



EUROPEAN EDUCATION AND CULTURE EXECUTIVE AGENCY (EACEA)

EACEA.B – Creativity, Citizens, EU values and Joint operations
B.3 – Citizens and EU Values

GRANT AGREEMENT

Project 101193029 — SoD

PREAMBLE

This **Agreement** ('the Agreement') is **between** the following parties:

on the one part,

the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and

on the other part,

1. 'the coordinator':

COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow), PIC 937313426, established in PLAC TADEUSZA KOSCIUSZKI 2, ALEKSANDROW LODZKI 95-070, Poland,

and the following other beneficiaries, if they sign their 'accession form' (see Annex 3 and Article 40):

2. **ASSOCIAZIONE INCO - MOLFETTA APS (INCO)**, PIC 922855576, established in PIAZZA MUNICIPIO SNC ANG VIA MORTE, MOLFETTA BA 70056, Italy,

3. **CAMARA MUNICIPAL DE OBIDOS (OBIDOS)**, PIC 937772624, established in LARGO DE SAN PEDRO, OBIDOS 2510 086, Portugal,

4. **DEPARTEMENT DE LA SEINE-SAINT-DENIS (SAINT-DENIS)**, PIC 894597924, established in 3 ESP JEAN MOULIN, BOBIGNY 93006, France,

5. **MUNICIPIUL BIRLAD (MUN BARLAD)**, PIC 880307302, established in STR. 1 DECEMBRIE, 21, BIRLAD 731182, Romania,

6. **DIMOS KILELER (DIMOS KILELER)**, PIC 896332963, established in Iroon Polytechniou & Ag.Charalampous, DEMOS KILELER 410 05, Greece,

7. **SLOVO 21 ZS (SLOVO)**, PIC 948515665, established in TABORSKA 979/5, PRAHA 4 140 00, Czechia,

8. **DRUSTVO ZA KULTURO INKLUZIJE (INKLUZIJE)**, PIC 946182330, established in FRANCOŠKA ULICA 15, LJUBLJANA 1000, Slovenia,

9. **UDRUZENJE GRADJANA MEDIA PONT (MEDIA PONT)**, PIC 893363211, established in MAKSIMA GORKOG 9, NOVI SAD 21000, Serbia,

10. **FESTIVAL SUVREMENOG ZIDOVSKOG FILMA ZAGREB (FILM FEST)**, PIC 948800069, established in VOJNOVICEVA 15, ZAGREB 10000, Croatia,

11. **AYUNTAMIENTO DE JACARILLA (JACARILLA)**, PIC 882588063, established in Plaza de España, 1, JACARILLA 03310, Spain,

12. **BUDAPEST FOVAROS XIV KERULET ZUGLO ONKORMANYZATA (BUD XIV KERULET)**, PIC 932572939, established in PETERVARD UTCA 2, BUDAPEST 1145, Hungary,

Unless otherwise specified, references to ‘beneficiary’ or ‘beneficiaries’ include the coordinator and affiliated entities (if any).

If only one beneficiary signs the grant agreement (‘mono-beneficiary grant’), all provisions referring to the ‘coordinator’ or the ‘beneficiaries’ will be considered — mutatis mutandis — as referring to the beneficiary.

The parties referred to above have agreed to enter into the Agreement.

By signing the Agreement and the accession forms, the beneficiaries accept the grant and agree to implement the action under their own responsibility and in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

The Agreement is composed of:

Preamble

Terms and Conditions (including Data Sheet)

Annex 1 Description of the action¹

Annex 2 Estimated budget for the action

Annex 3 Accession forms (if applicable)²

Annex 3a Declaration on joint and several liability of affiliated entities (if applicable)³

Annex 4 Model for the financial statements

Annex 5 Specific rules (if applicable)

¹ Template published on [Portal Reference Documents](#).

² Template published on [Portal Reference Documents](#).

³ Template published on [Portal Reference Documents](#).

TERMS AND CONDITIONS

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DATA SHEET

1. General data

Project summary:

Project summary
<p>Sound of Diversity is a large-scale Network of Towns which aims at reinforcing the role of local authorities in the field of diversity promotion, anti-discrimination and inclusion of minorities. We are connecting local areas that host high-visibility events, such as the Gaming Village Festival in Obidos (PT) the Khamoro Romani festival in Prague (CZ), the Multitude Festival in County of Seine-Saint-Denis (FR), the Festival of Various Arts in Aleksandrów Łódzki (PL), the Festival of Tolerance (CR), Cultural days of Bărlad (RO), the People Feast in Molfetta (IT), the Greek Dance Fest in Kileler (GR), Summer Dying Loud Festival (PL). During each of these community events, on top of the regular, well established formats of networks of towns, such as: conferences, hands-on sessions (training and seminars), exchanges of good practices, study trips, capacity building workshops, expert inputs addressed to partners' representatives and stakeholders, will be enhanced by an open-air Sound of Diversity Stage - an open community space meant to engage with local people, activists, youth, minority representatives and experts on topics related to diversity management, anti-discrimination, inclusion, and the EU initiatives, policies and vision in this field. The Sound of Diversity Stage will introduce new formats, artistic and creative performances to address transnational topics pertinent to EU policies, enabling the tackling of local policies and programmes in a renewed, fresh and often challenged perspective and by incorporating: inclusive approach, mainstreamed intersectional antidiscrimination and gender equality. SoD aims to contribute to the ongoing debates and initiatives at EU level, in particular to the EU Diversity Month 2026 by implementing the Sound of Diversity local actions hosted by project partners locally (on the ground), tapping into such events as cultural municipal days in Budapest and Novi Sad, and the "Play with Me" international inclusive festival in Ljubljana. The project will result, among others, in creating a practical Guidebook on diversity, inclusion and belonging, and improved policies in these areas in the partnered towns.</p>

Keywords:

- EU integration
- Inter-cultural dialogue
- Democratic engagement and civic participation
- Roma
- Diversity, diversity management, anti-discrimination, minority inclusion, migrant communities, nationalistic, discriminatory and anti-democratic narratives

Project number: 101193029

Project name: Sound of Diversity Network of Towns

Project acronym: SoD

Call: CERV-2024-CITIZENS-TOWN-NT

Topic: CERV-2024-CITIZENS-TOWN-NT

Type of action: CERV Lump Sum Grants

Granting authority: European Education and Culture Executive Agency

Grant managed through EU Funding & Tenders Portal: Yes (eGrants)

Project starting date: first day of the month following the entry into force date

Project end date: starting date + months of duration

Project duration: 24 months

Consortium agreement: No

2. Participants

List of participants:

N°	Role	Short name	Legal name	Ctry	PIC	Max grant amount
1	COO	Aleksandrow	COMMUNE OF ALEKSANDROW LODZKI	PL	937313426	156 055.00

N°	Role	Short name	Legal name	Ctry	PIC	Max grant amount
2	BEN	INCO	ASSOCIAZIONE INCO - MOLFETTA APS	IT	922855576	26 400.00
3	BEN	OBIDOS	CAMARA MUNICIPAL DE OBIDOS	PT	937772624	26 400.00
4	BEN	SAINT-DENIS	DEPARTEMENT DE LA SEINE-SAINT-DENIS	FR	894597924	26 400.00
5	BEN	MUN BURLAD	MUNICIPIUL BURLAD	RO	880307302	26 400.00
6	BEN	DIMOS KILELER	DIMOS KILELER	EL	896332963	26 400.00
7	BEN	SLOVO	SLOVO 21 ZS	CZ	948515665	26 400.00
8	BEN	INKLUZIJE	DRUSTVO ZA KULTURO INKLUZIJE	SI	946182330	9 200.00
9	BEN	MEDIA PONT	UDRUZENJE GRADJANA MEDIA PONT	RS	893363211	9 200.00
10	BEN	FILM FEST	FESTIVAL SUVREMENOG ZIDOVSKOG FILMA ZAGREB	HR	948800069	26 400.00
11	BEN	JACARILLA	AYUNTAMIENTO DE JACARILLA	ES	882588063	9 200.00
12	BEN	BUD XIV KERULET	BUDAPEST FOVAROS XIV KERULET ZUGLO ONKORMANYZATA	HU	932572939	9 200.00
13	AP	PRK	FUNDACJA POLONIJNA RADA KOBIET	PL	877669193	0.00
14	AP	Ambasada Polek	Ambasada Polek e.V.	DE	883129905	0.00
15	AP	C:B	Connection:Berlin	DE	886847624	0.00
Total						377 655.00

Coordinator:

- COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow)

3. Grant**Maximum grant amount, total estimated eligible costs and contributions and funding rate:**

Maximum grant amount (Annex 2)	Maximum grant amount (award decision)
377 655.00	377 655.00

Grant form: Lump Sum**Grant mode:** Action grant**Budget categories/activity types:** Lump sum contributions**Cost eligibility options:** n/a**Budget flexibility:** No**4. Reporting, payments and recoveries****4.1 Continuous reporting** (art 21)**Deliverables:** see Funding & Tenders Portal Continuous Reporting tool**4.2 Periodic reporting and payments**

Reporting and payment schedule (art 21, 22):

Reporting					Payments	
Reporting periods			Type	Deadline	Type	Deadline (time to pay)
RP No	Month from	Month to				
					Initial prefinancing	30 days from entry into force/ financial guarantee (if required) – whichever is the latest
1	1	24	Periodic report	60 days after end of reporting period	Final payment	90 days from receiving periodic report

Prefinancing payments and guarantees:

Prefinancing payment		Prefinancing guarantee		
Type	Amount	Guarantee amount	Division per participant	
Prefinancing 1 (initial)	226 593.00	n/a	1 - Aleksandrow	n/a
			2 - INCO	n/a
			3 - OBIDOS	n/a
			4 - SAINT-DENIS	n/a
			5 - MUN BARLAD	n/a
			6 - DIMOS KILELER	n/a
			7 - SLOVO	n/a
			8 - INKLUZIJE	n/a
			9 - MEDIA PONT	n/a
			10 - FILM FEST	n/a
			11 - JACARILLA	n/a
			12 - BUD XIV KERULET	n/a

Reporting and payment modalities (art 21, 22):

Mutual Insurance Mechanism (MIM): No

Restrictions on distribution of initial prefinancing: The prefinancing may be distributed only if the minimum number of beneficiaries set out in the call conditions (if any) have acceded to the Agreement and only to beneficiaries that have acceded.

Interim payment ceiling (if any): 100% of the maximum grant amount

No-profit rule: n/a

Late payment interest: ECB + 3.5%

Bank account for payments:

PL64878000070000023110000008 POLUPLPR

Conversion into euros: n/a

Reporting language: Language of the Agreement or other EU official language, if specified in the call conditions

4.3 Certificates (art 24): n/a

4.4 Recoveries (art 22)

First-line liability for recoveries:

Beneficiary termination: Beneficiary concerned

Final payment: Coordinator

After final payment: Beneficiary concerned

Joint and several liability for enforced recoveries (in case of non-payment):

Limited joint and several liability of other beneficiaries — up to the maximum grant amount of the beneficiary

Joint and several liability of affiliated entities — n/a

5. Consequences of non-compliance, applicable law & dispute settlement forum

Applicable law (art 43):

Standard applicable law regime: EU law + law of Belgium

Dispute settlement forum (art 43):

Standard dispute settlement forum:

EU beneficiaries: EU General Court + EU Court of Justice (on appeal)

Non-EU beneficiaries: Courts of Brussels, Belgium (unless an international agreement provides for the enforceability of EU court judgements)

6. Other

Specific rules (Annex 5): Yes

Standard time-limits after project end:

Confidentiality (for X years after final payment): 5

Record-keeping (for X years after final payment): 5 (or 3 for grants of not more than EUR 60 000)

Reviews (up to X years after final payment): 5 (or 3 for grants of not more than EUR 60 000)

Audits (up to X years after final payment): 5 (or 3 for grants of not more than EUR 60 000)

Extension of findings from other grants to this grant (no later than X years after final payment): 5 (or 3 for grants of not more than EUR 60 000)

Impact evaluation (up to X years after final payment): 5 (or 3 for grants of not more than EUR 60 000)

CHAPTER 1 GENERAL

ARTICLE 1 — SUBJECT OF THE AGREEMENT

This Agreement sets out the rights and obligations and terms and conditions applicable to the grant awarded for the implementation of the action set out in Chapter 2.

ARTICLE 2 — DEFINITIONS

For the purpose of this Agreement, the following definitions apply:

Actions — The project which is being funded in the context of this Agreement.

Grant — The grant awarded in the context of this Agreement.

EU grants — Grants awarded by EU institutions, bodies, offices or agencies (including EU executive agencies, EU regulatory agencies, EDA, joint undertakings, etc.).

Participants — Entities participating in the action as beneficiaries, affiliated entities, associated partners, third parties giving in-kind contributions, subcontractors or recipients of financial support to third parties.

Beneficiaries (BEN) — The signatories of this Agreement (either directly or through an accession form).

Affiliated entities (AE) — Entities affiliated to a beneficiary within the meaning of Article 187 of EU Financial Regulation 2018/1046⁴ which participate in the action with similar rights and obligations as the beneficiaries (obligation to implement action tasks and right to charge costs and claim contributions).

Associated partners (AP) — Entities which participate in the action, but without the right to charge costs or claim contributions.

Purchases — Contracts for goods, works or services needed to carry out the action (e.g. equipment, consumables and supplies) but which are not part of the action tasks (see Annex 1).

Subcontracting — Contracts for goods, works or services that are part of the action tasks (see Annex 1).

In-kind contributions — In-kind contributions within the meaning of Article 2(36) of EU Financial

⁴ For the definition, see Article 187 Regulation (EU, Euratom) 2018/1046 of the European Parliament and of the Council of 18 July 2018 on the financial rules applicable to the general budget of the Union, amending Regulations (EU) No 1296/2013, (EU) No 1301/2013, (EU) No 1303/2013, (EU) No 1304/2013, (EU) No 1309/2013, (EU) No 1316/2013, (EU) No 223/2014, (EU) No 283/2014, and Decision No 541/2014/EU and repealing Regulation (EU, Euratom) No 966/2012 ('EU Financial Regulation') (OJ L 193, 30.7.2018, p. 1): "**affiliated entities** [are]:

- (a) entities that form a sole beneficiary [(i.e. where an entity is formed of several entities that satisfy the criteria for being awarded a grant, including where the entity is specifically established for the purpose of implementing an action to be financed by a grant)];
- (b) entities that satisfy the eligibility criteria and that do not fall within one of the situations referred to in Article 136(1) and 141(1) and that have a link with the beneficiary, in particular a legal or capital link, which is neither limited to the action nor established for the sole purpose of its implementation".

Regulation 2018/1046, i.e. non-financial resources made available free of charge by third parties.

Fraud — Fraud within the meaning of Article 3 of EU Directive 2017/1371⁵ and Article 1 of the Convention on the protection of the European Communities' financial interests, drawn up by the Council Act of 26 July 1995⁶, as well as any other wrongful or criminal deception intended to result in financial or personal gain.

Irregularities — Any type of breach (regulatory or contractual) which could impact the EU financial interests, including irregularities within the meaning of Article 1(2) of EU Regulation 2988/95⁷.

Grave professional misconduct — Any type of unacceptable or improper behaviour in exercising one's profession, especially by employees, including grave professional misconduct within the meaning of Article 136(1)(c) of EU Financial Regulation 2018/1046.

Applicable EU, international and national law — Any legal acts or other (binding or non-binding) rules and guidance in the area concerned.

Portal — EU Funding & Tenders Portal; electronic portal and exchange system managed by the European Commission and used by itself and other EU institutions, bodies, offices or agencies for the management of their funding programmes (grants, procurements, prizes, etc.).

CHAPTER 2 ACTION

ARTICLE 3 — ACTION

The grant is awarded for the action **101193029 — SoD** ('action'), as described in Annex 1.

ARTICLE 4 — DURATION AND STARTING DATE

The duration and the starting date of the action are set out in the Data Sheet (see Point 1).

CHAPTER 3 GRANT

ARTICLE 5 — GRANT

5.1 Form of grant

⁵ Directive (EU) 2017/1371 of the European Parliament and of the Council of 5 July 2017 on the fight against fraud to the Union's financial interests by means of criminal law (OJ L 198, 28.7.2017, p. 29).

⁶ OJ C 316, 27.11.1995, p. 48.

⁷ Council Regulation (EC, Euratom) No 2988/95 of 18 December 1995 on the protection of the European Communities financial interests (OJ L 312, 23.12.1995, p. 1).

The grant is an action grant⁸ which takes the form of a lump sum grant for the completion of work packages.

5.2 Maximum grant amount

The maximum grant amount is set out in the Data Sheet (see Point 3) and in the estimated budget (Annex 2).

5.3 Funding rate

Not applicable

5.4 Estimated budget, budget categories and forms of funding

The estimated budget for the action (lump sum breakdown) is set out in Annex 2.

It contains the estimated eligible contributions for the action (lump sum contributions), broken down by participant and work package.

Annex 2 also shows the types of contributions (forms of funding)⁹ to be used for each work package.

5.5 Budget flexibility

Budget flexibility does not apply; changes to the estimated budget (lump sum breakdown) always require an amendment (see Article 39).

Amendments for transfers between *work packages* are moreover possible only if:

- the work packages concerned are not already completed (and declared in a financial statement) and
- the transfers are justified by the technical implementation of the action.

ARTICLE 6 — ELIGIBLE AND INELIGIBLE CONTRIBUTIONS

6.1 and 6.2 General and specific eligibility conditions

Lump sum contributions are eligible ('eligible contributions'), if:

- (a) they are set out in Annex 2 and
- (b) the work packages are completed and the work is properly implemented by the beneficiaries and/or the results are achieved, in accordance with Annex 1 and during in the period set out in Article 4 (with the exception of work/results relating to the submission of the final periodic report, which may be achieved afterwards; see Article 21)

They will be calculated on the basis of the amounts set out in Annex 2.

⁸ For the definition, see Article 180(2)(a) EU Financial Regulation 2018/1046: '**action grant**' means an EU grant to finance "an action intended to help achieve a Union policy objective".

⁹ See Article 125 EU Financial Regulation 2018/1046.

6.3 Ineligible contributions

‘Ineligible contributions’ are:

- (a) lump sum contributions that do not comply with the conditions set out above (see Article 6.1 and 6.2)
- (b) lump sum contributions for activities already funded under other EU grants (or grants awarded by an EU Member State, non-EU country or other body implementing the EU budget), except for the following case:
 - (i) Synergy actions: not applicable
- (c) other:
 - (i) country restrictions for eligible costs: not applicable.

6.4 Consequences of non-compliance

If a beneficiary declares lump sum contributions that are ineligible, they will be rejected (see Article 27).

This may also lead to other measures described in Chapter 5.

CHAPTER 4 GRANT IMPLEMENTATION

SECTION 1 CONSORTIUM: BENEFICIARIES, AFFILIATED ENTITIES AND OTHER PARTICIPANTS

ARTICLE 7 — BENEFICIARIES

The beneficiaries, as signatories of the Agreement, are fully responsible towards the granting authority for implementing it and for complying with all its obligations.

