance.</p> <p>Their mission is the economic enfranchisement of women, LGBTQ+ people, Roma, disabled and other disadvantaged groups by developing business skills, contacts and opportunities within the framework of diversity in partnership with like-minded organizations</p>
Activities – working methods related	- Developing a certification program useful to multinational businesses that wish to ensure the diversity of their business partners (Business

with tech talent support or/and tech entrepreneurship support	<p>Enterprise Supplier Diversity certification) and enable procurement opportunities.</p> <ul style="list-style-type: none"> - Offering education on DE&I topics - Advocating for an improved eco-system for diversity, including more diversity-friendly legislation - Organizing conferences around DE&I to raise awareness and exchange good practices
What works well	<ul style="list-style-type: none"> - <i>ED&I certification program</i> - <i>Events (International Roma Day, LGBTQ+ at Work, ED&I regional conference and others)</i> - <i>ED&I needs assessments and trainings (ED&I Knowledge Center)</i> - <i>Efforts with the EIB, EBRD and commercial banks to improve bank finance to businesses owned or controlled by women</i>
Elements that can be useful to TechDiversity policy issue exchanges	<p>Know How on successful ED&I projects, as well as a large network of private companies and large employers interested in contributing to the issue.</p>
People involved that could contribute to the city network planned meeting and ULG meetings	<p>Lestat Monroe, co-founder (TechDiversity ULG member)</p>
Could the people involved contribute to a local Testing Action?	<p>Yes</p>
Could it be a study visit of the city network meeting?	<p>Yes</p>