

## BENCHMARKS

LEVELS/AREA	VOTERS	MEMBERS	CANDIDATES	LEADERS	EMPLOYEES	SUPPLIERS
<p><b>ADVANCED</b> (includes all benchmarks listed below)</p> <p><i>At this level, the party as an organisation fully reflects society's diversity and promotes integration. Outreach and training policies are effective in giving members with a migrant background an equal chance of winning seats and assuming leadership positions.</i></p>	<ul style="list-style-type: none"> <li>Party voters with a migrant background feel that their needs and aspirations are considered by the party to be on an equal footing with other voters' needs and aspirations</li> </ul>	<ul style="list-style-type: none"> <li>The composition of the party's membership reflects the diversity of the country's/local area's population</li> <li>Party members with a migrant background receive fair and equal treatment from other members, and enjoy similar satisfaction rates to other members with regard to party membership</li> </ul>	<ul style="list-style-type: none"> <li>Candidates with a migrant background are allocated as many winnable constituencies as other candidates*</li> </ul>	<ul style="list-style-type: none"> <li>The composition of the party's leadership and executive structure reflects the diversity of the country's population</li> <li>Leaders and (other) members of the executive structure with a migrant background receive fair and equal treatment from their colleagues</li> </ul>	<ul style="list-style-type: none"> <li>The composition of the party's workforce, across all staffing levels, reflects the diversity of the country's/local area's population</li> <li>Party staff (and HR staff in particular) demonstrate intercultural awareness and understanding</li> <li>Staff with a migrant background receive fair and equal treatment from their managers and colleagues</li> </ul>	<ul style="list-style-type: none"> <li>Migrant-owned businesses have an equal chance to bid for party tenders</li> <li>The party's pool of suppliers is composed of businesses which apply diversity and equality principles in their employment practices</li> <li>Diversity and equality principles are integrated into the party's procurement procedures</li> </ul>
<p><b>UPPER INTERMEDIATE</b> (includes all lower intermediate and basic level benchmarks)</p> <p><i>At this level, the need to reflect society's diversity is integrated into the party's internal procedures. The party promotes the integration of people with a migrant background throughout its internal operations.</i></p>	<ul style="list-style-type: none"> <li>The party proactively targets potential voters with a migrant background</li> <li>The party maintains a structured and systemic dialogue with migrant associations</li> </ul>	<ul style="list-style-type: none"> <li>All party members, whatever their background, are invited to attend a training course on diversity and equality issues</li> <li>The party has a proactive policy of recruiting members with a migrant background</li> <li>Equality and diversity data is used to set targets for membership recruitment efforts</li> </ul>	<ul style="list-style-type: none"> <li>The composition of the party's national list of candidates reflects the diversity of the country's population**</li> <li>The party offers training and support opportunities to talented candidates with a migrant background</li> <li>Diversity and equality principles are integrated into candidate selection procedures</li> <li>Equality and diversity data is used to set targets for outreach efforts</li> </ul>	<ul style="list-style-type: none"> <li>Leaders and (other) members of executive structure with a migrant background are given responsibilities in line with their interests and expertise, not only with their backgrounds</li> <li>The party has a proactive policy of selecting members with a migrant background in its executive structure</li> </ul>	<ul style="list-style-type: none"> <li>Diversity and equality principles are integrated into the party's recruitment, promotion and appraisal systems and procedures</li> <li>The party promotes itself as an employer of choice towards people with a migrant background</li> <li>Equality and diversity data is used to set employment targets</li> </ul>	<ul style="list-style-type: none"> <li>Diversity and equality data gathered from successful tenders and bidders is monitored and is used to set procurement targets</li> </ul>
<p><b>LOWER INTERMEDIATE</b> (includes all basic level</p>	<ul style="list-style-type: none"> <li>Equality and diversity data is used to map the</li> </ul>	<ul style="list-style-type: none"> <li>Equality and diversity data is used to monitor</li> </ul>	<ul style="list-style-type: none"> <li>Equality and diversity data is used to</li> </ul>	<ul style="list-style-type: none"> <li>Equality and diversity data is used to monitor the</li> </ul>	<ul style="list-style-type: none"> <li>Equality and diversity data is used to</li> </ul>	<ul style="list-style-type: none"> <li>The party promotes diversity and equality</li> </ul>

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<p>benchmarks)</p> <p><i>At this level, the party begins to translate its intentions relating to the need to reflect society's diversity into actions.</i></p> <p><b>BASIC</b></p> <p><i>At this level, the party recognises the need to reflect society's diversity by adapting rules and making statements.</i></p>	<p>electorate</p>	<p>the party's membership</p>	<p>monitor the party's pool of candidates and its candidacy cycle</p>	<p>party's leadership and executive structure</p>	<p>monitor the party's workforce and employment cycle</p>	<p>principles in its dealings with suppliers</p>
	<ul style="list-style-type: none"> <li>Key party documents state the importance of voters with a migrant background</li> </ul>	<ul style="list-style-type: none"> <li>Party membership is open to all residents, without nationality requirements</li> </ul>	<ul style="list-style-type: none"> <li>Candidate applications are open to holders of dual citizenship</li> </ul>	<ul style="list-style-type: none"> <li>Leadership positions and membership of the party's executive structure are open to holders of dual citizenship</li> </ul>	<ul style="list-style-type: none"> <li>The party's employment policy contains a diversity statement welcoming applications from people with a migrant background</li> </ul>	

**Notes**

\* Relevant for single-winner systems. For list-based multiple-winner systems, the benchmark should read as follows: "The proportion of candidates with a migrant background occupying eligible positions on the party's area list is commensurate with the proportion of people with a migrant background living in the area."

\*\* Relevant for single-winner systems. For list-based multiple-winner systems, the benchmark should read as follows: "The proportion of candidates with a migrant background on the party's area list is commensurate with the proportion of people with a migrant background living in the area (national, regional or local constituency)."