They must implement the Agreement to their best abilities, in good faith and in accordance with all the obligations and terms and conditions it sets out.

They must have the appropriate resources to implement the action and implement the action under their own responsibility and in accordance with Article 11. If they rely on affiliated entities or other participants (see Articles 8 and 9), they retain sole responsibility towards the granting authority and the other beneficiaries.

They are jointly responsible for the *technical* implementation of the action. If one of the beneficiaries fails to implement their part of the action, the other beneficiaries must ensure that this part is implemented by someone else (without being entitled to an increase of the maximum grant amount and subject to an amendment; see Article 39). The *financial* responsibility of each beneficiary in case of recoveries is governed by Article 22.

The beneficiaries (and their action) must remain eligible under the EU programme funding the grant

for the entire duration of the action. Lump sum contributions will be eligible only as long as the beneficiary and the action are eligible.

The **internal roles and responsibilities** of the beneficiaries are divided as follows:

(a) Each beneficiary must:

- (i) keep information stored in the Portal Participant Register up to date (see Article 19)
- (ii) inform the granting authority (and the other beneficiaries) immediately of any events or circumstances likely to affect significantly or delay the implementation of the action (see Article 19)
- (iii) submit to the coordinator in good time:
 - the prefinancing guarantees (if required; see Article 23)
 - the financial statements and certificates on the financial statements (CFS): not applicable
 - the contribution to the deliverables and technical reports (see Article 21)
 - any other documents or information required by the granting authority under the Agreement
- (iv) submit via the Portal data and information related to the participation of their affiliated entities.

(b) The coordinator must:

- (i) monitor that the action is implemented properly (see Article 11)
- (ii) act as the intermediary for all communications between the consortium and the granting authority, unless the Agreement or granting authority specifies otherwise, and in particular:
 - submit the prefinancing guarantees to the granting authority (if any)
 - request and review any documents or information required and verify their quality and completeness before passing them on to the granting authority
 - submit the deliverables and reports to the granting authority
 - inform the granting authority about the payments made to the other beneficiaries (report on the distribution of payments; if required, see Articles 22 and 32)
- (iii) distribute the payments received from the granting authority to the other beneficiaries without unjustified delay (see Article 22).

The coordinator may not delegate or subcontract the above-mentioned tasks to any other beneficiary or third party (including affiliated entities).

However, coordinators which are public bodies may delegate the tasks set out in Point (b)(ii) last

indent and (iii) above to entities with ‘authorisation to administer’ which they have created or which are controlled by or affiliated to them. In this case, the coordinator retains sole responsibility for the payments and for compliance with the obligations under the Agreement.

Moreover, coordinators which are ‘sole beneficiaries’¹⁰ (or similar, such as European research infrastructure consortia (ERICs)) may delegate the tasks set out in Point (b)(i) to (iii) above to one of their members. The coordinator retains sole responsibility for compliance with the obligations under the Agreement.

The beneficiaries must have **internal arrangements** regarding their operation and co-ordination, to ensure that the action is implemented properly.

If required by the granting authority (see Data Sheet, Point 1), these arrangements must be set out in a written **consortium agreement** between the beneficiaries, covering for instance:

- the internal organisation of the consortium
- the management of access to the Portal
- different distribution keys for the payments and financial responsibilities in case of recoveries (if any)
- additional rules on rights and obligations related to background and results (see Article 16)
- settlement of internal disputes
- liability, indemnification and confidentiality arrangements between the beneficiaries.

The internal arrangements must not contain any provision contrary to this Agreement.

ARTICLE 8 — AFFILIATED ENTITIES

Not applicable

ARTICLE 9 — OTHER PARTICIPANTS INVOLVED IN THE ACTION

9.1 Associated partners

The following entities which cooperate with a beneficiary will participate in the action as ‘associated partners’:

- **FUNDACJA POLONIJNA RADA KOBIET (PRK)**, PIC 877669193
- **Ambasada Polek e.V. (Ambasada Polek)**, PIC 883129905
- **Connection:Berlin (C:B)**, PIC 886847624

Associated partners must implement the action tasks attributed to them in Annex 1 in accordance with

¹⁰ For the definition, see Article 187(2) EU Financial Regulation 2018/1046: “Where several entities satisfy the criteria for being awarded a grant and together form one entity, that entity may be treated as the **sole beneficiary**, including where it is specifically established for the purpose of implementing the action financed by the grant.”

Article 11. They may not charge contributions to the action (no lump sum contributions) and the costs for their tasks are not eligible (may not be included in the estimated budget in Annex 2).

The tasks must be set out in Annex 1.

The beneficiaries must ensure that their contractual obligations under Articles 11 (proper implementation), 12 (conflict of interests), 13 (confidentiality and security), 14 (ethics), 17.2 (visibility), 18 (specific rules for carrying out action), 19 (information) and 20 (record-keeping) also apply to the associated partners.

The beneficiaries must ensure that the bodies mentioned in Article 25 (e.g. granting authority, OLAF, Court of Auditors (ECA), etc.) can exercise their rights also towards the associated partners.

9.2 Third parties giving in-kind contributions to the action

Other third parties may give in-kind contributions to the action (i.e. personnel, equipment, other goods, works and services, etc. which are free-of-charge), if necessary for the implementation.

Third parties giving in-kind contributions do not implement any action tasks. They may not charge contributions to the action (no lump sum contributions) and the costs for the in-kind contributions are not eligible (may not be included in the estimated budget in Annex 2).

The third parties and their in-kind contributions should be set out in Annex 1.

9.3 Subcontractors

Subcontractors may participate in the action, if necessary for the implementation.

Subcontractors must implement their action tasks in accordance with Article 11. The beneficiaries' costs for subcontracting are considered entirely covered by the lump sum contributions for implementing the work packages (irrespective of the actual subcontracting costs incurred, if any).

The beneficiaries must ensure that their contractual obligations under Articles 11 (proper implementation), 12 (conflict of interest), 13 (confidentiality and security), 14 (ethics), 17.2 (visibility), 18 (specific rules for carrying out action), 19 (information) and 20 (record-keeping) also apply to the subcontractors.

The beneficiaries must ensure that the bodies mentioned in Article 25 (e.g. granting authority, OLAF, Court of Auditors (ECA), etc.) can exercise their rights also towards the subcontractors.

9.4 Recipients of financial support to third parties

If the action includes providing financial support to third parties (e.g. grants, prizes or similar forms of support), the beneficiaries must ensure that their contractual obligations under Articles 12 (conflict of interest), 13 (confidentiality and security), 14 (ethics), 17.2 (visibility), 18 (specific rules for carrying out action), 19 (information) and 20 (record-keeping) also apply to the third parties receiving the support (recipients).

The beneficiaries must also ensure that the bodies mentioned in Article 25 (e.g. granting authority, OLAF, Court of Auditors (ECA), etc.) can exercise their rights also towards the recipients.

ARTICLE 10 — PARTICIPANTS WITH SPECIAL STATUS

10.1 Non-EU participants

Participants which are established in a non-EU country (if any) undertake to comply with their obligations under the Agreement and:

- to respect general principles (including fundamental rights, values and ethical principles, environmental and labour standards, rules on classified information, intellectual property rights, visibility of funding and protection of personal data)
- for the submission of certificates under Article 24: use qualified external auditors which are independent and comply with comparable standards as those set out in EU Directive 2006/43/EC¹¹
- for the controls under Article 25: allow for checks, reviews, audits and investigations (including on-the-spot checks, visits and inspections) by the bodies mentioned in that Article (e.g. granting authority, OLAF, Court of Auditors (ECA), etc.).

Special rules on dispute settlement apply (see Data Sheet, Point 5).

10.2 Participants which are international organisations

Participants which are international organisations (IOs; if any) undertake to comply with their obligations under the Agreement and:

- to respect general principles (including fundamental rights, values and ethical principles, environmental and labour standards, rules on classified information, intellectual property rights, visibility of funding and protection of personal data)
- for the submission of certificates under Article 24: to use either independent public officers or external auditors which comply with comparable standards as those set out in EU Directive 2006/43/EC
- for the controls under Article 25: to allow for the checks, reviews, audits and investigations by the bodies mentioned in that Article, taking into account the specific agreements concluded by them and the EU (if any).

For such participants, nothing in the Agreement will be interpreted as a waiver of their privileges or immunities, as accorded by their constituent documents or international law.

Special rules on applicable law and dispute settlement apply (see Article 43 and Data Sheet, Point 5).

10.3 Pillar-assessed participants

Pillar-assessed participants (if any) may rely on their own systems, rules and procedures, in so far as they have been positively assessed and do not call into question the decision awarding the grant or breach the principle of equal treatment of applicants or beneficiaries.

‘Pillar-assessment’ means a review by the European Commission on the systems, rules and procedures which participants use for managing EU grants (in particular internal control system, accounting

¹¹ Directive 2006/43/EC of the European Parliament and of the Council of 17 May 2006 on statutory audits of annual accounts and consolidated accounts or similar national regulations (OJ L 157, 9.6.2006, p. 87).

system, external audits, financing of third parties, rules on recovery and exclusion, information on recipients and protection of personal data; see Article 154 EU Financial Regulation 2018/1046).

Participants with a positive pillar assessment may rely on their own systems, rules and procedures, in particular for:

- record-keeping (Article 20): may be done in accordance with internal standards, rules and procedures
- currency conversion for financial statements (Article 21): may be done in accordance with usual accounting practices
- guarantees (Article 23): for public law bodies, prefinancing guarantees are not needed
- certificates (Article 24):
 - certificates on the financial statements (CFS): may be provided by their regular internal or external auditors and in accordance with their internal financial regulations and procedures
 - certificates on usual accounting practices (CoMUC): are not needed if those practices are covered by an ex-ante assessment

and use the following specific rules, for:

- recoveries (Article 22): in case of financial support to third parties, there will be no recovery if the participant has done everything possible to retrieve the undue amounts from the third party receiving the support (including legal proceedings) and non-recovery is not due to an error or negligence on its part
- checks, reviews, audits and investigations by the EU (Article 25): will be conducted taking into account the rules and procedures specifically agreed between them and the framework agreement (if any)
- impact evaluation (Article 26): will be conducted in accordance with the participant's internal rules and procedures and the framework agreement (if any)
- grant agreement suspension (Article 31): certain costs incurred during grant suspension are eligible (notably, minimum costs necessary for a possible resumption of the action and costs relating to contracts which were entered into before the pre-information letter was received and which could not reasonably be suspended, reallocated or terminated on legal grounds)
- grant agreement termination (Article 32): the final grant amount and final payment will be calculated taking into account also costs relating to contracts due for execution only after termination takes effect, if the contract was entered into before the pre-information letter was received and could not reasonably be terminated on legal grounds
- liability for damages (Article 33.2): the granting authority must be compensated for damage it sustains as a result of the implementation of the action or because the action was not implemented in full compliance with the Agreement only if the damage is due to an infringement of the participant's internal rules and procedures or due to a violation of third

parties' rights by the participant or one of its employees or individual for whom the employees are responsible.

Participants whose pillar assessment covers procurement and granting procedures may also do purchases, subcontracting and financial support to third parties (Article 6.2) in accordance with their internal rules and procedures for purchases, subcontracting and financial support.

Participants whose pillar assessment covers data protection rules may rely on their internal standards, rules and procedures for data protection (Article 15).

The participants may however not rely on provisions which would breach the principle of equal treatment of applicants or beneficiaries or call into question the decision awarding the grant, such as in particular:

- eligibility (Article 6)
- consortium roles and set-up (Articles 7-9)
- security and ethics (Articles 13, 14)
- IPR (including background and results, access rights and rights of use), communication, dissemination and visibility (Articles 16 and 17)
- information obligation (Article 19)
- payment, reporting and amendments (Articles 21, 22 and 39)
- rejections, reductions, suspensions and terminations (Articles 27, 28, 29-32)

If the pillar assessment was subject to remedial measures, reliance on the internal systems, rules and procedures is subject to compliance with those remedial measures.

Participants whose assessment has not yet been updated to cover (the new rules on) data protection may rely on their internal systems, rules and procedures, provided that they ensure that personal data is:

- processed lawfully, fairly and in a transparent manner in relation to the data subject
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed
- accurate and, where necessary, kept up to date
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the data is processed and
- processed in a manner that ensures appropriate security of the personal data.

Participants must inform the coordinator without delay of any changes to the systems, rules and procedures that were part of the pillar assessment. The coordinator must immediately inform the granting authority.

Pillar-assessed participants that have also concluded a framework agreement with the EU, may moreover — under the same conditions as those above (i.e. not call into question the decision awarding the grant or breach the principle of equal treatment of applicants or beneficiaries) — rely on provisions set out in that framework agreement.

SECTION 2 RULES FOR CARRYING OUT THE ACTION

ARTICLE 11 — PROPER IMPLEMENTATION OF THE ACTION

11.1 Obligation to properly implement the action

The beneficiaries must implement the action as described in Annex 1 and in compliance with the provisions of the Agreement, the call conditions and all legal obligations under applicable EU, international and national law.

11.2 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 12 — CONFLICT OF INTERESTS

12.1 Conflict of interests

The beneficiaries must take all measures to prevent any situation where the impartial and objective implementation of the Agreement could be compromised for reasons involving family, emotional life, political or national affinity, economic interest or any other direct or indirect interest ('conflict of interests').

They must formally notify the granting authority without delay of any situation constituting or likely to lead to a conflict of interests and immediately take all the necessary steps to rectify this situation.

The granting authority may verify that the measures taken are appropriate and may require additional measures to be taken by a specified deadline.

12.2 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28) and the grant or the beneficiary may be terminated (see Article 32).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 13 — CONFIDENTIALITY AND SECURITY

13.1 Sensitive information

The parties must keep confidential any data, documents or other material (in any form) that is identified

as sensitive in writing ('sensitive information') — during the implementation of the action and for at least until the time-limit set out in the Data Sheet (see Point 6).

If a beneficiary requests, the granting authority may agree to keep such information confidential for a longer period.

Unless otherwise agreed between the parties, they may use sensitive information only to implement the Agreement.

The beneficiaries may disclose sensitive information to their personnel or other participants involved in the action only if they:

- (a) need to know it in order to implement the Agreement and
- (b) are bound by an obligation of confidentiality.

The granting authority may disclose sensitive information to its staff and to other EU institutions and bodies.

It may moreover disclose sensitive information to third parties, if:

- (a) this is necessary to implement the Agreement or safeguard the EU financial interests and
- (b) the recipients of the information are bound by an obligation of confidentiality.

The confidentiality obligations no longer apply if:

- (a) the disclosing party agrees to release the other party
- (b) the information becomes publicly available, without breaching any confidentiality obligation
- (c) the disclosure of the sensitive information is required by EU, international or national law.

Specific confidentiality rules (if any) are set out in Annex 5.

13.2 Classified information

The parties must handle classified information in accordance with the applicable EU, international or national law on classified information (in particular, Decision 2015/444¹² and its implementing rules).

Deliverables which contain classified information must be submitted according to special procedures agreed with the granting authority.

Action tasks involving classified information may be subcontracted only after explicit approval (in writing) from the granting authority.

Classified information may not be disclosed to any third party (including participants involved in the action implementation) without prior explicit written approval from the granting authority.

Specific security rules (if any) are set out in Annex 5.

¹² Commission Decision 2015/444/EC, Euratom of 13 March 2015 on the security rules for protecting EU classified information (OJ L 72, 17.3.2015, p. 53).

13.3 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 14 — ETHICS AND VALUES

14.1 Ethics

The action must be carried out in line with the highest ethical standards and the applicable EU, international and national law on ethical principles.

Specific ethics rules (if any) are set out in Annex 5.

14.2 Values

The beneficiaries must commit to and ensure the respect of basic EU values (such as respect for human dignity, freedom, democracy, equality, the rule of law and human rights, including the rights of minorities).

Specific rules on values (if any) are set out in Annex 5.

14.3 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 15 — DATA PROTECTION

15.1 Data processing by the granting authority

Any personal data under the Agreement will be processed under the responsibility of the data controller of the granting authority in accordance with and for the purposes set out in the Portal Privacy Statement.

For grants where the granting authority is the European Commission, an EU regulatory or executive agency, joint undertaking or other EU body, the processing will be subject to Regulation 2018/1725¹³.

15.2 Data processing by the beneficiaries

The beneficiaries must process personal data under the Agreement in compliance with the applicable EU, international and national law on data protection (in particular, Regulation 2016/679¹⁴).

¹³ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).

¹⁴ Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural

They must ensure that personal data is:

- processed lawfully, fairly and in a transparent manner in relation to the data subjects
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed
- accurate and, where necessary, kept up to date
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the data is processed and
- processed in a manner that ensures appropriate security of the data.

The beneficiaries may grant their personnel access to personal data only if it is strictly necessary for implementing, managing and monitoring the Agreement. The beneficiaries must ensure that the personnel is under a confidentiality obligation.

The beneficiaries must inform the persons whose data are transferred to the granting authority and provide them with the Portal Privacy Statement.

15.3 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 16 — INTELLECTUAL PROPERTY RIGHTS (IPR) — BACKGROUND AND RESULTS — ACCESS RIGHTS AND RIGHTS OF USE

16.1 Background and access rights to background

The beneficiaries must give each other and the other participants access to the background identified as needed for implementing the action, subject to any specific rules in Annex 5.

‘Background’ means any data, know-how or information — whatever its form or nature (tangible or intangible), including any rights such as intellectual property rights — that is:

- (a) held by the beneficiaries before they acceded to the Agreement and
- (b) needed to implement the action or exploit the results.

If background is subject to rights of a third party, the beneficiary concerned must ensure that it is able to comply with its obligations under the Agreement.

persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (‘GDPR’) (OJ L 119, 4.5.2016, p. 1).

16.2 Ownership of results

The granting authority does not obtain ownership of the results produced under the action.

‘Results’ means any tangible or intangible effect of the action, such as data, know-how or information, whatever its form or nature, whether or not it can be protected, as well as any rights attached to it, including intellectual property rights.

16.3 Rights of use of the granting authority on materials, documents and information received for policy, information, communication, dissemination and publicity purposes

The granting authority has the right to use non-sensitive information relating to the action and materials and documents received from the beneficiaries (notably summaries for publication, deliverables, as well as any other material, such as pictures or audio-visual material, in paper or electronic form) for policy information, communication, dissemination and publicity purposes — during the action or afterwards.

