

# The Diversity Assessment Tool

**Alex Kirchberger**

**Jan Niessen**

*Migration Policy Group*

The diversity assessment tool is designed to assess to what extent political parties adopt measures to integrate people with an immigrant background into the life of the party. Parties are organisations that are to a greater or lesser extent professional organisations operating at local, regional, national and European levels. In order to achieve their overall goals, parties aim to:

- seek the support of voters
- recruit members
- select candidates for representative office
- select leaders
- employ staff
- purchase goods and services.

As part of a broader strategy to achieve these goals, parties can adopt and implement equal opportunity, anti-discrimination and diversity principles. This would make parties more representative and effective to mobilise the population. The tool is primarily meant for the national level where general rules are set for the party as a whole. However, the tool can also be used for party operations at sub-national level and by party affiliated organisations such as training institutes.

For the design of the tool we made use of a compendium of benchmarks and indicators on diversity in political parties.<sup>18</sup> We shaped the tool as a user-friendly questionnaire. A first draft was introduced and discussed with political parties, civil society organisations and academics at workshops organised in seven European countries during the last months of 2013 and the first months of 2014.<sup>19</sup> Clearly, the situation in these countries varies considerably in the way parties are structured and organise their work. These differences notwithstanding, the similarities are significant enough to draw up this international and comparative tool.

In this paper we first briefly deal with issues of terminology before turning to explaining who can use the tool and how. This is followed by the six sections of the questionnaire.

---

<sup>18</sup> [www.migpolgroup.com/publications\\_detail.php?id=338](http://www.migpolgroup.com/publications_detail.php?id=338)

<sup>19</sup> These workshops were organised in the context of a European Integration Fund supported project that was carried out by CJD Hamburg + Eutin (Germany), Stockholm University, ACIDI (Portugal), Psychoanalytical Institute for Social Research Institute (Italy), Gritim (Spain), Lazarski University (Poland), the Integration Centre (Ireland) and the Migration Policy Group (Belgium). [www.migpolgroup.com/diversity-integration/divpol-diversity-in-political-parties-programmes-organisation-and-representation](http://www.migpolgroup.com/diversity-integration/divpol-diversity-in-political-parties-programmes-organisation-and-representation)

---

## Terminology

For the purpose of this questionnaire, diversity is defined as the differences among members of the population in terms of their immigrant background.

**People with an immigrant background** include:

- Non-EU nationals who can be born within the EU or outside the EU (they are often referred to as third-country nationals)
- Persons with at least one non EU parent
- Former non-EU nationals who have acquired your country's citizenship

EU nationals from other Member States are not considered as persons with an immigrant background but as EU citizens exercising their free movement rights. They have the right to vote and stand for election at local and European level. In some countries immigrants have a privileged position when it comes to political participation, for example, when reciprocity agreements are signed between countries of origin and destination.

**Dual citizenship** For the purpose of this questionnaire dual citizenship means citizenship of more than one country, including a non-EU country.

**Equality** refers to the equal treatment of persons irrespective of their (perceived or actual) race, ethnicity, religion, belief, nationality or national origin – in accordance with European and national legislation.

For the purpose of this questionnaire, **publicly available data** refers to objective data such as the **nationality** and **place of birth** of a person and his or her parents. Such data is collected by national statistical offices through census and by municipal registers. Such data is also collected from European sources, such as the European statistical office (Eurostat) and through specialised surveys such as the Labour Force Survey, the Survey on Income and Living Conditions, the European Values Survey, etc.

**Single-winner systems** use electoral districts or constituencies that return one office-holder to a body with multiple members such as a local, regional or national legislature, e.g. 'first past the post' and run-off systems. In **list-based multiple-winner systems**, parties draw up lists of candidates for election and seats are allocated to each party in proportion to the number of votes the party receives (proportional representation). There are variations to both systems.

## Reflection of the diverse population

There are different ways to establish whether the population's diversity is reflected in a party's voters, members, candidates, leaders, employees and suppliers. The best way is using publicly available data or data otherwise gathered. The use of personal data is governed by European and national legislation on data protection.

---

## Who can use the tool

Political parties as well as persons or organisations outside political parties can use the tool.

In the former case the questionnaire serves the purpose of a self-assessment. The questionnaire is filled out by persons in management positions (for example, a party secretary, or a board member responsible for membership affairs, or diversity, etc.). Decentralised parties may wish to use it in a few regions or big cities and ask party leaders at those levels to answer the questionnaire. Taking them together may provide an interesting picture of the national situation. The party can use the results to set goals and targets and set up a monitoring mechanism to measure progress. The party may invite an independent expert to verify the answers in which case one can speak of a reviewed self-assessment. This will give the assessment more credibility in particular when it is then published.

