



A ROADMAP TO RACIAL DIVERSITY IN EU INSTITUTIONS BY 2024

Why does the EU need to change its policy on racial diversity?

Representation:

The EU institutions are neither diverse nor representative. At least 50 million people of colour^[1] are estimated to be living in Europe. But currently in the EU staff there are:

- 0 data on racial diversity in the EU institutions**
- 0 specific measures to ensure racial diversity**
- 0 people of colour in senior management positions**

The EU institutions are falling way behind in their responsibility to ensure that the staff of the institutions reflect the diversity of the EU population. This is particularly true when it comes to women of colour, who largely have not benefited from EU targets on gender equality.

Meritocracy and talent:

Diversity is the true test of a meritocracy! The lack of opportunities for ethnic minorities demonstrates a lack of equal opportunities for racial, ethnic and religious minorities. It is also a key barrier for the EU institutions to cast a wide net for talent into the workforce.

Diverse and welcoming workplace:

Diversity is part of building a welcoming work environment! To attract diverse candidates, the EU institutions must not appear as a closed door to people of colour. The less ethnically homogenous the workforce becomes, the better the experience will be for minorities in the staff.

[1] People of colour is a term encompassing racial, ethnic and religious minorities, or those who do not identify as white or Caucasian.

Steps on the road

EU LEADERS COMMIT TO A **HOLISTIC DIVERSITY STRATEGY**

All EU institutions must **develop a holistic diversity strategy** that effectively addresses **racial diversity**, developing clear measures to improve representation, and create an inclusive workplace for people of colour.

TARGET FOR 10% REPRESENTATION OF PEOPLE OF COLOUR STAFF IN EU INSTITUTIONS BY 2024

EU institutions should aim to **represent the full EU population** and set a target for 10% representation of racial, ethnic and religious minorities in the workforce.

DEVELOP A POSITIVE ACTION SCHEME FOR RECRUITMENT OF RACIAL, ETHNIC AND RELIGIOUS MINORITY STAFF

Institutions should introduce **temporary positive measures to recruit ethnic and religious minority candidates**, such as quotas and incentives for units recruiting diverse candidates.

OFFER A TRAINEESHIP FOR YOUNG PEOPLE OF COLOUR

The institutions can **encourage applications by offering a traineeship** for young people who identify as racial, ethnic and religious minorities.

MEASURE PROGRESS ON DIVERSITY AT ALL LEVELS

EU institutions should collect **voluntary, anonymous, equality data based on self-identification** to measure the representation of people of colour staff at stages of recruitment, career progression, pay gaps and in leadership positions.

ENSURE AN INCLUSIVE WORKING ENVIRONMENT FOR PEOPLE OF COLOUR

The institutions must ensure they are **safe places** for racial, ethnic and religious minorities. This includes effective **methods for reporting discrimination**, and the **reasonable accommodation** of cultural and religious diversity. Staff should feel free to **express their identity** at work without fear of repercussions. The wider workforce should be engaged with **awareness raising events**.

ENCOURAGE AFFINITY NETWORKS

The institutions should provide support to associations and networks of staff of colour and staff from religious minorities.

PROMOTE PEOPLE OF COLOUR IN LEADERSHIP POSITIONS