The right to use the beneficiaries’ materials, documents and information is granted in the form of a royalty-free, non-exclusive and irrevocable licence, which includes the following rights:

- (a) **use for its own purposes** (in particular, making them available to persons working for the granting authority or any other EU service (including institutions, bodies, offices, agencies, etc.) or EU Member State institution or body; copying or reproducing them in whole or in part, in unlimited numbers; and communication through press information services)
- (b) **distribution to the public** (in particular, publication as hard copies and in electronic or digital format, publication on the internet, as a downloadable or non-downloadable file, broadcasting by any channel, public display or presentation, communicating through press information services, or inclusion in widely accessible databases or indexes)
- (c) **editing or redrafting** (including shortening, summarising, inserting other elements (e.g. meta-data, legends, other graphic, visual, audio or text elements), extracting parts (e.g. audio or video files), dividing into parts, use in a compilation)
- (d) **translation**
- (e) **storage** in paper, electronic or other form
- (f) **archiving**, in line with applicable document-management rules
- (g) the right to authorise **third parties** to act on its behalf or sub-license to third parties the modes of use set out in Points (b), (c), (d) and (f), if needed for the information, communication and publicity activity of the granting authority and
- (h) **processing**, analysing, aggregating the materials, documents and information received and **producing derivative works**.

The rights of use are granted for the whole duration of the industrial or intellectual property rights concerned.

If materials or documents are subject to moral rights or third party rights (including intellectual property rights or rights of natural persons on their image and voice), the beneficiaries must ensure

that they comply with their obligations under this Agreement (in particular, by obtaining the necessary licences and authorisations from the rights holders concerned).

Where applicable, the granting authority will insert the following information:

“© – [year] – [name of the copyright owner]. All rights reserved. Licensed to the [name of granting authority] under conditions.”

16.4 Specific rules on IPR, results and background

Specific rules regarding intellectual property rights, results and background (if any) are set out in Annex 5.

16.5 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28).

Such a breach may also lead to other measures described in Chapter 5.

ARTICLE 17 — COMMUNICATION, DISSEMINATION AND VISIBILITY

17.1 Communication — Dissemination — Promoting the action

Unless otherwise agreed with the granting authority, the beneficiaries must promote the action and its results by providing targeted information to multiple audiences (including the media and the public), in accordance with Annex 1 and in a strategic, coherent and effective manner.

Before engaging in a communication or dissemination activity expected to have a major media impact, the beneficiaries must inform the granting authority.

17.2 Visibility — European flag and funding statement

Unless otherwise agreed with the granting authority, communication activities of the beneficiaries related to the action (including media relations, conferences, seminars, information material, such as brochures, leaflets, posters, presentations, etc., in electronic form, via traditional or social media, etc.), dissemination activities and any infrastructure, equipment, vehicles, supplies or major result funded by the grant must acknowledge the EU support and display the European flag (emblem) and funding statement (translated into local languages, where appropriate):



Funded by the
European Union



Co-funded by the
European Union



Funded by the
European Union



Co-funded by the
European Union

The emblem must remain distinct and separate and cannot be modified by adding other visual marks, brands or text.

Apart from the emblem, no other visual identity or logo may be used to highlight the EU support.

When displayed in association with other logos (e.g. of beneficiaries or sponsors), the emblem must be displayed at least as prominently and visibly as the other logos.

For the purposes of their obligations under this Article, the beneficiaries may use the emblem without first obtaining approval from the granting authority. This does not, however, give them the right to exclusive use. Moreover, they may not appropriate the emblem or any similar trademark or logo, either by registration or by any other means.

17.3 Quality of information — Disclaimer

Any communication or dissemination activity related to the action must use factually accurate information.

Moreover, it must indicate the following disclaimer (translated into local languages where appropriate):

“Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or [name of the granting authority]. Neither the European Union nor the granting authority can be held responsible for them.”

17.4 Specific communication, dissemination and visibility rules

Specific communication, dissemination and visibility rules (if any) are set out in Annex 5.

17.5 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 18 — SPECIFIC RULES FOR CARRYING OUT THE ACTION

Not applicable

SECTION 3 GRANT ADMINISTRATION

ARTICLE 19 — GENERAL INFORMATION OBLIGATIONS

19.1 Information requests

The beneficiaries must provide — during the action or afterwards and in accordance with Article 7 — any information requested in order to verify eligibility of the lump sum contributions declared, proper implementation of the action and compliance with the other obligations under the Agreement.

The information provided must be accurate, precise and complete and in the format requested, including electronic format.

19.2 Participant Register data updates

The beneficiaries must keep — at all times, during the action or afterwards — their information stored in the Portal Participant Register up to date, in particular, their name, address, legal representatives, legal form and organisation type.

19.3 Information about events and circumstances which impact the action

The beneficiaries must immediately inform the granting authority (and the other beneficiaries) of any of the following:

- (a) **events** which are likely to affect or delay the implementation of the action or affect the EU's financial interests, in particular:
 - (i) changes in their legal, financial, technical, organisational or ownership situation (including changes linked to one of the exclusion grounds listed in the declaration of honour signed before grant signature)
 - (ii) linked action information: not applicable
- (b) **circumstances** affecting:
 - (i) the decision to award the grant or
 - (ii) compliance with requirements under the Agreement.

19.4 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 20 — RECORD-KEEPING

20.1 Keeping records and supporting documents

The beneficiaries must — at least until the time-limit set out in the Data Sheet (see Point 6) — keep records and other supporting documents to prove the proper implementation of the action (proper implementation of the work and/or achievement of the results as described in Annex 1) in line with the

accepted standards in the respective field (if any); beneficiaries do not need to keep specific records on the actual costs incurred.

The records and supporting documents must be made available upon request (see Article 19) or in the context of checks, reviews, audits or investigations (see Article 25).

If there are on-going checks, reviews, audits, investigations, litigation or other pursuits of claims under the Agreement (including the extension of findings; see Article 25), the beneficiaries must keep these records and other supporting documentation until the end of these procedures.

The beneficiaries must keep the original documents. Digital and digitalised documents are considered originals if they are authorised by the applicable national law. The granting authority may accept non-original documents if they offer a comparable level of assurance.

20.2 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, lump sum contributions insufficiently substantiated will be ineligible (see Article 6) and will be rejected (see Article 27), and the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 21 — REPORTING

21.1 Continuous reporting

The beneficiaries must continuously report on the progress of the action (e.g. **deliverables, milestones, outputs/outcomes, critical risks, indicators**, etc; if any), in the Portal Continuous Reporting tool and in accordance with the timing and conditions it sets out (as agreed with the granting authority).

Standardised deliverables (e.g. progress reports not linked to payments, reports on cumulative expenditure, special reports, etc; if any) must be submitted using the templates published on the Portal.

21.2 Periodic reporting: Technical reports and financial statements

In addition, the beneficiaries must provide reports to request payments, in accordance with the schedule and modalities set out in the Data Sheet (see Point 4.2):

- for additional prefinancings (if any): **an additional prefinancing report**
- for interim payments (if any) and the final payment: a **periodic report**

The prefinancing and periodic reports include a technical and financial part.

The technical part includes an overview of the action implementation. It must be prepared using the template available in the Portal Periodic Reporting tool.

The financial part of the additional prefinancing report includes a statement on the use of the previous prefinancing payment.

The financial part of the periodic report includes:

- the financial statement (consolidated statement for the consortium)
- the explanation on the use of resources (or detailed cost reporting table): not applicable
- the certificates on the financial statements (CFS): not applicable.

The **financial statement** must contain the lump sum contributions indicated in Annex 2, for the work packages that were completed during the reporting period.

For the last reporting period, the beneficiaries may exceptionally also declare partial lump sum contributions for work packages that were not completed (e.g. due to force majeure or technical impossibility).

Lump sum contributions which are not declared in a financial statement will not be taken into account by the granting authority.

By signing the financial statement (directly in the Portal Periodic Reporting tool), the coordinator confirms (on behalf of the consortium) that:

- the information provided is complete, reliable and true
- the lump sum contributions declared are eligible (in particular, the work packages have been completed, that the work has been properly implemented and/or the results were achieved in accordance with Annex 1; see Article 6)
- the proper implementation and/or achievement can be substantiated by adequate records and supporting documents (see Article 20) that will be produced upon request (see Article 19) or in the context of checks, reviews, audits and investigations (see Article 25).

In case of recoveries (see Article 22), beneficiaries will be held responsible also for the lump sum contributions declared for their affiliated entities (if any).

21.3 Currency for financial statements and conversion into euros

The financial statements must be drafted in euro.

21.4 Reporting language

The reporting must be in the language of the Agreement, unless otherwise agreed with the granting authority (see Data Sheet, Point 4.2).

21.5 Consequences of non-compliance

If a report submitted does not comply with this Article, the granting authority may suspend the payment deadline (see Article 29) and apply other measures described in Chapter 5.

If the coordinator breaches its reporting obligations, the granting authority may terminate the grant or the coordinator's participation (see Article 32) or apply other measures described in Chapter 5.

ARTICLE 22 — PAYMENTS AND RECOVERIES — CALCULATION OF AMOUNTS DUE

22.1 Payments and payment arrangements

Payments will be made in accordance with the schedule and modalities set out in the Data Sheet (see Point 4.2).

They will be made in euro to the bank account indicated by the coordinator (see Data Sheet, Point 4.2) and must be distributed without unjustified delay (restrictions may apply to distribution of the initial prefinancing payment; see Data Sheet, Point 4.2).

Payments to this bank account will discharge the granting authority from its payment obligation.

The cost of payment transfers will be borne as follows:

- the granting authority bears the cost of transfers charged by its bank
- the beneficiary bears the cost of transfers charged by its bank
- the party causing a repetition of a transfer bears all costs of the repeated transfer.

Payments by the granting authority will be considered to have been carried out on the date when they are debited to its account.

22.2 Recoveries

Recoveries will be made, if — at beneficiary termination, final payment or afterwards — it turns out that the granting authority has paid too much and needs to recover the amounts undue.

The general liability regime for recoveries (first-line liability) is as follows: At final payment, the coordinator will be fully liable for recoveries, even if it has not been the final recipient of the undue amounts. At beneficiary termination or after final payment, recoveries will be made directly against the beneficiaries concerned.

Beneficiaries will be fully liable for repaying the debts of their affiliated entities.

In case of enforced recoveries (see Article 22.4):

- the beneficiaries will be jointly and severally liable for repaying debts of another beneficiary under the Agreement (including late-payment interest), if required by the granting authority (see Data Sheet, Point 4.4)
- affiliated entities will be held liable for repaying debts of their beneficiaries under the Agreement (including late-payment interest), if required by the granting authority (see Data Sheet, Point 4.4).

22.3 Amounts due

22.3.1 Prefinancing payments

The aim of the prefinancing is to provide the beneficiaries with a float.

It remains the property of the EU until the final payment.

For **initial prefinancements** (if any), the amount due, schedule and modalities are set out in the Data Sheet (see Point 4.2).

For **additional prefinancements** (if any), the amount due, schedule and modalities are also set out in the Data Sheet (see Point 4.2). However, if the statement on the use of the previous prefinancing payment shows that less than 70% was used, the amount set out in the Data Sheet will be reduced by the difference between the 70% threshold and the amount used.

Prefinancing payments (or parts of them) may be offset (without the beneficiaries' consent) against amounts owed by a beneficiary to the granting authority — up to the amount due to that beneficiary.

For grants where the granting authority is the European Commission or an EU executive agency, offsetting may also be done against amounts owed to other Commission services or executive agencies.

Payments will not be made if the payment deadline or payments are suspended (see Articles 29 and 30).

22.3.2 Amount due at beneficiary termination — Recovery

In case of beneficiary termination, the granting authority will determine the provisional amount due for the beneficiary concerned.

This will be done on the basis of work packages already completed in previous interim payments. Payments for ongoing/not yet completed work packages which the beneficiary was working on before termination (if any) will therefore be made only later on, with the next interim or final payments when those work packages have been completed.

The **amount due** will be calculated in the following step:

Step 1 — Calculation of the total accepted EU contribution

Step 1 — Calculation of the total accepted EU contribution

The granting authority will first calculate the 'accepted EU contribution' for the beneficiary, on the basis of the beneficiary's lump sum contributions for the work packages which were approved in previous interim payments.

After that, the granting authority will take into account grant reductions (if any). The resulting amount is the 'total accepted EU contribution' for the beneficiary.

The **balance** is then calculated by deducting the payments received (if any; see report on the distribution of payments in Article 32), from the total accepted EU contribution:

$$\left\{ \begin{array}{l} \text{total accepted EU contribution for the beneficiary} \\ \text{minus} \\ \text{prefinancing and interim payments received (if any)} \end{array} \right\}.$$

If the balance is **negative**, it will be **recovered** in accordance with the following procedure:

The granting authority will send a **pre-information letter** to the beneficiary concerned:

- formally notifying the intention to recover, the amount due, the amount to be recovered and the reasons why and
- requesting observations within 30 days of receiving notification.

If no observations are submitted (or the granting authority decides to pursue recovery despite the observations it has received), it will confirm the amount to be recovered and ask this amount to be paid to the coordinator (**confirmation letter**).

22.3.3 Interim payments

Interim payments reimburse the eligible lump sum contributions claimed for work packages implemented during the reporting periods (if any).

Interim payments (if any) will be made in accordance with the schedule and modalities set out the Data Sheet (see Point 4.2).

Payment is subject to the approval of the periodic report and the work packages declared. Their approval does not imply recognition of compliance, authenticity, completeness or correctness of their content.

Incomplete work packages and work packages that have not been delivered or cannot be approved will be rejected (see Article 27).

The **interim payment** will be calculated by the granting authority in the following steps:

Step 1 — Calculation of the total accepted EU contribution

Step 2 — Limit to the interim payment ceiling

Step 1 — Calculation of the total accepted EU contribution

The granting authority will first calculate the ‘accepted EU contribution’ for the action for the reporting period, by calculating the lump sum contributions for the approved work packages.

After that, the granting authority will take into account grant reductions from beneficiary termination (if any). The resulting amount is the ‘total accepted EU contribution’.

Step 2 — Limit to the interim payment ceiling

The resulting amount is then capped to ensure that the total amount of prefinancing and interim payments (if any) does not exceed the interim payment ceiling set out in the Data Sheet (see Point 4.2).

Interim payments (or parts of them) may be offset (without the beneficiaries’ consent) against amounts owed by a beneficiary to the granting authority — up to the amount due to that beneficiary.

For grants where the granting authority is the European Commission or an EU executive agency, offsetting may also be done against amounts owed to other Commission services or executive agencies.

Payments will not be made if the payment deadline or payments are suspended (see Articles 29 and 30).

22.3.4 Final payment — Final grant amount — Revenues and Profit — Recovery

The final payment (payment of the balance) reimburses the remaining eligible lump sum contributions claimed for the implemented work packages (if any).

The final payment will be made in accordance with the schedule and modalities set out in the Data Sheet (see Point 4.2).

Payment is subject to the approval of the final periodic report and the work packages declared. Their approval does not imply recognition of compliance, authenticity, completeness or correctness of their content.

Work packages (or parts of them) that have not been delivered or cannot be approved will be rejected (see Article 27).

The **final grant amount for the action** will be calculated in the following steps:

Step 1 — Calculation of the total accepted EU contribution

Step 2 — Limit to the maximum grant amount

Step 3 — Reduction due to the no-profit rule

Step 1 — Calculation of the total accepted EU contribution

The granting authority will first calculate the ‘accepted EU contribution’ for the action for all reporting periods, by calculating the lump sum contributions for the approved work packages.

After that, the granting authority will take into account grant reductions (if any). The resulting amount is the ‘total accepted EU contribution’.

Step 2 — Limit to the maximum grant amount

Not applicable

Step 3 — Reduction due to the no-profit rule

Not applicable

The **balance** (final payment) is then calculated by deducting the total amount of prefinancing and interim payments already made (if any), from the final grant amount:

$$\left. \begin{array}{l} \{\text{final grant amount} \\ \text{minus} \\ \{\text{prefinancing and interim payments made (if any)}\} \end{array} \right\}$$

If the balance is **positive**, it will be **paid** to the coordinator.

The final payment (or part of it) may be offset (without the beneficiaries’ consent) against amounts owed by a beneficiary to the granting authority — up to the amount due to that beneficiary.

For grants where the granting authority is the European Commission or an EU executive agency,

offsetting may also be done against amounts owed to other Commission services or executive agencies.

Payments will not be made if the payment deadline or payments are suspended (see Articles 29 and 30).

If the balance is **negative**, it will be **recovered** in accordance with the following procedure:

The granting authority will send a **pre-information letter** to the coordinator:

- formally notifying the intention to recover, the final grant amount, the amount to be recovered and the reasons why
- requesting observations within 30 days of receiving notification.

If no observations are submitted (or the granting authority decides to pursue recovery despite the observations it has received), it will confirm the amount to be recovered (**confirmation letter**), together with a **debit note** with the terms and date for payment.

If payment is not made by the date specified in the debit note, the granting authority will **enforce recovery** in accordance with Article 22.4.

22.3.5 Audit implementation after final payment — Revised final grant amount — Recovery

If — after the final payment (in particular, after checks, reviews, audits or investigations; see Article 25) — the granting authority rejects lump sum contributions (see Article 27) or reduces the grant (see Article 28), it will calculate the **revised final grant amount** for the beneficiary concerned.

The **beneficiary revised final grant amount** will be calculated in the following step:

Step 1 — Calculation of the revised total accepted EU contribution

Step 1 — Calculation of the revised total accepted EU contribution

The granting authority will first calculate the ‘revised accepted EU contribution’ for the beneficiary, by calculating the ‘revised accepted contributions’.

After that, it will take into account grant reductions (if any). The resulting ‘revised total accepted EU contribution’ is the beneficiary revised final grant amount.

If the revised final grant amount is lower than the beneficiary’s final grant amount (i.e. its share in the final grant amount for the action), it will be **recovered** in accordance with the following procedure:

The **beneficiary final grant amount** (i.e. share in the final grant amount for the action) is calculated as follows:

$$\left\{ \begin{array}{l} \text{total accepted EU contribution for the beneficiary} \\ \text{divided by} \\ \text{total accepted EU contribution for the action} \end{array} \right\} \times \text{final grant amount for the action}$$

The granting authority will send a **pre-information letter** to the beneficiary concerned:

- formally notifying the intention to recover, the amount to be recovered and the reasons why and
- requesting observations within 30 days of receiving notification.

If no observations are submitted (or the granting authority decides to pursue recovery despite the observations it has received), it will confirm the amount to be recovered (**confirmation letter**), together with a **debit note** with the terms and the date for payment.

Recoveries against affiliated entities (if any) will be handled through their beneficiaries.

If payment is not made by the date specified in the debit note, the granting authority will **enforce recovery** in accordance with Article 22.4.

22.4 Enforced recovery

If payment is not made by the date specified in the debit note, the amount due will be recovered:

- (a) by offsetting the amount — without the coordinator or beneficiary's consent — against any amounts owed to the coordinator or beneficiary by the granting authority.

In exceptional circumstances, to safeguard the EU financial interests, the amount may be offset before the payment date specified in the debit note.

For grants where the granting authority is the European Commission or an EU executive agency, debts may also be offset against amounts owed by other Commission services or executive agencies.

- (b) by drawing on the financial guarantee(s) (if any)
- (c) by holding other beneficiaries jointly and severally liable (if any; see Data Sheet, Point 4.4)
- (d) by holding affiliated entities jointly and severally liable (if any, see Data Sheet, Point 4.4)
- (e) by taking legal action (see Article 43) or, provided that the granting authority is the European Commission or an EU executive agency, by adopting an enforceable decision under Article 299 of the Treaty on the Functioning of the EU (TFEU) and Article 100(2) of EU Financial Regulation 2018/1046.