In the latter case the questionnaire serves the purpose of an external assessment. The questionnaire is filled out by organisations or persons who are concerned about the quality of our democracy and the legitimacy of political parties (for example, immigrant associations, anti-discrimination, equality and diversity organisations, or scholars). They may do so after they have tried and failed to convince parties to undertake a self-assessment. They have to rely on publically available information about political parties and may focus on national parties or local branches. They may also ask for an interview with a party official. The results may be discussed with the parties before publishing them. This may put pressure on parties to become more open to immigrants.

The questionnaire has been kept rather short and simple with most questions in the six sections to be answered by yes, or by no. In addition, the respondents are asked to provide links to relevant documents that the party has made public. These could be party manifestos, statutes, etc. Where these documents are not public, the respondents are asked to state the status of the source and briefly summarise its essence. In this way the questionnaire not only gives a picture of what parties publically state, but also what parties' good practices are.

---

**Section I: your details**

*Name of political party:*

*Country:*

*Name of the person who responded to the questionnaire:*

*Function of the person who responded to the questionnaire:*

*Contact email address:*

---

**Section II: the party's aspiration to reflect the diversity of the population**

Do key party documents (such as manifestos etc.) recognise the importance of voters with an immigrant background?

Yes

No

*If yes, please give an example and provide a link to the most recent party document:*

Is party membership open to all residents, without nationality requirements?

Yes

No

*Please provide the relevant reference to the party statutes  
(even if your response is no):*

Are candidate applications open to holders of dual citizenship?

Yes

No

*Please provide the relevant reference to the party statutes  
(even if your response is no):*

Are leadership positions and membership of the party's executive structure open to holders of dual citizenship?

Yes

No

*Pease provide the relevant reference to the party statutes  
(even if your response is no):*

Does the party have an internal mechanism in place for handling discrimination complaints?

Yes

No

*If yes, please provide a link to or excerpts of the relevant document and describe how the mechanism works:*

Does the party have an internal rule for dealing with members who express racist views?

Yes

No

*If yes, please provide a link to or excerpts of the relevant document and describe the rule:*

---

### **Section III: using demographic data**

Are publically available population data used by the party to map the composition of the potential electorate?

Yes

No

*If yes, please give a recent example of such use:*

Are publically available population data used to assess the party's attractiveness for particular groups in the population (including people with an immigrant background)?

- Yes  No

*If yes, please give a recent example of such use:*

Does the party register the following characteristics of its members?

- |                                      |                                 |   |
|--------------------------------------|---------------------------------|---|
| <input type="radio"/> Age            | <input type="radio"/> Gender    | <input type="radio"/> Education Level       |
| <input type="radio"/> Profession     | <input type="radio"/> Income    | <input type="radio"/> Nationality           |
| <input type="radio"/> Place of birth | <input type="radio"/> Ethnicity | <input type="radio"/> Other, please specify |

*If yes, please provide the relevant reference to the party's registration form or website:*

Are the internal data collected under the previous question used to inform the party's strategy for and/or to set targets for:

- Recruiting members  Selecting candidates for election
- Selecting leaders and members of the party's executive structure

*If yes, please give an example of how such data helped to inform party strategy and/or give an example of targets based on such data:*

Does the party register the following characteristics of its employees?

- |                                      |                                 |   |
|--------------------------------------|---------------------------------|---|
| <input type="radio"/> Age            | <input type="radio"/> Gender    | <input type="radio"/> Education Level       |
| <input type="radio"/> Profession     | <input type="radio"/> Income    | <input type="radio"/> Nationality           |
| <input type="radio"/> Place of birth | <input type="radio"/> Ethnicity | <input type="radio"/> Other, please specify |

*If yes, please provide a link to or the excerpt of relevant documents describing your HR monitoring system:*

Are the internal data collected under the previous question used to inform the party's recruitment strategy and/or to set targets for recruiting staff?

Yes

No

*If yes, please give a recent example of such use:*

Does the party monitor the following characteristics of tenderers?

Immigrant background of the company owner

Employment practices (equal opportunities policy, competences-based recruitment process, etc)

*If yes, please provide a link to or the excerpt of relevant documents describing your procurement monitoring system:*

Are the internal data collected under the previous question used to inform the party's procurement strategy and/or to set targets for procurement?

Yes

No

*If yes, please give a recent example of such use:*

---

#### **Section IV: targeting voters and recruiting members**

Does the party maintain a structured and systemic dialogue with immigrant associations?

Yes

No

*If yes, please give examples of such associations and describe the dialogue maintained with them:*

Are meetings regularly organised with immigrant communities in areas with large populations of people with an immigrant background; and are such meetings regularly attended by these people?

Yes

No

*If yes, please give examples of such meetings and describe their frequency and average attendance:*

Does the party proactively and explicitly target voters with an immigrant background through voter registration campaigns (in countries with voter registration), and/or to actually vote?

Yes

No

*If yes, please give examples of such campaigns and specify how they are carried out (e.g. in partnership with immigrant associations, using community media, etc.):*

Do party voters with an immigrant background feel that their needs and aspirations are considered by the party on an equal footing with other voters' needs and aspirations?