The amount to be recovered will be increased by **late-payment interest** at the rate set out in Article 23.5, from the day following the payment date in the debit note, up to and including the date the full payment is received.

Partial payments will be first credited against expenses, charges and late-payment interest and then against the principal.

Bank charges incurred in the recovery process will be borne by the beneficiary, unless Directive 2015/2366¹⁵ applies.

¹⁵ Directive (EU) 2015/2366 of the European Parliament and of the Council of 25 November 2015 on payment services in the internal market, amending Directives 2002/65/EC, 2009/110/EC and 2013/36/EU and Regulation (EU) No 1093/2010, and repealing Directive 2007/64/EC (OJ L 337, 23.12.2015, p. 35).

For grants where the granting authority is an EU executive agency, enforced recovery by offsetting or enforceable decision will be done by the services of the European Commission (see also Article 43).

22.5 Consequences of non-compliance

22.5.1 If the granting authority does not pay within the payment deadlines (see above), the beneficiaries are entitled to **late-payment interest** at the reference rate applied by the European Central Bank (ECB) for its main refinancing operations in euros, plus the percentage specified in the Data Sheet (Point 4.2). The ECB reference rate to be used is the rate in force on the first day of the month in which the payment deadline expires, as published in the C series of the *Official Journal of the European Union*.

If the late-payment interest is lower than or equal to EUR 200, it will be paid to the coordinator only on request submitted within two months of receiving the late payment.

Late-payment interest is not due if all beneficiaries are EU Member States (including regional and local government authorities or other public bodies acting on behalf of a Member State for the purpose of this Agreement).

If payments or the payment deadline are suspended (see Articles 29 and 30), payment will not be considered as late.

Late-payment interest covers the period running from the day following the due date for payment (see above), up to and including the date of payment.

Late-payment interest is not considered for the purposes of calculating the final grant amount.

22.5.2 If the coordinator breaches any of its obligations under this Article, the grant may be reduced (see Article 28) and the grant or the coordinator may be terminated (see Article 32).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 23 — GUARANTEES

23.1 Prefinancing guarantee

If required by the granting authority (see Data Sheet, Point 4.2), the beneficiaries must provide (one or more) prefinancing guarantee(s) in accordance with the timing and the amounts set out in the Data Sheet.

The coordinator must submit them to the granting authority in due time before the prefinancing they are linked to.

The guarantees must be drawn up using the template published on the Portal and fulfil the following conditions:

- (a) be provided by a bank or approved financial institution established in the EU or — if requested by the coordinator and accepted by the granting authority — by a third party or a bank or financial institution established outside the EU offering equivalent security
- (b) the guarantor stands as first-call guarantor and does not require the granting authority to first have recourse against the principal debtor (i.e. the beneficiary concerned) and

- (c) remain explicitly in force until the final payment and, if the final payment takes the form of a recovery, until five months after the debit note is notified to a beneficiary.

They will be released within the following month.

23.2 Consequences of non-compliance

If the beneficiaries breach their obligation to provide the prefinancing guarantee, the prefinancing will not be paid.

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 24 — CERTIFICATES

Not applicable

ARTICLE 25 — CHECKS, REVIEWS, AUDITS AND INVESTIGATIONS — EXTENSION OF FINDINGS

25.1 Granting authority checks, reviews and audits

25.1.1 Internal checks

The granting authority may — during the action or afterwards — check the proper implementation of the action and compliance with the obligations under the Agreement, including assessing lump sum contributions, deliverables and reports.

25.1.2 Project reviews

The granting authority may carry out reviews on the proper implementation of the action and compliance with the obligations under the Agreement (general project reviews or specific issues reviews).

Such project reviews may be started during the implementation of the action and until the time-limit set out in the Data Sheet (see Point 6). They will be formally notified to the coordinator or beneficiary concerned and will be considered to start on the date of the notification.

If needed, the granting authority may be assisted by independent, outside experts. If it uses outside experts, the coordinator or beneficiary concerned will be informed and have the right to object on grounds of commercial confidentiality or conflict of interest.

The coordinator or beneficiary concerned must cooperate diligently and provide — within the deadline requested — any information and data in addition to deliverables and reports already submitted. The granting authority may request beneficiaries to provide such information to it directly. Sensitive information and documents will be treated in accordance with Article 13.

The coordinator or beneficiary concerned may be requested to participate in meetings, including with the outside experts.

For **on-the-spot visits**, the beneficiary concerned must allow access to sites and premises (including to the outside experts) and must ensure that information requested is readily available.

Information provided must be accurate, precise and complete and in the format requested, including electronic format.

On the basis of the review findings, a **project review report** will be drawn up.

The granting authority will formally notify the project review report to the coordinator or beneficiary concerned, which has 30 days from receiving notification to make observations.

Project reviews (including project review reports) will be in the language of the Agreement, unless otherwise agreed with the granting authority (see Data Sheet, Point 4.2).

25.1.3 Audits

The granting authority may carry out audits on the proper implementation of the action and compliance with the obligations under the Agreement.

Such audits may be started during the implementation of the action and until the time-limit set out in the Data Sheet (see Point 6). They will be formally notified to the beneficiary concerned and will be considered to start on the date of the notification.

The granting authority may use its own audit service, delegate audits to a centralised service or use external audit firms. If it uses an external firm, the beneficiary concerned will be informed and have the right to object on grounds of commercial confidentiality or conflict of interest.

The beneficiary concerned must cooperate diligently and provide — within the deadline requested — any information (including complete accounts, individual salary statements or other personal data) to verify compliance with the Agreement. Sensitive information and documents will be treated in accordance with Article 13.

For **on-the-spot** visits, the beneficiary concerned must allow access to sites and premises (including for the external audit firm) and must ensure that information requested is readily available.

Information provided must be accurate, precise and complete and in the format requested, including electronic format.

On the basis of the audit findings, a **draft audit report** will be drawn up.

The auditors will formally notify the draft audit report to the beneficiary concerned, which has 30 days from receiving notification to make observations (contradictory audit procedure).

The **final audit report** will take into account observations by the beneficiary concerned and will be formally notified to them.

Audits (including audit reports) will be in the language of the Agreement, unless otherwise agreed with the granting authority (see Data Sheet, Point 4.2).

25.2 European Commission checks, reviews and audits in grants of other granting authorities

Where the granting authority is not the European Commission, the latter has the same rights of checks, reviews and audits as the granting authority.

25.3 Access to records for assessing simplified forms of funding

The beneficiaries must give the European Commission access to their statutory records for the periodic assessment of simplified forms of funding which are used in EU programmes.

25.4 OLAF, EPPO and ECA audits and investigations

The following bodies may also carry out checks, reviews, audits and investigations — during the action or afterwards:

- the European Anti-Fraud Office (OLAF) under Regulations No 883/2013¹⁶ and No 2185/96¹⁷
- the European Public Prosecutor's Office (EPPO) under Regulation 2017/1939
- the European Court of Auditors (ECA) under Article 287 of the Treaty on the Functioning of the EU (TFEU) and Article 257 of EU Financial Regulation 2018/1046.

If requested by these bodies, the beneficiary concerned must provide full, accurate and complete information in the format requested (including complete accounts, individual salary statements or other personal data, including in electronic format) and allow access to sites and premises for on-the-spot visits or inspections — as provided for under these Regulations.

To this end, the beneficiary concerned must keep all relevant information relating to the action, at least until the time-limit set out in the Data Sheet (Point 6) and, in any case, until any ongoing checks, reviews, audits, investigations, litigation or other pursuits of claims have been concluded.

25.5 Consequences of checks, reviews, audits and investigations — Extension of findings

25.5.1 Consequences of checks, reviews, audits and investigations in this grant

Findings in checks, reviews, audits or investigations carried out in the context of this grant may lead to rejections (see Article 27), grant reduction (see Article 28) or other measures described in Chapter 5.

Rejections or grant reductions after the final payment will lead to a revised final grant amount (see Article 22).

Findings in checks, reviews, audits or investigations during the action implementation may lead to a request for amendment (see Article 39), to change the description of the action set out in Annex 1.

Checks, reviews, audits or investigations that find systemic or recurrent errors, irregularities, fraud or breach of obligations in any EU grant may also lead to consequences in other EU grants awarded under similar conditions ('extension to other grants').

Moreover, findings arising from an OLAF or EPPO investigation may lead to criminal prosecution under national law.

¹⁶ Regulation (EU, Euratom) No 883/2013 of the European Parliament and of the Council of 11 September 2013 concerning investigations conducted by the European Anti-Fraud Office (OLAF) and repealing Regulation (EC) No 1073/1999 of the European Parliament and of the Council and Council Regulation (Euratom) No 1074/1999 (OJ L 248, 18/09/2013, p. 1).

¹⁷ Council Regulation (Euratom, EC) No 2185/96 of 11 November 1996 concerning on-the-spot checks and inspections carried out by the Commission in order to protect the European Communities' financial interests against fraud and other irregularities (OJ L 292, 15/11/1996, p. 2).

25.5.2 Extension from other grants

Findings of checks, reviews, audits or investigations in other grants may be extended to this grant, if:

- (a) the beneficiary concerned is found, in other EU grants awarded under similar conditions, to have committed systemic or recurrent errors, irregularities, fraud or breach of obligations that have a material impact on this grant and
- (b) those findings are formally notified to the beneficiary concerned — together with the list of grants affected by the findings — within the time-limit for audits set out in the Data Sheet (see Point 6).

The granting authority will formally notify the beneficiary concerned of the intention to extend the findings and the list of grants affected.

If the extension concerns **rejections of lump sum contributions**: the notification will include:

- (a) an invitation to submit observations on the list of grants affected by the findings
- (b) the request to submit revised financial statements for all grants affected
- (c) the correction rate for extrapolation, established on the basis of the systemic or recurrent errors, to calculate the amounts to be rejected, if the beneficiary concerned:
 - (i) considers that the submission of revised financial statements is not possible or practicable or
 - (ii) does not submit revised financial statements.

If the extension concerns **grant reductions**: the notification will include:

- (a) an invitation to submit observations on the list of grants affected by the findings and
- (b) the **correction rate for extrapolation**, established on the basis of the systemic or recurrent errors and the principle of proportionality.

The beneficiary concerned has **60 days** from receiving notification to submit observations, revised financial statements or to propose a duly substantiated **alternative correction method/rate**.

On the basis of this, the granting authority will analyse the impact and decide on the implementation (i.e. start rejection or grant reduction procedures, either on the basis of the revised financial statements or the announced/alternative method/rate or a mix of those; see Articles 27 and 28).

25.6 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, lump sum contributions insufficiently substantiated will be ineligible (see Article 6) and will be rejected (see Article 27), and the grant may be reduced (see Article 28).

Such breaches may also lead to other measures described in Chapter 5.

ARTICLE 26 — IMPACT EVALUATIONS

26.1 Impact evaluation

The granting authority may carry out impact evaluations of the action, measured against the objectives and indicators of the EU programme funding the grant.

Such evaluations may be started during implementation of the action and until the time-limit set out in the Data Sheet (see Point 6). They will be formally notified to the coordinator or beneficiaries and will be considered to start on the date of the notification.

If needed, the granting authority may be assisted by independent outside experts.

The coordinator or beneficiaries must provide any information relevant to evaluate the impact of the action, including information in electronic format.

26.2 Consequences of non-compliance

If a beneficiary breaches any of its obligations under this Article, the granting authority may apply the measures described in Chapter 5.

CHAPTER 5 CONSEQUENCES OF NON-COMPLIANCE

SECTION 1 REJECTIONS AND GRANT REDUCTION

ARTICLE 27 — REJECTION OF CONTRIBUTIONS

27.1 Conditions

The granting authority will — at interim payment, final payment or afterwards — reject any lump sum contributions which are ineligible (see Article 6), in particular following checks, reviews, audits or investigations (see Article 25).

The rejection may also be based on the extension of findings from other grants to this grant (see Article 25).

Ineligible lump sum contributions will be rejected.

27.2 Procedure

If the rejection does not lead to a recovery, the granting authority will formally notify the coordinator or beneficiary concerned of the rejection, the amounts and the reasons why. The coordinator or beneficiary concerned may — within 30 days of receiving notification — submit observations if it disagrees with the rejection (payment review procedure).

If the rejection leads to a recovery, the granting authority will follow the contradictory procedure with pre-information letter set out in Article 22.

27.3 Effects

If the granting authority rejects lump sum contributions, it will deduct them from the lump sum

contributions declared and then calculate the amount due (and, if needed, make a recovery; see Article 22).

ARTICLE 28 — GRANT REDUCTION

28.1 Conditions

The granting authority may — at beneficiary termination, final payment or afterwards — reduce the grant for a beneficiary, if:

- (a) the beneficiary (or a person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed:
 - (i) substantial errors, irregularities or fraud or
 - (ii) serious breach of obligations under this Agreement or during its award (including improper implementation of the action, non-compliance with the call conditions, submission of false information, failure to provide required information, breach of ethics or security rules (if applicable), etc.), or
- (b) the beneficiary (or a person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed — in other EU grants awarded to it under similar conditions — systemic or recurrent errors, irregularities, fraud or serious breach of obligations that have a material impact on this grant (extension of findings; see Article 25.5).

The amount of the reduction will be calculated for each beneficiary concerned and proportionate to the seriousness and the duration of the errors, irregularities or fraud or breach of obligations, by applying an individual reduction rate to their accepted EU contribution.

28.2 Procedure

If the grant reduction does not lead to a recovery, the granting authority will formally notify the coordinator or beneficiary concerned of the reduction, the amount to be reduced and the reasons why. The coordinator or beneficiary concerned may — within 30 days of receiving notification — submit observations if it disagrees with the reduction (payment review procedure).

If the grant reduction leads to a recovery, the granting authority will follow the contradictory procedure with pre-information letter set out in Article 22.

28.3 Effects

If the granting authority reduces the grant, it will deduct the reduction and then calculate the amount due (and, if needed, make a recovery; see Article 22).

SECTION 2 — SUSPENSION AND TERMINATION

ARTICLE 29 — PAYMENT DEADLINE SUSPENSION

29.1 Conditions

The granting authority may — at any moment — suspend the payment deadline if a payment cannot be processed because:

- (a) the required report (see Article 21) has not been submitted or is not complete or additional information is needed
- (b) there are doubts about the amount to be paid (e.g. ongoing extension procedure, queries about eligibility, need for a grant reduction, etc.) and additional checks, reviews, audits or investigations are necessary, or
- (c) there are other issues affecting the EU financial interests.

29.2 Procedure

The granting authority will formally notify the coordinator of the suspension and the reasons why.

The suspension will **take effect** the day the notification is sent.

If the conditions for suspending the payment deadline are no longer met, the suspension will be **lifted** — and the remaining time to pay (see Data Sheet, Point 4.2) will resume.

If the suspension exceeds two months, the coordinator may request the granting authority to confirm if the suspension will continue.

If the payment deadline has been suspended due to the non-compliance of the report and the revised report is not submitted (or was submitted but is also rejected), the granting authority may also terminate the grant or the participation of the coordinator (see Article 32).

ARTICLE 30 — PAYMENT SUSPENSION

30.1 Conditions

The granting authority may — at any moment — suspend payments, in whole or in part for one or more beneficiaries, if:

- (a) a beneficiary (or a person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed or is suspected of having committed:
 - (i) substantial errors, irregularities or fraud or
 - (ii) serious breach of obligations under this Agreement or during its award (including improper implementation of the action, non-compliance with the call conditions, submission of false information, failure to provide required information, breach of ethics or security rules (if applicable), etc.), or
- (b) a beneficiary (or a person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed — in other EU grants awarded to it under similar conditions — systemic or recurrent errors, irregularities, fraud or serious breach of obligations that have a material impact on this grant (extension of findings; see Article 25.5).

If payments are suspended for one or more beneficiaries, the granting authority will make partial payment(s) for the part(s) not suspended. If suspension concerns the final payment, the payment (or recovery) of the remaining amount after suspension is lifted will be considered to be the payment that closes the action.

30.2 Procedure

Before suspending payments, the granting authority will send a **pre-information letter** to the beneficiary concerned:

- formally notifying the intention to suspend payments and the reasons why and
- requesting observations within 30 days of receiving notification.

If the granting authority does not receive observations or decides to pursue the procedure despite the observations it has received, it will confirm the suspension (**confirmation letter**). Otherwise, it will formally notify that the procedure is discontinued.

At the end of the suspension procedure, the granting authority will also inform the coordinator.

The suspension will **take effect** the day after the confirmation notification is sent.

If the conditions for resuming payments are met, the suspension will be **lifted**. The granting authority will formally notify the beneficiary concerned (and the coordinator) and set the suspension end date.

During the suspension, no prefinancing will be paid to the beneficiaries concerned. For interim payments, the periodic reports for all reporting periods except the last one (see Article 21) must not contain any financial statements from the beneficiary concerned (or its affiliated entities). The coordinator must include them in the next periodic report after the suspension is lifted or — if suspension is not lifted before the end of the action — in the last periodic report.

ARTICLE 31 — GRANT AGREEMENT SUSPENSION

31.1 Consortium-requested GA suspension

31.1.1 Conditions and procedure

The beneficiaries may request the suspension of the grant or any part of it, if exceptional circumstances — in particular *force majeure* (see Article 35) — make implementation impossible or excessively difficult.

The coordinator must submit a request for **amendment** (see Article 39), with:

- the reasons why
- the date the suspension takes effect; this date may be before the date of the submission of the amendment request and
- the expected date of resumption.

The suspension will **take effect** on the day specified in the amendment.

Once circumstances allow for implementation to resume, the coordinator must immediately request another **amendment** of the Agreement to set the suspension end date, the resumption date (one day after suspension end date), extend the duration and make other changes necessary to adapt the action to the new situation (see Article 39) — unless the grant has been terminated (see Article 32). The suspension will be **lifted** with effect from the suspension end date set out in the amendment. This date may be before the date of the submission of the amendment request.

During the suspension, no prefinancing will be paid. Moreover, no work may be done. Ongoing work packages must be interrupted and no new work packages may be started.

31.2 EU-initiated GA suspension

31.2.1 Conditions

The granting authority may suspend the grant or any part of it, if:

- (a) a beneficiary (or a person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed or is suspected of having committed:
 - (i) substantial errors, irregularities or fraud or
 - (ii) serious breach of obligations under this Agreement or during its award (including improper implementation of the action, non-compliance with the call conditions, submission of false information, failure to provide required information, breach of ethics or security rules (if applicable), etc.), or
- (b) a beneficiary (or a person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed — in other EU grants awarded to it under similar conditions — systemic or recurrent errors, irregularities, fraud or serious breach of obligations that have a material impact on this grant (extension of findings; see Article 25.5)
- (c) other:
 - (i) linked action issues: not applicable
 - (ii) additional GA suspension grounds: not applicable.

31.2.2 Procedure

Before suspending the grant, the granting authority will send a **pre-information letter** to the coordinator:

- formally notifying the intention to suspend the grant and the reasons why and
- requesting observations within 30 days of receiving notification.

If the granting authority does not receive observations or decides to pursue the procedure despite the observations it has received, it will confirm the suspension (**confirmation letter**). Otherwise, it will formally notify that the procedure is discontinued.

The suspension will **take effect** the day after the confirmation notification is sent (or on a later date specified in the notification).

Once the conditions for resuming implementation of the action are met, the granting authority will formally notify the coordinator a **lifting of suspension letter**, in which it will set the suspension end date and invite the coordinator to request an amendment of the Agreement to set the resumption date (one day after suspension end date), extend the duration and make other changes necessary to adapt the action to the new situation (see Article 39) — unless the grant has been terminated (see Article 32). The suspension will be **lifted** with effect from the suspension end date set out in the lifting of suspension letter. This date may be before the date on which the letter is sent.

During the suspension, no prefinancing will be paid. Moreover, no work may be done. Ongoing work packages must be interrupted and no new work packages may be started.

The beneficiaries may not claim damages due to suspension by the granting authority (see Article 33).

Grant suspension does not affect the granting authority's right to terminate the grant or a beneficiary (see Article 32) or reduce the grant (see Article 28).

ARTICLE 32 — GRANT AGREEMENT OR BENEFICIARY TERMINATION

32.1 Consortium-requested GA termination

32.1.1 Conditions and procedure

The beneficiaries may request the termination of the grant.

The coordinator must submit a request for **amendment** (see Article 39), with:

- the reasons why
- the date the consortium ends work on the action ('end of work date') and
- the date the termination takes effect ('termination date'); this date must be after the date of the submission of the amendment request.

The termination will **take effect** on the termination date specified in the amendment.

If no reasons are given or if the granting authority considers the reasons do not justify termination, it may consider the grant terminated improperly.

32.1.2 Effects

The coordinator must — within 60 days from when termination takes effect — submit a **periodic report** (for the open reporting period until termination).

The granting authority will calculate the final grant amount and final payment on the basis of the report submitted and taking into account the lump sum contributions for activities implemented before the end of work date (see Article 22). Partial lump sum contributions for work packages that were not completed (e.g. due to technical reasons) may exceptionally be taken into account.

If the granting authority does not receive the report within the deadline, only lump sum contributions

which are included in an approved periodic report will be taken into account (no contributions if no periodic report was ever approved).

Improper termination may lead to a grant reduction (see Article 28).

After termination, the beneficiaries' obligations (in particular Articles 13 (confidentiality and security), 16 (IPR), 17 (communication, dissemination and visibility), 21 (reporting), 25 (checks, reviews, audits and investigations), 26 (impact evaluation), 27 (rejections), 28 (grant reduction) and 42 (assignment of claims)) continue to apply.

32.2 Consortium-requested beneficiary termination

32.2.1 Conditions and procedure

The coordinator may request the termination of the participation of one or more beneficiaries, on request of the beneficiary concerned or on behalf of the other beneficiaries.

The coordinator must submit a request for **amendment** (see Article 39), with:

- the reasons why
- the opinion of the beneficiary concerned (or proof that this opinion has been requested in writing)
- the date the beneficiary ends work on the action ('end of work date')
- the date the termination takes effect ('termination date'); this date must be after the date of the submission of the amendment request.

If the termination concerns the coordinator and is done without its agreement, the amendment request must be submitted by another beneficiary (acting on behalf of the consortium).

The termination will **take effect** on the termination date specified in the amendment.

If no information is given or if the granting authority considers that the reasons do not justify termination, it may consider the beneficiary to have been terminated improperly.

32.2.2 Effects

The coordinator must — within 60 days from when termination takes effect — submit:

- (i) a **report on the distribution of payments** to the beneficiary concerned
- (ii) a **termination report** from the beneficiary concerned, for the open reporting period until termination, containing an overview of the progress of the work
- (iii) a second **request for amendment** (see Article 39) with other amendments needed (e.g. reallocation of the tasks and the estimated budget of the terminated beneficiary; addition of a new beneficiary to replace the terminated beneficiary; change of coordinator, etc.).

The granting authority will calculate the amount due to the beneficiary on the basis of the reports submitted in previous interim payments (i.e. beneficiary's lump sum contributions for completed and approved work packages).

Lump sum contributions for ongoing/not yet completed work packages will have to be included in the periodic report for the next reporting periods when those work packages have been completed.

If the granting authority does not receive the report on the distribution of payments within the deadline, it will consider that:

- the coordinator did not distribute any payment to the beneficiary concerned and that
- the beneficiary concerned must not repay any amount to the coordinator.

If the second request for amendment is accepted by the granting authority, the Agreement is **amended** to introduce the necessary changes (see Article 39).

If the second request for amendment is rejected by the granting authority (because it calls into question the decision awarding the grant or breaches the principle of equal treatment of applicants), the grant may be terminated (see Article 32).

Improper termination may lead to a reduction of the grant (see Article 31) or grant termination (see Article 32).

After termination, the concerned beneficiary's obligations (in particular Articles 13 (confidentiality and security), 16 (IPR), 17 (communication, dissemination and visibility), 21 (reporting), 25 (checks, reviews, audits and investigations), 26 (impact evaluation), 27 (rejections), 28 (grant reduction) and 42 (assignment of claims)) continue to apply.

32.3 EU-initiated GA or beneficiary termination

32.3.1 Conditions

The granting authority may terminate the grant or the participation of one or more beneficiaries, if:

- (a) one or more beneficiaries do not accede to the Agreement (see Article 40)
- (b) a change to the action or the legal, financial, technical, organisational or ownership situation of a beneficiary is likely to substantially affect the implementation of the action or calls into question the decision to award the grant (including changes linked to one of the exclusion grounds listed in the declaration of honour)
- (c) following termination of one or more beneficiaries, the necessary changes to the Agreement (and their impact on the action) would call into question the decision awarding the grant or breach the principle of equal treatment of applicants
- (d) implementation of the action has become impossible or the changes necessary for its continuation would call into question the decision awarding the grant or breach the principle of equal treatment of applicants
- (e) a beneficiary (or person with unlimited liability for its debts) is subject to bankruptcy proceedings or similar (including insolvency, winding-up, administration by a liquidator or court, arrangement with creditors, suspension of business activities, etc.)
- (f) a beneficiary (or person with unlimited liability for its debts) is in breach of social security or tax obligations

- (g) a beneficiary (or person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has been found guilty of grave professional misconduct
- (h) a beneficiary (or person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed fraud, corruption, or is involved in a criminal organisation, money laundering, terrorism-related crimes (including terrorism financing), child labour or human trafficking
- (i) a beneficiary (or person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) was created under a different jurisdiction with the intent to circumvent fiscal, social or other legal obligations in the country of origin (or created another entity with this purpose)
- (j) a beneficiary (or person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed:
 - (i) substantial errors, irregularities or fraud or
 - (ii) serious breach of obligations under this Agreement or during its award (including improper implementation of the action, non-compliance with the call conditions, submission of false information, failure to provide required information, breach of ethics or security rules (if applicable), etc.)
- (k) a beneficiary (or person having powers of representation, decision-making or control, or person essential for the award/implementation of the grant) has committed — in other EU grants awarded to it under similar conditions — systemic or recurrent errors, irregularities, fraud or serious breach of obligations that have a material impact on this grant (extension of findings; see Article 25.5)
- (l) despite a specific request by the granting authority, a beneficiary does not request — through the coordinator — an amendment to the Agreement to end the participation of one of its affiliated entities or associated partners that is in one of the situations under points (d), (f), (e), (g), (h), (i) or (j) and to reallocate its tasks, or
- (m) other:
 - (i) linked action issues: not applicable
 - (ii) additional GA termination grounds: not applicable.

32.3.2 Procedure

Before terminating the grant or participation of one or more beneficiaries, the granting authority will send a **pre-information letter** to the coordinator or beneficiary concerned:

- formally notifying the intention to terminate and the reasons why and
- requesting observations within 30 days of receiving notification.

If the granting authority does not receive observations or decides to pursue the procedure despite

the observations it has received, it will confirm the termination and the date it will take effect (**confirmation letter**). Otherwise, it will formally notify that the procedure is discontinued.

For beneficiary terminations, the granting authority will — at the end of the procedure — also inform the coordinator.

The termination will **take effect** the day after the confirmation notification is sent (or on a later date specified in the notification; ‘termination date’).

32.3.3 Effects

(a) for **GA termination**:

The coordinator must — within 60 days from when termination takes effect — submit a **periodic report** (for the last open reporting period until termination).

The granting authority will calculate the final grant amount and final payment on the basis of the report submitted and taking into account the lump sum contributions for activities implemented before termination takes effect (see Article 22). Partial lump sum contributions for work packages that were not completed (e.g. due to technical reasons) may exceptionally be taken into account.

If the grant is terminated for breach of the obligation to submit reports, the coordinator may not submit any report after termination.

If the granting authority does not receive the report within the deadline, only lump sum contributions which are included in an approved periodic report will be taken into account (no contributions if no periodic report was ever approved).

Termination does not affect the granting authority’s right to reduce the grant (see Article 28) or to impose administrative sanctions (see Article 34).

The beneficiaries may not claim damages due to termination by the granting authority (see Article 33).

After termination, the beneficiaries’ obligations (in particular Articles 13 (confidentiality and security), 16 (IPR), 17 (communication, dissemination and visibility), 21 (reporting), 25 (checks, reviews, audits and investigations), 26 (impact evaluation), 27 (rejections), 28 (grant reduction) and 42 (assignment of claims)) continue to apply.

(b) for **beneficiary termination**:

The coordinator must — within 60 days from when termination takes effect — submit:

- (i) a **report on the distribution of payments** to the beneficiary concerned
- (ii) a **termination report** from the beneficiary concerned, for the open reporting period until termination, containing an overview of the progress of the work
- (iii) a **request for amendment** (see Article 39) with any amendments needed (e.g. reallocation of the tasks and the estimated budget of the terminated beneficiary; addition of a new beneficiary to replace the terminated beneficiary; change of coordinator, etc.).

The granting authority will calculate the amount due to the beneficiary on the basis of the reports submitted in previous interim payments (i.e. beneficiary's lump sum contributions for completed and approved work packages).

Lump sum contributions for ongoing/not yet completed work packages will have to be included in the periodic report for the next reporting periods when those work packages have been completed.

If the granting authority does not receive the report on the distribution of payments within the deadline, it will consider that:

- the coordinator did not distribute any payment to the beneficiary concerned and that
- the beneficiary concerned must not repay any amount to the coordinator.

If the request for amendment is accepted by the granting authority, the Agreement is **amended** to introduce the necessary changes (see Article 39).

If the request for amendment is rejected by the granting authority (because it calls into question the decision awarding the grant or breaches the principle of equal treatment of applicants), the grant may be terminated (see Article 32).

After termination, the concerned beneficiary's obligations (in particular Articles 13 (confidentiality and security), 16 (IPR), 17 (communication, dissemination and visibility), 21 (reporting), 25 (checks, reviews, audits and investigations), 26 (impact evaluation), 27 (rejections), 28 (grant reduction) and 42 (assignment of claims)) continue to apply.

SECTION 3 OTHER CONSEQUENCES: DAMAGES AND ADMINISTRATIVE SANCTIONS

ARTICLE 33 — DAMAGES

33.1 Liability of the granting authority

The granting authority cannot be held liable for any damage caused to the beneficiaries or to third parties as a consequence of the implementation of the Agreement, including for gross negligence.

The granting authority cannot be held liable for any damage caused by any of the beneficiaries or other participants involved in the action, as a consequence of the implementation of the Agreement.

33.2 Liability of the beneficiaries

The beneficiaries must compensate the granting authority for any damage it sustains as a result of the implementation of the action or because the action was not implemented in full compliance with the Agreement, provided that it was caused by gross negligence or wilful act.

The liability does not extend to indirect or consequential losses or similar damage (such as loss of profit, loss of revenue or loss of contracts), provided such damage was not caused by wilful act or by a breach of confidentiality.

ARTICLE 34 — ADMINISTRATIVE SANCTIONS AND OTHER MEASURES

Nothing in this Agreement may be construed as preventing the adoption of administrative sanctions (i.e. exclusion from EU award procedures and/or financial penalties) or other public law measures, in addition or as an alternative to the contractual measures provided under this Agreement (see, for instance, Articles 135 to 145 EU Financial Regulation 2018/1046 and Articles 4 and 7 of Regulation 2988/95¹⁸).

SECTION 4 FORCE MAJEURE

ARTICLE 35 — FORCE MAJEURE

A party prevented by force majeure from fulfilling its obligations under the Agreement cannot be considered in breach of them.

‘Force majeure’ means any situation or event that:

- prevents either party from fulfilling their obligations under the Agreement,
- was unforeseeable, exceptional situation and beyond the parties’ control,
- was not due to error or negligence on their part (or on the part of other participants involved in the action), and
- proves to be inevitable in spite of exercising all due diligence.

Any situation constituting force majeure must be formally notified to the other party without delay, stating the nature, likely duration and foreseeable effects.

The parties must immediately take all the necessary steps to limit any damage due to force majeure and do their best to resume implementation of the action as soon as possible.

CHAPTER 6 FINAL PROVISIONS

ARTICLE 36 — COMMUNICATION BETWEEN THE PARTIES

36.1 Forms and means of communication — Electronic management

EU grants are managed fully electronically through the EU Funding & Tenders Portal (‘Portal’).

All communications must be made electronically through the Portal in accordance with the Portal Terms and Conditions and using the forms and templates provided there (except if explicitly instructed otherwise by the granting authority).

Communications must be made in writing and clearly identify the grant agreement (project number and acronym).

¹⁸ Council Regulation (EC, Euratom) No 2988/95 of 18 December 1995 on the protection of the European Communities financial interests (OJ L 312, 23.12.1995, p. 1).

Communications must be made by persons authorised according to the Portal Terms and Conditions. For naming the authorised persons, each beneficiary must have designated — before the signature of this Agreement — a ‘legal entity appointed representative (LEAR)’. The role and tasks of the LEAR are stipulated in their appointment letter (see Portal Terms and Conditions).

If the electronic exchange system is temporarily unavailable, instructions will be given on the Portal.

36.2 Date of communication

The sending date for communications made through the Portal will be the date and time of sending, as indicated by the time logs.

The receiving date for communications made through the Portal will be the date and time the communication is accessed, as indicated by the time logs. Formal notifications that have not been accessed within 10 days after sending, will be considered to have been accessed (see Portal Terms and Conditions).

If a communication is exceptionally made on paper (by e-mail or postal service), general principles apply (i.e. date of sending/receipt). Formal notifications by registered post with proof of delivery will be considered to have been received either on the delivery date registered by the postal service or the deadline for collection at the post office.

If the electronic exchange system is temporarily unavailable, the sending party cannot be considered in breach of its obligation to send a communication within a specified deadline.

36.3 Addresses for communication

The Portal can be accessed via the Europa website.

The address for paper communications to the granting authority (if exceptionally allowed) is the official mailing address indicated on its website.

For beneficiaries, it is the legal address specified in the Portal Participant Register.

ARTICLE 37 — INTERPRETATION OF THE AGREEMENT

The provisions in the Data Sheet take precedence over the rest of the Terms and Conditions of the Agreement.

Annex 5 takes precedence over the Terms and Conditions.

The Terms and Conditions take precedence over the Annexes other than Annex 5.

Annex 2 takes precedence over Annex 1.

ARTICLE 38 — CALCULATION OF PERIODS AND DEADLINES

In accordance with Regulation No 1182/71¹⁹, periods expressed in days, months or years are calculated from the moment the triggering event occurs.

¹⁹ Regulation (EEC, Euratom) No 1182/71 of the Council of 3 June 1971 determining the rules applicable to periods, dates and time-limits (OJ L 124, 8/6/1971, p. 1).

The day during which that event occurs is not considered as falling within the period.

‘Days’ means calendar days, not working days.

ARTICLE 39 — AMENDMENTS

39.1 Conditions

The Agreement may be amended, unless the amendment entails changes to the Agreement which would call into question the decision awarding the grant or breach the principle of equal treatment of applicants.

Amendments may be requested by any of the parties.

39.2 Procedure

The party requesting an amendment must submit a request for amendment signed directly in the Portal Amendment tool.

The coordinator submits and receives requests for amendment on behalf of the beneficiaries (see Annex 3). If a change of coordinator is requested without its agreement, the submission must be done by another beneficiary (acting on behalf of the other beneficiaries).

The request for amendment must include:

- the reasons why
- the appropriate supporting documents and
- for a change of coordinator without its agreement: the opinion of the coordinator (or proof that this opinion has been requested in writing).

The granting authority may request additional information.

If the party receiving the request agrees, it must sign the amendment in the tool within 45 days of receiving notification (or any additional information the granting authority has requested). If it does not agree, it must formally notify its disagreement within the same deadline. The deadline may be extended, if necessary for the assessment of the request. If no notification is received within the deadline, the request is considered to have been rejected.

An amendment **enters into force** on the day of the signature of the receiving party.

An amendment **takes effect** on the date of entry into force or other date specified in the amendment.

ARTICLE 40 — ACCESSION AND ADDITION OF NEW BENEFICIARIES

40.1 Accession of the beneficiaries mentioned in the Preamble

The beneficiaries which are not coordinator must accede to the grant by signing the accession form (see Annex 3) directly in the Portal Grant Preparation tool, within 30 days after the entry into force of the Agreement (see Article 44).

They will assume the rights and obligations under the Agreement with effect from the date of its entry into force (see Article 44).

If a beneficiary does not accede to the grant within the above deadline, the coordinator must — within 30 days — request an amendment (see Article 39) to terminate the beneficiary and make any changes necessary to ensure proper implementation of the action. This does not affect the granting authority's right to terminate the grant (see Article 32).

40.2 Addition of new beneficiaries

In justified cases, the beneficiaries may request the addition of a new beneficiary.

For this purpose, the coordinator must submit a request for amendment in accordance with Article 39. It must include an accession form (see Annex 3) signed by the new beneficiary directly in the Portal Amendment tool.

New beneficiaries will assume the rights and obligations under the Agreement with effect from the date of their accession specified in the accession form (see Annex 3).

Additions are also possible in mono-beneficiary grants.

ARTICLE 41 — TRANSFER OF THE AGREEMENT

In justified cases, the beneficiary of a mono-beneficiary grant may request the transfer of the grant to a new beneficiary, provided that this would not call into question the decision awarding the grant or breach the principle of equal treatment of applicants.

The beneficiary must submit a request for **amendment** (see Article 39), with

- the reasons why
- the accession form (see Annex 3) signed by the new beneficiary directly in the Portal Amendment tool and
- additional supporting documents (if required by the granting authority).

The new beneficiary will assume the rights and obligations under the Agreement with effect from the date of accession specified in the accession form (see Annex 3).