Yes

No

*If yes, please provide evidence such as results of post-electoral surveys; consultations with immigrant associations and voters with an immigrant background; etc.:*

Are members with an immigrant background welcomed and supported upon joining the party?

Yes

No

*If yes, please provide evidence such as the existence of a specific support network; a specific working group or other structure where they can meet within the party; a person responsible for welcoming and supporting new members with an immigrant background etc.:*

Does the party have an explicit and proactive membership recruitment policy (or action plans) towards persons with an immigrant background?

Yes

No

*If yes, please provide a link to the relevant document and specify how such membership recruitment efforts are carried out (e.g. in partnership with immigrant associations or community centres, through specialised media outlets, etc.):*



Are party members, whatever their background, invited to attend a training course on diversity and equality issues?

Yes

No

*If yes, please give examples of such training courses and specify what the programme and/or training material consist of:*

Does the composition of the party's membership reflect the diversity of the country's population?

Yes

No

*If yes, please provide evidence such as the percentage of party members with an immigrant background compared to the percentage of people with an immigrant background in the overall population and what methods you use to establish this?*

---

#### **Section V: selecting candidates and party leaders**

Are diversity and equality principles integrated into candidate selection procedures?

Yes

No

*If yes, please provide evidence, such as diversity and equality training for members of selection committees; competence-based assessment processes; etc.:*

Does the party offer training and support opportunities to talented candidates with an immigrant background? When these opportunities apply to all, are measures taken helping immigrants to overcome barriers to seize the opportunities?

Yes

No

*If yes, please provide evidence, such as talent-spotting mechanisms for identifying promising candidates; mentoring or shadowing schemes; training courses for leadership, use of media, public-speaking and team-building skills; etc.:*

Does the composition of the party's national list of candidates reflect the diversity of the country's population?<sup>19</sup>

Yes

No

*If yes, please provide evidence (for example the percentage of candidates with an immigrant background compared to the percentage of people with an immigrant background in the overall population):*

Are candidates with an immigrant background allocated as many winnable constituencies as other candidates?<sup>20</sup> The answer is (also) yes if constituencies with large immigrant populations have party candidates with an immigrant background.

Yes

No

*If yes, please provide evidence such as the percentage of candidates with an immigrant background allocated winnable constituencies (i.e. considered 'safe' by the party):*

Does the party have a proactive policy of selecting members with an immigrant background in its executive structure?

Yes

No

*If yes, please provide evidence such as relevant excerpts from internal party statements:*

Are leaders and (other) members of the executive structure with an immigrant background given responsibilities in line with their interests and expertise, not only with their backgrounds?

Yes

No

---

**19** Relevant for single-winner systems. For list-based multiple-winner systems, the question should read as follows: "The proportion of candidates with a migrant background on the party's national list is commensurate with the proportion of people with a migrant background living in the country."

**20** Relevant for single-winner systems. For list-based multiple-winner systems, the question 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."

*If yes, please provide evidence such as the proportion of members with an immigrant background that are responsible for diversity and equality issues compared to other areas:*

[Redacted]

Does the composition of the party's leadership and executive structure reflect the diversity of the country's population?

Yes  No

*If yes, please provide evidence such as the percentage of leaders and members of the executive structure with an immigrant background compared to the percentage of people with an immigrant background in the overall population:*

[Redacted]

---

### **Section VI: the party as employer and buyer of goods and services**

Are diversity and equality principles integrated into the party's recruitment, promotion and appraisal systems and procedures?

Yes  No

*If yes, please provide a link to or excerpts of relevant documents (e.g. describing competency-based recruitment procedures), including an example of a recruitment advertisement:*

[Redacted]

Does the party's employment policy contain an equal opportunity or diversity statement welcoming applications from people with an immigrant background?

Yes  No

*If yes, please provide a link to the relevant document. If it is an internal document, please only explain the status of the document and include the relevant excerpt:*

[Redacted]

Does the composition of the party's workforce, across all staffing levels, reflect the diversity of the country's/area's population?

Yes  No

*If yes, please provide evidence such as the percentage of staff with an immigrant background, at each staffing level, compared to the percentage of people with an immigrant background in the overall population:*

[Redacted area]

Does the party’s procurement policy contain a statement welcoming tenderers who have a diversity and equality policy?

Yes                       No

*If yes, please provide a link to the relevant document. If it is an internal document, please only explain the status of the document and include the relevant excerpt:*

[Redacted area]

Are diversity and equality principles integrated into the party’s procurement procedures?

Yes                       No

*If yes, please provide a link to or excerpts of relevant documents such as tender specifications; selection and award criteria; contract performance clauses; training material for procurement officers; etc.:*

[Redacted area]

Is the party’s pool of suppliers composed of a majority of businesses which apply diversity and equality principles in their employment practices?

Yes                       No

*If yes, please provide evidence that a majority of suppliers train staff in intercultural awareness and understanding; use competency-based recruitment procedures; have set up an internal mechanism for handling discrimination complaints; etc.:*

[Redacted area]