ARTICLE 42 — ASSIGNMENTS OF CLAIMS FOR PAYMENT AGAINST THE GRANTING AUTHORITY

The beneficiaries may not assign any of their claims for payment against the granting authority to any third party, except if expressly approved in writing by the granting authority on the basis of a reasoned, written request by the coordinator (on behalf of the beneficiary concerned).

If the granting authority has not accepted the assignment or if the terms of it are not observed, the assignment will have no effect on it.

In no circumstances will an assignment release the beneficiaries from their obligations towards the granting authority.

ARTICLE 43 — APPLICABLE LAW AND SETTLEMENT OF DISPUTES

43.1 Applicable law

The Agreement is governed by the applicable EU law, supplemented if necessary by the law of Belgium.

Special rules may apply for beneficiaries which are international organisations (if any; see Data Sheet, Point 5).

43.2 Dispute settlement

If a dispute concerns the interpretation, application or validity of the Agreement, the parties must bring action before the EU General Court — or, on appeal, the EU Court of Justice — under Article 272 of the Treaty on the Functioning of the EU (TFEU).

For non-EU beneficiaries (if any), such disputes must be brought before the courts of Brussels, Belgium — unless an international agreement provides for the enforceability of EU court judgements.

For beneficiaries with arbitration as special dispute settlement forum (if any; see Data Sheet, Point 5), the dispute will — in the absence of an amicable settlement — be settled in accordance with the Rules for Arbitration published on the Portal.

If a dispute concerns administrative sanctions, offsetting or an enforceable decision under Article 299 TFEU (see Articles 22 and 34), the beneficiaries must bring action before the General Court — or, on appeal, the Court of Justice — under Article 263 TFEU.

For grants where the granting authority is an EU executive agency (see Preamble), actions against offsetting and enforceable decisions must be brought against the European Commission (not against the granting authority; see also Article 22).

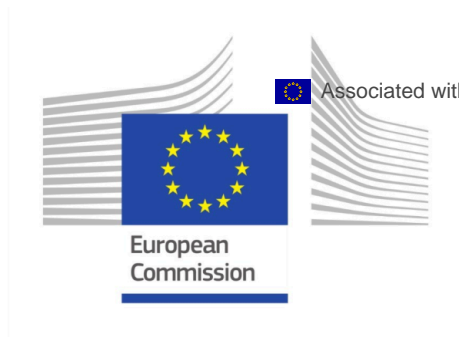
ARTICLE 44 — ENTRY INTO FORCE

The Agreement will enter into force on the day of signature by the granting authority or the coordinator, depending on which is later.

SIGNATURES

For the coordinator

For the granting authority



ANNEX 1



Citizens, Equality, Rights and Values Programme (CERV)

Description of the action (DoA)

Part A

Part B

DESCRIPTION OF THE ACTION (PART A)

COVER PAGE

Part A of the Description of the Action (DoA) must be completed directly on the Portal Grant Preparation screens.

PROJECT	
<i>Grant Preparation (General Information screen) — Enter the info.</i>	
Project number:	101193029
Project name:	Sound of Diversity Network of Towns
Project acronym:	SoD
Call:	CERV-2024-CITIZENS-TOWN-NT
Topic:	CERV-2024-CITIZENS-TOWN-NT
Type of action:	CERV-LS
Service:	EACEA/B/03
Project starting date:	first day of the month following the entry into force date
Project duration:	24 months

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Staff effort	11
List of deliverables	13
List of milestones (outputs/outcomes)	26
List of critical risks	27

PROJECT SUMMARY

Project summary

Grant Preparation (General Information screen) — Provide an overall description of your project (including context and overall objectives, planned activities and main achievements, and expected results and impacts (on target groups, change procedures, capacities, innovation etc)). This summary should give readers a clear idea of what your project is about.

Use the project summary from your proposal.

Sound of Diversity is a large-scale Network of Towns which aims at reinforcing the role of local authorities in the field of diversity promotion, anti-discrimination and inclusion of minorities. We are connecting local areas that host high-visibility events, such as the Gaming Village Festival in Obidos (PT) the Khamoro Romani festival in Prague (CZ), the Multitude Festival in County of Seine-Saint-Denis (FR), the Festival of Various Arts in Aleksandrów Łódzki (PL), the Festival of Tolerance (CR), Cultural days of Bârlad (RO), the People Feast in Molfetta (IT), the Greek Dance Fest in Kileler (GR), Summer Dying Loud Festival (PL). During each of these community events, on top of the regular, well established formats of networks of towns, such as: conferences, hands-on sessions (training and seminars), exchanges of good practices, study trips, capacity building workshops, expert inputs addressed to partners' representatives and stakeholders, will be enhanced by an open-air Sound of Diversity Stage - an open community space meant to engage with local people, activists, youth, minority representatives and experts on topics related to diversity management, anti-discrimination, inclusion, and the EU initiatives, policies and vision in this field. The Sound of Diversity Stage will introduce new formats, artistic and creative performances to address transnational topics pertinent to EU policies, enabling the tackling of local policies and programmes in a renewed, fresh and often challenged perspective and by incorporating: inclusive approach, mainstreamed intersectional antidiscrimination and gender equality. SoD aims to contribute to the ongoing debates and initiatives at EU level, in particular to the EU Diversity Month 2026 by implementing the Sound of Diversity local actions hosted by project partners locally (on the ground), tapping into such events as cultural municipal days in Budapest and Novi Sad, and the "Play with Me" international inclusive festival in Ljubljana. The project will result, among others, in creating a practical Guidebook on diversity, inclusion and belonging, and improved policies in these areas in the partnered towns.

LIST OF PARTICIPANTS

PARTICIPANTS

Grant Preparation (Beneficiaries screen) — Enter the info.

Number	Role	Short name	Legal name	Country	PIC
1	COO	Aleksandrow	COMMUNE OF ALEKSANDROW LODZKI	PL	937313426
2	BEN	INCO	ASSOCIAZIONE INCO - MOLFETTA APS	IT	922855576
3	BEN	OBIDOS	CAMARA MUNICIPAL DE OBIDOS	PT	937772624
4	BEN	SAINT-DENIS	DEPARTEMENT DE LA SEINE-SAINT-DENIS	FR	894597924
5	BEN	MUN BARLAD	MUNICIPIUL BIRLAD	RO	880307302
6	BEN	DIMOS KILELER	DIMOS KILELER	EL	896332963
7	BEN	SLOVO	SLOVO 21 ZS	CZ	948515665
8	BEN	INKLUZIJE	DRUSTVO ZA KULTURO INKLUZIJE	SI	946182330
9	BEN	MEDIA PONT	UDRUZENJE GRADJANA MEDIA PONT	RS	893363211
10	BEN	FILM FEST	FESTIVAL SUVREMENOG ZIDOVSKOG FILMA ZAGREB	HR	948800069
11	BEN	JACARILLA	AYUNTAMIENTO DE JACARILLA	ES	882588063

PARTICIPANTS*Grant Preparation (Beneficiaries screen) — Enter the info.*

Number	Role	Short name	Legal name	Country	PIC
12	BEN	BUD XIV KERULET	BUDAPEST FOVAROS XIV KERULET ZUGLO ONKORMANYZATA	HU	932572939
13	AP	PRK	FUNDACJA POLONIJNA RADA KOBIET	PL	877669193
14	AP	Ambasada Polek	Ambasada Polek e.V.	DE	883129905
15	AP	C:B	Connection:Berlin	DE	886847624

LIST OF WORK PACKAGES

Work packages						
<i>Grant Preparation (Work Packages screen) — Enter the info.</i>						
Work Package No	Work Package name	Lead Beneficiary	Effort (Person-Months)	Start Month	End Month	Deliverables
WP1	Launching Digital Citizenship: The Óbidos Gaming Village Experience	3 - OBIDOS	12.00	2	6	D1.1 – EDS - Launching Digital Citizenship: The Óbidos Gaming Village Experience
WP2	Roma Voices: Celebrating Europe’s Diversity at Khamoro	7 - SLOVO	12.00	4	7	D2.1 – EDS - Roma Voices: Celebrating Europe’s Diversity at Khamoro
WP3	Intercultural Dialogues at the Multitude Festival	4 - SAINT-DENIS	12.00	5	9	D3.1 – EDS - Intercultural Dialogues at the Multitude Festival
WP4	Citizens in Dialogue: Navigating EU Policies Through Art	1 - Aleksandrow	12.00	8	11	D4.1 – EDS - Citizens in Dialogue: Navigating EU Policies Through Art
WP5	Virtual Roundtable: Diversity Management	1 - Aleksandrow	12.00	10	14	D5.1 – EDS - Virtual Roundtable: Diversity Management
WP6	EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance	10 - FILM FEST	12.00	12	16	D6.1 – EDS - EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance
WP7	Unity in Diversity: The Bârlad Experience	5 - MUN BARLAD	12.00	16	19	D7.1 – EDS - Unity in Diversity: The Bârlad Experience
WP8	Festival of Peoples: Bridging Cultures and Environmental Awareness	2 - INCO	12.00	18	21	D8.1 – EDS - Festival of Peoples: Bridging Cultures and Environmental Awareness
WP9	Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler	6 - DIMOS KILELER	12.00	19	22	D9.1 – EDS - Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler
WP10	Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit	1 - Aleksandrow	12.00	19	23	D10.1 – EDS - Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit

Work packages						
<i>Grant Preparation (Work Packages screen) — Enter the info.</i>						
Work Package No	Work Package name	Lead Beneficiary	Effort (Person-Months)	Start Month	End Month	Deliverables
WP11	Virtual Policy Forum on EU Policies and Diversity Management	1 - Aleksandrow	12.00	20	24	D11.1 – EDS -Virtual Policy Forum on EU Policies and Diversity Management

Work package WP1 – Launching Digital Citizenship: The Óbidos Gaming Village Experience

Work Package Number	WP1	Lead Beneficiary	3 - OBIDOS
Work Package Name	Launching Digital Citizenship: The Óbidos Gaming Village Experience		
Start Month	2	End Month	6

Objectives

To mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.

Description

T1.1 Planning of the event
T1.2 Execution of the event in early May 2025
T1.3 Report and follow up of the event

Work package WP2 – Roma Voices: Celebrating Europe’s Diversity at Khamoro

Work Package Number	WP2	Lead Beneficiary	7 - SLOVO
Work Package Name	Roma Voices: Celebrating Europe’s Diversity at Khamoro		
Start Month	4	End Month	7

Objectives

To mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.

Description

T1.1 Planning of the event
T1.2 Execution of the event in late May 2025
T1.3 Report and follow up of the event

Work package WP3 – Intercultural Dialogues at the Multitude Festival

Work Package Number	WP3	Lead Beneficiary	4 - SAINT-DENIS
Work Package Name	Intercultural Dialogues at the Multitude Festival		
Start Month	5	End Month	9

Objectives

To mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.

Description

T1.1 Planning of the event
T1.2 Execution of the event in July 2025

T1.3 Report and follow up of the event

Work package WP4 – Citizens in Dialogue: Navigating EU Policies Through Art

Work Package Number	WP4	Lead Beneficiary	1 - Aleksandrow
Work Package Name	Citizens in Dialogue: Navigating EU Policies Through Art		
Start Month	8	End Month	11

Objectives
 To mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.

Description
 T1.1 Planning of the event
 T1.2 Execution of the event in September 2025
 T1.3 Report and follow up of the event

Work package WP5 – Virtual Roundtable: Diversity Management

Work Package Number	WP5	Lead Beneficiary	1 - Aleksandrow
Work Package Name	Virtual Roundtable: Diversity Management		
Start Month	10	End Month	14

Objectives
 To mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.

Description
 T1.1 Planning of the event
 T1.2 Execution of the event in November 2025
 T1.3 Report and follow up of the event

Work package WP6 – EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance

Work Package Number	WP6	Lead Beneficiary	10 - FILM FEST
Work Package Name	EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance		
Start Month	12	End Month	16

Objectives
 To improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns.

Description
T1.1 Planning of the event T1.2 Execution of the event in January 2026 T1.3 Report and follow up of the event

Work package WP7 – Unity in Diversity: The Bârlad Experience

Work Package Number	WP7	Lead Beneficiary	5 - MUN BARLAD
Work Package Name	Unity in Diversity: The Bârlad Experience		
Start Month	16	End Month	19

Objectives
To improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns.

Description
T1.1 Planning of the event T1.2 Execution of the event in May 2026 T1.3 Report and follow up of the event

Work package WP8 – Festival of Peoples: Bridging Cultures and Environmental Awareness

Work Package Number	WP8	Lead Beneficiary	2 - INCO
Work Package Name	Festival of Peoples: Bridging Cultures and Environmental Awareness		
Start Month	18	End Month	21

Objectives
To improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns

Description
T1.1 Planning of the event T1.2 Execution of the event in early July 2026 T1.3 Report and follow up of the event

Work package WP9 – Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler

Work Package Number	WP9	Lead Beneficiary	6 - DIMOS KILELER
Work Package Name	Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler		
Start Month	19	End Month	22

Objectives

To expand the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts.

Description

T1.1 Planning of the event
T1.2 Execution of the event in the last week of August 2026
T1.3 Report and follow up of the event

Work package WP10 – Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit

Work Package Number	WP10	Lead Beneficiary	1 - Aleksandrow
Work Package Name	Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit		
Start Month	19	End Month	23

Objectives

To expand the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts.

Description

T1.1 Planning of the event
T1.2 Execution of the event in September 2026
T1.3 Report and follow up of the event

Work package WP11 – Virtual Policy Forum on EU Policies and Diversity Management

Work Package Number	WP11	Lead Beneficiary	1 - Aleksandrow
Work Package Name	Virtual Policy Forum on EU Policies and Diversity Management		
Start Month	20	End Month	24

Objectives

To expand the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts.

Description

T1.1 Planning of the event
T1.2 Execution of the event in October 2026
T1.3 Report and follow up of the event

STAFF EFFORT

Staff effort per participant											
<i>Grant Preparation (Work packages - Effort screen) — Enter the info.</i>											
Participant	WP1	WP2	WP3	WP4	WP5	WP6	WP7	WP8	WP9	WP10	Total Person-Months
1 - Aleksandrow	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
2 - INCO	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
3 - OBIDOS	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
4 - SAINT-DENIS	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
5 - MUN BARLAD	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
6 - DIMOS KILELER	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
7 - SLOVO	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
8 - INKLUZIJE	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
9 - MEDIA PONT	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
10 - FILM FEST	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
11 - JACARILLA	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
12 - BUD XIV KERULET	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	11.00
Total Person-Months	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	132.00

Staff effort per participant		
<i>Grant Preparation (Work packages - Effort screen) — Enter the info.</i>		
Participant	WP11	Total Person-Months
1 - Aleksandrow	1.00	11.00
2 - INCO	1.00	11.00

Staff effort per participant		
<i>Grant Preparation (Work packages - Effort screen) — Enter the info.</i>		
Participant	WP11	Total Person-Months
3 - OBIDOS	1.00	11.00
4 - SAINT-DENIS	1.00	11.00
5 - MUN BARLAD	1.00	11.00
6 - DIMOS KILELER	1.00	11.00
7 - SLOVO	1.00	11.00
8 - INKLUZIJE	1.00	11.00
9 - MEDIA PONT	1.00	11.00
10 - FILM FEST	1.00	11.00
11 - JACARILLA	1.00	11.00
12 - BUD XIV KERULET	1.00	11.00
Total Person-Months	12.00	132.00

LIST OF DELIVERABLES

Deliverables						
<i>Grant Preparation (Deliverables screen) — Enter the info.</i>						
<i>The labels used mean:</i>						
<i>Public — fully open (🚩 automatically posted online)</i>						
<i>Sensitive — limited under the conditions of the Grant Agreement</i>						
<i>EU classified — RESTREINT-UE/EU-RESTRICTED, CONFIDENTIEL-UE/EU-CONFIDENTIAL, SECRET-UE/EU-SECRET under Decision 2015/444</i>						
Deliverable No	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month)
D1.1	EDS - Launching Digital Citizenship: The Óbidos Gaming Village Experience	WP1	3 - OBIDOS	R — Document, report	PU - Public	6
D2.1	EDS - Roma Voices: Celebrating Europe's Diversity at Khamoro	WP2	7 - SLOVO	R — Document, report	PU - Public	7
D3.1	EDS - Intercultural Dialogues at the Multitude Festival	WP3	4 - SAINT-DENIS	R — Document, report	PU - Public	9
D4.1	EDS - Citizens in Dialogue: Navigating EU Policies Through Art	WP4	1 - Aleksandrow	R — Document, report	PU - Public	11
D5.1	EDS - Virtual Roundtable: Diversity Management	WP5	1 - Aleksandrow	R — Document, report	PU - Public	14
D6.1	EDS - EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance	WP6	10 - FILM FEST	R — Document, report	PU - Public	16
D7.1	EDS - Unity in Diversity: The Bârlad Experience	WP7	5 - MUN BARLAD	R — Document, report	PU - Public	19
D8.1	EDS - Festival of Peoples: Bridging Cultures and Environmental Awareness	WP8	2 - INCO	R — Document, report	PU - Public	21

Deliverables

Grant Preparation (Deliverables screen) — Enter the info.

The labels used mean:

Public — fully open (⚠ automatically posted online)

Sensitive — limited under the conditions of the Grant Agreement

EU classified — RESTREINT-UE/EU-RESTRICTED, CONFIDENTIEL-UE/EU-CONFIDENTIAL, SECRET-UE/EU-SECRET under Decision [2015/444](#)

Deliverable No	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month)
D9.1	EDS - Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler	WP9	6 - DIMOS KILELER	R — Document, report	PU - Public	22
D10.1	EDS - Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit	WP10	1 - Aleksandrow	R — Document, report	PU - Public	23
D11.1	EDS -Virtual Policy Forum on EU Policies and Diversity Management	WP11	1 - Aleksandrow	R — Document, report	PU - Public	24

Deliverable D1.1 – EDS - Launching Digital Citizenship: The Óbidos Gaming Village Experience

Deliverable Number	D1.1	Lead Beneficiary	3 - OBIDOS
Deliverable Name	EDS - Launching Digital Citizenship: The Óbidos Gaming Village Experience		
Type	R — Document, report	Dissemination Level	PU - Public
Due Date (month)	6	Work Package No	WP1

Description
<p>- title: Launching Digital Citizenship: The Óbidos Gaming Village Experience</p> <p>- type of event: in situ</p> <p>- duration: 2,5 working days, at least 5 working sessions</p> <p>- planned date: May 2025</p> <p>- place: Obidos, Portugal</p> <p>- the aim of the event is to mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.</p> <p>- estimated number of countries (countries of residence of direct participants): 13</p> <p>- estimated number of individual direct participants, (= number of participants in the entire event): min. 126</p> <p>- target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers.</p> <p>-General EU priority area in relation to the Call: EU decision-making process (EU policies, priorities and values)</p> <p>-EU framework documents, strategies and programs that will be tackled: 2025 European Year of Digital Citizenship Education & The Future of Youth Policy in the EU.</p> <p>Cooperation with Óbidos Gaming Village</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D2.1 – EDS - Roma Voices: Celebrating Europe’s Diversity at Khamoro

Deliverable Number	D2.1	Lead Beneficiary	7 - SLOVO
Deliverable Name	EDS - Roma Voices: Celebrating Europe’s Diversity at Khamoro		
Type	R — Document, report	Dissemination Level	PU - Public
Due Date (month)	7	Work Package No	WP2

Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Roma Voices: Celebrating Europe’s Diversity at Khamoro - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planned date: May 2025 - place: Prague, Czechia - the aim of the event is to mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 126 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTIQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: the role of minorities in Europe's cultural development EU framework documents, strategies and programs that will be tackled: The new EU Roma strategic framework for equality, inclusion and participation; European Diversity Month 2025 Cooperation with Khamoro festival</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D3.1 – EDS - Intercultural Dialogues at the Multitude Festival

Deliverable Number	D3.1	Lead Beneficiary	4 - SAINT-DENIS
Deliverable Name	EDS - Intercultural Dialogues at the Multitude Festival		
Type	R — Document, report	Dissemination Level	PU - Public
Due Date (month)	9	Work Package No	WP3

Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Intercultural Dialogues at the Multitude Festival - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planned date: July 2025 - place: County of Seine-Saint-Denis, France - the aim of the event is to mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 126 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTIQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: The role of minorities in Europe's cultural development EU framework documents, strategies and programs that will be tackled: Intercultural Cities (ICC) and European Diversity Month 2025</p> <p>In cooperation with Multitude Festival</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D4.1 – EDS - Citizens in Dialogue: Navigating EU Policies Through Art

Deliverable Number	D4.1	Lead Beneficiary	1 - Aleksandrow
Deliverable Name	EDS - Citizens in Dialogue: Navigating EU Policies Through Art		
Type	R — Document, report	Dissemination Level	PU - Public
Due Date (month)	11	Work Package No	WP4

Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Citizens in Dialogue: Navigating EU Policies Through Art - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planned date: September 2025 - place: Aleksandrów Lodzki, Poland - the aim of the event is to mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 201 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: EU decision-making process (EU policies, priorities and values) EU framework documents, strategies and programs that will be tackled: Results of the Polish Presidency in the Council of the EU (January-June 2025) & new European Bauhaus In cooperation with XXI Festiwal Sztuk Różnych Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D5.1 – EDS - Virtual Roundtable: Diversity Management

Deliverable Number	D5.1	Lead Beneficiary	1 - Aleksandrow
Deliverable Name	EDS - Virtual Roundtable: Diversity Management		
Type	R — Document, report	Dissemination Level	PU - Public
Due Date (month)	14	Work Package No	WP5

Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Virtual Roundtable: Diversity Management - type of event: online - duration: 2 working days, at least 5 working sessions - planned date: November 2025 - place: online - the aim of the event is to mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 101 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: The role of minorities in Europe's cultural development EU framework documents, strategies and programs that will be tackled: Culture in a Union that strives for more: the role of regions and cities</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select best fitting formats adjusted to the online form):</p> <ul style="list-style-type: none"> -Virtual Roundtable -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos/ screenshots of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D6.1 – EDS - EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance

Deliverable Number	D6.1	Lead Beneficiary	10 - FILM FEST
Deliverable Name	EDS - EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance		
Type	R — Document, report	Dissemination Level	PU - Public

Due Date (month)	16	Work Package No	WP6
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Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planned date: January 2026 - place: Zadar, Croatia - the aim of the event is to improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 126 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: EU decision-making process (EU policies, priorities and values) EU framework documents, strategies and programs that will be tackled: European Diversity Month 2026</p> <p>In cooperation with the Festival of Tolerance</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Tolerance talk (public discussions which include: watching a festival movie related to the discussion topic, panelists' interventions – moderated discussion, and questions from the audience) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D7.1 – EDS - Unity in Diversity: The Bârlad Experience

Deliverable Number	D7.1	Lead Beneficiary	5 - MUN BARLAD
Deliverable Name	EDS - Unity in Diversity: The Bârlad Experience		
Type	R — Document, report	Dissemination Level	PU - Public

Due Date (month)	19	Work Package No	WP7
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Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Unity in Diversity: The Bârlad Experience - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planned date: May 2026 - place: Bârlad, Romania - the aim of the event is to improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 126 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: EU framework documents, strategies and programs that will be tackled: European Diversity Month</p> <p>In cooperation with Cultural days of Barlad.</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D8.1 – EDS - Festival of Peoples: Bridging Cultures and Environmental Awareness

Deliverable Number	D8.1	Lead Beneficiary	2 - INCO
Deliverable Name	EDS - Festival of Peoples: Bridging Cultures and Environmental Awareness		
Type	R — Document, report	Dissemination Level	PU - Public

Due Date (month)	21	Work Package No	WP8
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Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Festival of Peoples: Bridging Cultures and Environmental Awareness - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planned date: early July 2026 - place: Puglia, Italy - the aim of the event is to improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 126 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: Climate and the environment EU framework documents, strategies and programs that will be tackled: New European Bauhaus.</p> <p>In cooperation with People Feast.</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D9.1 – EDS - Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler

Deliverable Number	D9.1	Lead Beneficiary	6 - DIMOS KILELER
Deliverable Name	EDS - Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler		
Type	R — Document, report	Dissemination Level	PU - Public

Due Date (month)	22	Work Package No	WP9
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Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planed date: last week of August 2026 - place: Kileler, Greece - the aim of the event is to expand the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 126 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: The role of minorities in Europe's cultural development EU framework documents, strategies and programs that will be tackled: EU anti-racism action plan 2020-2025</p> <p>In cooperation with the traditional dance fest of Kileler.</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D10.1 – EDS - Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit

Deliverable Number	D10.1	Lead Beneficiary	1 - Aleksandrow
Deliverable Name	EDS - Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit		
Type	R — Document, report	Dissemination Level	PU - Public

Due Date (month)	23	Work Package No	WP10
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Description
<p>Event Description Sheet - report of the Transnational Event:</p> <ul style="list-style-type: none"> - title: Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit - type of event: in situ - duration: 2,5 working days, at least 5 working sessions - planed date: September 2026 - place: Aleksandrów Lodzki, Poland - the aim of the event is to expand the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts. - estimated number of countries (countries of residence of direct participants): 13 - estimated number of individual direct participants, (= number of participants in the entire event): min. 251 - target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTIQI, organizers of community events, policy makers. - Brief description of the event in English <p>General EU priority area in relation to the Call: Climate and the environment. EU framework documents, strategies and programs that will be tackled: LGBTIQ Equality Strategy: Subcultures, youth, antidiscrimination</p> <p>In cooperation with the Summer Dying Loud Festival.</p> <p>Possible formats used during transnational project meetings to support this objective (the host will select 3-4 best fitting formats):</p> <ul style="list-style-type: none"> -Sound of Diversity Stage (must have) -Conference -Exchanges of good practices -Capacity building workshops -Hands-on sessions with town/city practitioners and local activists -Participatory decision-making processes -Internal workshop sessions -Use of the EU Diversity Self-Assessment Tool <p>The following formats will be used on the Sound of Diversity Stage (the host will select 2-3 best fitting formats):</p> <ul style="list-style-type: none"> -Panel discussions -Lightning talks -Fishbowl discussions -Community action planning sessions -Artistic performances & creative performances -Creative workshops <p>The Event Description Sheet will also include:</p> <ul style="list-style-type: none"> - event agenda - the sex disaggregated data on the participation i.e. total number of women, men and non-binary people - websites where the event was promoted and published - hyperlink to registered materials. such as videos or webinars (when applicable) - photos of the event compatible with GDPR rules - leaflets, flyers, articles - other documents such as the evaluation report of the event, results of feedback questionnaires. <p>The information on the event will be published on the beneficiaries' websites.</p>

Deliverable D11.1 – EDS -Virtual Policy Forum on EU Policies and Diversity Management

Deliverable Number	D11.1	Lead Beneficiary	1 - Aleksandrow
Deliverable Name	EDS -Virtual Policy Forum on EU Policies and Diversity Management		
Type	R — Document, report	Dissemination Level	PU - Public
Due Date (month)	24	Work Package No	WP11

Description

Event Description Sheet - report of the Transnational Event:

- title: Virtual Roundtable: Diversity Management
- type of event: online
- duration: 2 working days, at least 5 working sessions
- planned date: October 2026
- place: online
- the aim of the event is to expand the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts.
- estimated number of countries (countries of residence of direct participants): 13
- estimated number of individual direct participants, (= number of participants in the entire event): min. 101
- target groups: city practitioners, civil society organizations, cultural activists, local activists, youth, ethnic and national minorities, community members, local actors, LGBTQI, organizers of community events, policy makers.
- Brief description of the event in English

General EU priority area in relation to the Call: EU decision-making process (EU policies, priorities and values).
EU framework documents, strategies and programs that will be tackled: European Diversity Charter.

In cooperation with Ambasada Polek and International Council of Polish Womxn.

Possible formats used during transnational project meetings to support this objective (the host will select best fitting formats adjusted to the online form):

- Virtual Roundtable
- Conference
- Exchanges of good practices
- Capacity building workshops
- Hands-on sessions with town/city practitioners and local activists
- Participatory decision-making processes
- Internal workshop sessions
- Use of the EU Diversity Self-Assessment Tool

The Event Description Sheet will also include:

- event agenda
- the sex disaggregated data on the participation i.e. total number of women, men and non-binary people
- websites where the event was promoted and published
- hyperlink to registered materials. such as videos or webinars (when applicable)
- photos/ screenshots of the event compatible with GDPR rules
- leaflets, flyers, articles
- other documents such as the evaluation report of the event, results of feedback questionnaires.

The information on the event will be published on the beneficiaries' websites.

LIST OF MILESTONES

Milestones					
<i>Grant Preparation (Milestones screen) — Enter the info.</i>					
Milestone No	Milestone Name	Work Package No	Lead Beneficiary	Means of Verification	Due Date (month)
1	Launching Digital Citizenship: The Óbidos Gaming Village Experience	WP1	3 - OBIDOS	Event Description Sheet	6
2	Roma Voices: Celebrating Europe's Diversity at Khamoro	WP2	7 - SLOVO	Event Description Sheet	7
3	Intercultural Dialogues at the Multitude Festival	WP3	4 - SAINT-DENIS	Event Description Sheet	9
4	Citizens in Dialogue: Navigating EU Policies Through Art	WP4	1 - Aleksandrow	Event Description Sheet	11
5	Virtual Roundtable: Diversity Management		1 - Aleksandrow	Event Description Sheet	14
6	EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance	WP6	10 - FILM FEST	Event Description Sheet	16
7	Unity in Diversity: The Bârlad Experience	WP7	5 - MUN BARLAD	Event Description Sheet	19
8	Festival of Peoples: Bridging Cultures and Environmental Awareness	WP8	2 - INCO	Event Description Sheet	21
9	Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler	WP9	6 - DIMOS KILELER	Event Description Sheet	22
10	Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit	WP10	1 - Aleksandrow	Event Description Sheet	23
11	Virtual Policy Forum on EU Policies and Diversity Management	WP11	1 - Aleksandrow	Event Description Sheet	24

LIST OF CRITICAL RISKS

Critical risks & risk management strategy			
<i>Grant Preparation (Critical Risks screen) — Enter the info.</i>			
Risk number	Description	Work Package No(s)	Proposed Mitigation Measures
1	Inadequate involvement of partners within the consortium, i.e. their poor engagement.	WP6, WP4, WP3, WP1, WP2, WP5	<p>-The solution involves the day-to-day and strategic management of the project, including task assignment and schedule control – in case of SoD with full transparency as we follow a Kanban methodology - the framework is applied using Kanban boards, a form of visual project management.</p> <p>-Project Managers are assigned by the Project Coordinator, who also communicate the project's progress to other team members and stakeholders. To ensure partner involvement and commitment, a clear internal communication strategy is developed, and regular engagement with partners is maintained. Regular updates on the project's progress are provided, emphasizing the benefits of participation.</p> <p>-The participation in the Steering Committee is a way to keep the partners onboard.</p> <p>-The project is monitored and evaluated, with financial management being a key aspect. The budget is directly linked to the participation.</p> <p>-Additionally, three important documents are prepared to support project execution: 1. Project Management Strategy, which includes the PM approach (tailored Prince2 and Kanban), plus ethics, non-discrimination, gender mainstreaming guidelines; 2. Project Communication and Dissemination Strategy; 3. The bilateral Partner Agreements with rules of cooperation, obligations and rights of each partner within the consortium.</p>
2	Gender stereotypes in certain communities may discourage women from actively participating in project activities.	WP6, WP4, WP3, WP2, WP1, WP5	<p>- High visibility of women in leadership roles within the project to encourage other women to get involved.</p> <p>-Implement targeted outreach and awareness campaigns as a part of communication to challenge gender stereotypes and promote inclusivity, e.g. with the use of gender-sensitive language and images.</p> <p>- Offer flexible scheduling and remote participation options to accommodate diverse caregiving responsibilities, ensuring equitable opportunities for women to engage in project tasks.</p> <p>- Check with the members of concerned community (e.g. Romani, Jewish, Ukrainian, Polish, Muslim, etc.) what could be factors facilitating their participation.</p>

Critical risks & risk management strategy			
<i>Grant Preparation (Critical Risks screen) — Enter the info.</i>			
Risk number	Description	Work Package No(s)	Proposed Mitigation Measures
3	Gendered expectations around care giving responsibilities.	WP6, WP4, WP3, WP1, WP2, WP5	<p>These expectations may impact women's ability to dedicate time to project tasks.</p> <ul style="list-style-type: none"> - Provide childcare support for participants to alleviate caregiving burdens and enable women's full engagement in project activities. - Incorporate family-friendly policies in the project team and flexible work arrangements to accommodate diverse caregiving roles, fostering an inclusive environment for all project participants. - Whenever possible, arrange baby-friendly spaces during project activities, make care work visible and remove it as a barrier of participation.
4	Gender-based discrimination or biases in decision-making processes may marginalize the contributions of female participants.	WP6, WP4, WP3, WP1, WP2, WP5	<ul style="list-style-type: none"> - Implement training sessions with the expert input on specific aspects to raise awareness of about gender biases in different aspects of the decision-making processes as a part of the transnational project meetings. - Establish clear guidelines and protocols to ensure fair and equitable participation and recognition of all project members, regardless of gender.
5	Persons with special needs may face different challenges when trying to participate in project activities, including obstacles related to accessibility, language, and childcare services.	WP6, WP4, WP3, WP1, WP2, WP5	<ul style="list-style-type: none"> - To overcome these difficulties, the Project Management Strategy will include a segment on Ethics and non-discrimination, as well as Guidelines that detail the accessibility and technical requirements for event locations. - Event organizers will take a proactive approach by gathering information on participants' individual needs during data collection to ensure that they are properly addressed. Participants will have the option to communicate any specific requirements, such as dietary restrictions or mobility issues, confidentially through email or phone.
6	Local authorities, especially elected politicians, not interested in participating in the project or attending events.	WP6, WP4, WP3, WP1, WP2, WP5	<ul style="list-style-type: none"> - Continuously promote the project through various channels, provide engaging content and incentives for participation, and actively involve politicians in planning and promotion efforts – i.e. offer them visibility. - Set up a group of the Sound of Diversity Ambassadors in each project town composed of a minimum of 3 persons of the following profile: the city hall/ local authority, or an elected politician, an activist, a representative of a CSO or a minority community. Establish regular communication channels: Maintain open lines of communication with local authorities through regular updates, newsletters, and meetings to keep them informed about project progress and opportunities for involvement. - Host interactive workshops and training sessions tailored to the needs and interests of local

Critical risks & risk management strategy			
<i>Grant Preparation (Critical Risks screen) — Enter the info.</i>			
Risk number	Description	Work Package No(s)	Proposed Mitigation Measures
			<p>authorities, providing them with valuable insights and skills relevant to promoting diversity and inclusion in their communities.</p> <ul style="list-style-type: none"> - Facilitate peer learning and exchange opportunities where local authorities can share best practices, challenges, and success stories with their counterparts from other project towns, fostering a sense of community and collaboration.
7	Political shifts, electoral uncertainty in allied nations, and the sudden removal of local officials such as mayors or council members.	WP6, WP4, WP3, WP1, WP2, WP5	<ul style="list-style-type: none"> - Maintain transparent and effective communication throughout the process. Monitor political situations in collaborating countries and adapt project plans accordingly. - Establish contingency plans in the event that partners are unable to participate due to political changes or instability and withdraw from the project, e.g. utilize the stakeholder networks of the remaining project partners to identify a suitable replacement and introduce them to the project.
8	The difficulty in collecting sex-disaggregated data, as participants may be hesitant to disclose such sensitive information.	WP6, WP4, WP3, WP1, WP2, WP5	<ul style="list-style-type: none"> -To mitigate this risk, we will ensure the confidentiality and anonymity of the data collected, reinforcing the security measures and emphasizing these aspects in our communications with participants. -Additionally, we will provide an option for participants to not disclose their gender, ensuring that their participation and the integrity of the data are maintained without compromising personal comfort or privacy. By implementing these strategies, we aim to ensure comprehensive data collection, while respecting participants' preferences and privacy.

TECHNICAL DESCRIPTION (PART B)

PROJECT	
Project name:	Sound of Diversity Network of Towns
Project acronym:	SoD
Coordinator contact:	Tomasz Barszcz (he/ him) Head of Promotion and International Cooperation Department, Commune of Aleksandrów Łódzki, Poland

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PROJECT SUMMARY

Project summary

See Abstract (Application Form Part A).

#\$PRJ-SUM-PS\$# @\$REL-EVA-RE@\$ @\$PRJ-OBJ-PO@\$

1. RELEVANCE

1.1 Background and general objectives

Background and general objectives

Describe the background and rationale of the project.

How is the project relevant to the scope of the call? How does the project address the general objectives of the call?

What is the project's contribution to the priorities of the call?

Which target groups will be supported/assisted by/in the project. Why have you chosen to focus on them?

Background

The Commune of Aleksandrów Łódzki, situated in central Poland, serves as the initiator and leader of this project. Despite its relatively small size, with a population of 20,000 inhabitants, and its location on the outskirts of the larger city of Łódź, which has over 700,000 inhabitants, the Commune has gained recognition for its citizen-oriented, progressive, and forward-looking approach. It stands out for its **policy priorities: equality, inclusion, feminism, anti-nationalism, animal welfare (to the extent that pets are welcome in municipal premises), LGBTQI+ rights, and the European Union.** In recent years, it

has been recognized as one of the top ten Golden Communes in Poland, based on an independent ranking that acknowledges its commitment to achieving the Sustainable Development Goals (SDGs). In this context, sustainable development refers to the Commune's ability to provide high-quality services to its citizens. The Commune is known for organizing festivals and cultural events that promote inclusivity and celebrate the diverse ethical, religious, and subcultural dimensions of the community. Each year, the City Hall of Aleksandrów plans over 200 community activities, with a majority of them focusing on culture and cultural heritage to celebrate the local identity. Some activities are centered around youth and subcultures, while others are aligned with the goals of the Network of Towns initiative, with which the Commune collaborates. The project's rationale and initial concept are derived from two key observations made by the project group within the Commune. Firstly, as long-time organizers of social and cultural events in Aleksandrów, they have engaged various communities and minorities present in the area. Secondly, on a national level, the Commune operated as a progressive entity that worked for the public benefit in a country governed by a populist right-wing Polish government, consisting of PiS and its supporting satellite parties, since 2015 and until 2023.

As a community, we have acknowledged the necessity to broaden our offerings in order to adapt to the evolving landscape of our town, region, Poland, and even Europe. Our aim is to align our local priorities more effectively with the needs of the youth and minority groups. One significant change we have observed is the increasing presence of the Ukrainian community in our region, as well as the impact of the EU foreign policy on the situation at the Poland-Belarus border, among other factors. During the period of 2021-2022, Poland engaged in the unlawful and at times violent expulsion of migrants and asylum seekers back to Belarus. These individuals faced severe abuses, including physical assault and sexual violence perpetrated by border guards and other security forces. Such pushbacks constitute ill-treatment, which is strictly prohibited under Article 3 of the European Convention on Human Rights and Article 4 of the EU Charter of Fundamental Rights. These articles guarantee the right to seek asylum, which entails that any expression of intent to seek asylum should be promptly forwarded to competent authorities for assessment. The use of violence against migrants during pushbacks is also in violation of these rights. At that time, the European Commission failed to publicly address Poland's responsibility for the abuses at its border or explicitly call for an end to the ban on media and humanitarian groups in areas where these abuses were taking place. Furthermore, the prosecution of volunteers was not adequately addressed. From a political standpoint, the image of the EU in Poland, particularly under the governance of the populist right-wing PiS party, became increasingly negative, hostile, and manipulated.

As long-standing organizers of social, youth, and cultural events in Aleksandrów Łódzki, we have noticed that they tend to attract specific audiences, such as particular professional groups, subcultures, or social groups. However, **activities with an EU focus fail to engage the wider population, resulting in the underrepresentation of certain groups in EU-related events, discussions, or workshops.** We recognized the importance of our large-scale events in attracting not only the local community but also visitors from Eastern Europe, including the Czech Republic, Slovakia, and beyond. **Given the political, humanitarian, and cultural shifts in Europe, as well as its diverse heritage, we decided to expand the thematic scope of our local policies to address current challenges more effectively.** Our focus is on topics related to the CERV Program and networks of towns, such as human rights, democratic legitimacy, culture, solidarity, and migration. In early 2023, we reached out to municipalities and social organizations within the European Union to establish connections with partners who share our values and organize events that promote cultural diversity and inclusivity.

More than 50 public bodies and relevant civil society organizations from across the EU responded to our invitation to this network, and we selected 13 to collaborate with. After over 5 months of planning and discussing the framework, objectives, outreach, expected impact, and activities, we decided to involve 2 types of partners: smaller local governments that advocate for diversity, social inclusion, minority protection, and European values, and SCOs that host events in European capitals like Prague, Berlin, or Zagreb, focusing on minority rights. **The partners will together towards a strategic approach to diversity management, aiming to create fairer societies through inclusive policy-making.**

Rationale of the project

The primary objective of the Call is to provide towns and municipalities with the opportunity to enhance their collaboration and dialogue, establish sustainable networks, and articulate their long-term vision for the future of European integration. This network comprises new partners, the majority of whom have limited or no prior experience in networks of towns. However, they bring valuable expertise in areas crucial to the project and possess the necessary values for this initiative. Consequently, the **Sound of Diversity Network of Towns** offers a platform for numerous newcomers who have been carefully selected as partners and complement each other. The endeavor to mobilize town/city practitioners and local activists, raise their awareness, empower them, and foster engagement cannot be a one-time occurrence. Therefore, constructing a sustainable thematic network is vital for the project as explicitly stated in the third project's Expected Outcome. In this regard, in the long run, the network aspires to establish the **Sound of Diversity Label**, which will be bestowed upon small towns (with populations

under 50,000) for their exemplary community services, policies, and programs that promote diversity, combat discrimination, and foster minority inclusion through local cultural, social, and inclusion policies. Additionally, civil society organizations that make a significant impact in these areas through their advocacy work will also be eligible for this recognition.

The partners of the SoD Network are expected to be able to have an impact on local policies, either because they are municipalities or NGOs working with local communities on a scale that allows them to make an impact. In this regard, the partners represent a considerable group of local authorities and supporting, thematically related CSOs, i.e.:

- City Council of Jacarilla (Spain)
- Municipality of Kileler (Greece)
- Óbidos Municipality (Portugal)
- County of Seine-Saint-Denis (France)
- North East Romania - Suceava Municipality (Romania)
- Association of Inclusive Culture (Slovenia, NGO) on behalf of Municipality of Ljubljana (letter of support attached)
- Connection:Berlin (Germany, NGO) supported by Ambasada Polek (DE) and International Council of Polish Womxn (PL)
- Minority & Local Media Development Center (Serbia) on behalf of City of Novi Sad
- Associazione InCo - Interculturalità & Comunicazione APS (Italy) on behalf of Molfetta town
- Slovo 21 (Czechia, NGO) on behalf of Municipality of Prague and several quarter-municipalities (Prague 5, Prague 4, Prague 3, Prague 2 and Prague 1)
- Jewish Film Festival - Zagreb (Croatia, NGO) on behalf of City of Zagreb
- Budapest XIV. district Zugló Municipality (Hungary)
- LEADRSHIP: Commune of Aleksandrów Łódzki (Poland)

We are connecting local areas that **host high-visibility events**, such as the Romani festival in Prague (CZ), the Jewish Film Festival in Zagreb (CR), the Game Festival in Obidos (PT), the Festival of Various Arts in Aleksandrów Łódzki (PL), the Greek Dance Fest in Kileler (GR), the Multitude Festival in County of Seine-Saint-Denis (FR), the People Feast in Molfetta (IT). During **each of these** community events, on top of the regular, well established formats of networks of towns, such as: conferences, **hands-on sessions (training and/or seminars), exchanges of good practices, study trips, expert inputs** addressed to partners' representatives and stakeholders. We will also set up an open-air **Sound of Diversity Stage**, an open community space with a large number of participants, to engage with local people, activists, youth, minority representatives and experts on topics related to diversity management, anti-discrimination, inclusion, and the EU initiatives, policies and vision in this field. The Sound of Diversity Stage will introduce new formats and transnational topics pertinent to EU policies, enabling the tackling of local policies and programmes in a renewed, fresh and often (we hope!) challenged perspective and by incorporating: transnational dimension, inclusive approach, mainstreamed intersectional antidiscrimination and gender equality.

A crucial ambition of SoD is to bridge the divide between EU policies and local communities by engaging, so called "disinterested" or "not engaged" citizens, possible to reach thanks to the high-visibility community activities working in tandem with our Network of Towns, i.e. by integrating project activities with key events that characterize the partnered municipalities, which normally (yearly) attract a large number of local residents, mostly in an entertaining manner. This process will be embedded in the following framework of the project – here only in a glimpse:

- (a) 9 face-to-face transnational events, each attended by all the project partners from 13 countries; when possible, they will be hosed in synergy with already planned large scale local cultural community events in Óbidos, Seine-Saint-Denis, Prague, Aleksandrów, Bârlad, Molfetta (Bari), Zagreb, and Kileler, which are a key feature of this particular community, serving as symbols of their unique identity;
- (b) two online transnational project events - open webinars for all the partners and a possibility to reach wider communities and policy makers in the EU thanks to the online tools and a wide communication strategy;
- (c) 13 local actions hosted by each project partner locally (on the ground) in compliance with the EU Diversity Month 2026.

Expected Outcomes:

EO 1 - Short-term goals involve mobilizing town/city practitioners and local activists from partnered

towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.

EO 2 - In the midterm, we aim to improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns.

EO3 - Long-term objectives include expanding the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts.

This initiative is guided by three **core values**:

- informed policy making**, from setting goals, mutual learning, to revised strategies and solutions.
- inclusion**, from valuing diversity to securing accessibility and participation of minorities of all sorts.
- quality-focused cooperation** that values every member beyond mere numbers.

Project's relevance to the scope of the call

The Sound of Diversity aligns with the CERV Programme, adhering to EU values outlined in Article 2 of the Treaty on the EU. These values include respect for human dignity, freedom, democracy, equality, and the rule of law, as well as the rights of individuals belonging to minorities. Furthermore, the Sound of Diversity upholds Article 21 of the EU Charter of Fundamental Rights, which prohibits discrimination on various grounds such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation. These values will be incorporated in the monitoring, quality assessment and evaluation of the project. Following the project's Expected Outcome 2, the SoD will be working to reduce the levels of discrimination suffered by particular groups in the local communities with special attention to those at risk of multiple discrimination, mostly experienced by girls and women from minorities. Through our involvement in CERV, we aim to enhance the efforts in combating discrimination and to work alongside other European local authorities (councils, towns, municipalities, counties) that share similar goals. The commitment to the EU values is essential in activities promoting diversity, inclusion, and counteracting any type of nationalistic, discriminatory and anti-democratic pressure.

In compliance with the call, the project will put in place **structured exchanges between people of different countries** (over 360 transnational mobilities over the project duration), **reinforce mutual understanding and tolerance** (via the methodology, formats of the transnational meetings and accompanying activities) and **provide individuals with the chance to expand their horizons and cultivate a sense of European belonging and identity** because fostering such connections is crucial in countering divisive narratives perpetuated by nationalist movements and ensuring the values of inclusivity, democracy, and respect for minority rights are upheld across Europe. In line with the **EU Citizenship Report 2020**, which emphasizes diversity as a cornerstone of European identity, fostering inclusion and social cohesion, the project will promote a process of engagement, participation and cross-cultural transfer between citizens with different background, such as second-generation migrants, diaspora communities and non-migrants communities, building a sense of belonging to "a new European common home".

In response to one of the main priorities of the call, i.e. **to enable towns to engage citizens and communities in discussions and actions on the climate and the environment, including energy-related issues, and on solidarity and migration**, the projects provides a platform for networking and cooperation to mobilize town/city practitioners and local activists to exchange models to address diversity, anti-discrimination and minority inclusion through local cultural, social and inclusion policies. The first Expected Objective of the project enhances opening channels of collaboration across the EU, working out solutions to improve local policies. We aim at breaking the silos, as EU-profiled activities tend to draw in specific segments of the public, such as particular professional groups, and leaving certain social groups, especially minorities, migrant communities and youth, aside, i.e. out of the picture and thus voiceless. This leads to a lack of participation from the general population, resulting in certain groups being underrepresented in EU-related debates on a common future of Europe. By breaking down silos and ensuring the inclusion of all social groups, especially youth, minorities and migrant communities, we empower citizens to advocate for European rights and values, amplifying their voices in the EU integration process. Through cross-cultural exchanges and dialogues, we aim to enhance mutual understanding and citizens' active involvement in both local and Union-level democratic processes. Building a network of shared interests is crucial for exchanging best practices and fostering European solidarity. The project will connect a diverse range of territories and local areas across Europe, addressing **energy-related challenges** specifically in Work Packages 7 and 9. By uniting citizens to deliberate on practical solutions and sharing best practices, we aim to increase citizens' engagement in society. Inspired by the **New European Bauhaus** initiative, our project integrates art and culture to address societal needs in a transdisciplinary manner.

In line with the call, the project aims to bring European municipalities and associations **to encourage cooperation between municipalities and the exchange of best practices** – the project envisions a set of policy-related activities developed in cooperation among the partners from 13 countries. Short-term goals of the project involve exchanging models to address diversity, anti-discrimination and minority inclusion through local cultural, social and inclusion policies. As a network, we aim to develop activities that further emphasize these efforts, introducing methods and topics to better address the needs of our minorities and citizens. Currently, our common focus lies in understanding our shared characteristics and planning for long-term goals as a network. Additionally, we are focused on enhancing the uniqueness of our community events by introducing new formats, engaging local practitioners, and facilitating transnational exchanges. Through these efforts, we anticipate the involvement of over 1380 of people in our face-to-face project events across Europe, and over 200 more in the online ones, fostering cooperation among partnered municipalities.

The Commission expects Networks of Towns to bolster local governance and enhance the role of local and regional authorities in European integration. This project aligns with this priority by uniting local authorities from across Europe to emphasize their crucial role in the EU, fostering cooperation in promoting diversity, anti-discrimination, and minority inclusion. It aims to improve local competencies in applying relevant policies, ensuring that European towns and regions - closest to the community's needs - effectively "translate" European values into local solutions and contribute bottom-up to the EU agenda. The project connects EU-level legislation and strategies, such as the EU Charter on Fundamental Rights, EU Roma strategic framework on equality, inclusion and participation, EU anti-racism action plan, LGBTIQ Equality Strategy, the European Democracy Action Plan) with local initiatives like the Diversity Charter and European Diversity Month. This alignment addresses transnational challenges and EU policy priorities, helping develop inclusive strategies for integrating diverse social groups like migrants, ethnic minorities, and LGBTIQ individuals. By tackling common European challenges like discrimination and populism, the project supports the EU's broader goals of fostering a cohesive, inclusive Europe. Local authorities and civil society organizations (CSOs) play pivotal roles in facilitating diversity and constructive dialogue. These entities act as platforms for promoting inclusivity, minority rights, and democratic values, countering divisive rhetoric from far-right movements. With dedicated departments and close municipal ties, the partners in this project are well-positioned to impact local policies and amplify their voices within the EU.

Our project aims to increase awareness, understanding, and ownership of cultural diversity and heritage of all target groups engaged in the project, with an ultimate ambition to contribute to the sense of belonging to the Union. By showcasing the cultural richness and diversity of our towns, we can raise awareness of the importance of preserving and promoting cultural heritage and diversity. The cultural exchange between the partners and building relations of trust among citizens will have thus a special place in the project, and it will be a part of its international events, as it is also expected in the Call. We will address the topics of **solidarity**, discrimination, minorities, and the role of local governments in this area. The network provides a platform for local authorities to showcase their initiatives that embrace diversity and promote inclusion. The project seeks to foster greater cooperation and understanding between citizens of different countries. By connecting partners who share these goals, the network offers an opportunity for citizens to discover and appreciate the cultural diversity of the EU while reinforcing the role of local and regional authorities in the wider European context.

The proposed work corresponds to the call through its focus on EU priorities, building knowledge and sharing best practices on the benefits of diversity, including expertise on gender and intersectionality, as well as effective measures on how to tackle discrimination and racism at local level. The project seeks to promote gender equality and non-discrimination mainstreaming in accordance with the **Gender Mainstreaming Toolkits of the European Institute of Gender Equality**¹. Project activities will stimulate European partners to invest in the gender-equality skills of public administration employees and facilitate the process of designing effective gender-equality local policies, embedded in local cultural, social and inclusion policies and strategies. The network seeks to contribute to the equal empowerment of women and men in all their diversity, ensuring that they achieve their full potential and enjoy the same rights. It is important to underline that women in the project are understood as FLINTA: female, lesbian, intersexual, non-binary, transgender and a-sexual.

Project's contribution to the priorities of the Call

The project's emphasis on fostering cross-cultural exchanges and dialogues between citizens of different backgrounds aligns perfectly with the objective of promoting **greater citizens' engagement in society**. By creating platforms for dialogue and collaboration, the project encourages citizens to

¹ <https://eige.europa.eu/gender-mainstreaming/toolkits>

participate actively in community events and discussions, thus contributing to a more vibrant democratic life within the Union. Through workshops, festivals, and policy-related activities, the project aims to empower citizens to voice their opinions, share their experiences, and actively shape the policies and initiatives that affect their lives. By strengthening the connection between local authorities and communities, the project helps bridge the gap between citizens and policymakers, fostering a sense of ownership and participation in the democratic process.

The project's focus on promoting diversity, inclusion, and cultural exchange plays a crucial role in **increasing mutual understanding and acceptance of European minorities, including the Roma and Ukrainian community**. By showcasing the cultural richness and contributions of minorities through art, music, and multimedia festivals, the project helps break down stereotypes and prejudices, fostering a climate of respect and appreciation for diverse cultures. Furthermore, by actively involving minority representatives in the development and implementation of diversity management strategies, the project ensures that their voices are heard and their needs are addressed. Through these efforts, the project contributes to building a more inclusive and accepting society where all individuals, regardless of their background, feel valued and respected. Complying with the expectation that the Networks of Towns **would give citizens the opportunity to discover the cultural diversity of the European Union and to make them aware that European values and cultural heritage constitute the foundation for a common future**, the project aims to reinforce mutual understanding through cross-cultural exchanges and dialogues between citizens of different backgrounds and nationalities with a policy-related approach. empower authorities to create more inclusive policies and ensure that community events reflect the diversity of our towns. The ultimate goal of the project is to increase awareness and knowledge about the importance of diversity and inclusion, and to reinforce the role of local and regional authorities in the European Union.

This project will specifically focus on promoting the **benefits of diversity** in local communities and in Europe, using expert inputs, exchange of practices, workshops and cultural/ artistic formats. The network aims to raise awareness of diversity, promote social and cultural inclusion within a wider policy framework, and reinforce the role of local and regional authorities in the EU in this regard. In line with CERV Programme, the project will counteract any type of nationalistic, discriminatory and anti-democratic pressure. We are creating a new network with a long-term objective of connecting towns, cities supported by civil society organisations that promote the values of diversity, counteract nationalistic, discriminatory and anti-democratic narratives, especially on migrant communities and minorities. We would like to combine festivals and big-scale community events organized by the partners with international project events. The network aims at connecting towns which demonstrate a particular commitment in this area, i.e.: take tangible actions in this regard by adapting policies and/ or organizing art, music, multimedia festivals and community-based events that expose diversity and respect for minorities. In this way, the project of creating a network of cooperation between European cities in the field of culture and art will contribute to building a more open, tolerant, and diverse society in which cultural diversity is accepted and art that celebrates it is respected and appreciated.

By connecting partners who organize art, music, and multimedia festivals that showcase cultural diversity, we hope to engage citizens in discovering the unique cultural tapestry of the EU. Promoting **awareness and building knowledge of the role of minorities**, such as people with a minority and racial or ethnic background (for instance Roma, Ukrainians, Albanians, Polish migrants in Germany), in European society and their contribution to Europe's cultural development. Placing minorities at the heart of this initiative means for example that minority representatives will be involved in the process of developing and implementing evidence-based diversity management strategies in the partnered local authorities. In addition to creating a platform for experimentation and connection, the initiative supports positive change. The EU funding can significantly empower events that are essential to specific communities, serving as a cornerstone for their unique identity, and enable reaching the European dimension.

Local authorities play a pivotal role in shaping cultural policies within their communities. Hosting inclusive festivals and community events is not just about entertainment; it's a powerful tool for fostering social cohesion and celebrating diversity. These events provide platforms for residents from various backgrounds to come together, share experiences, and appreciate each other's cultures. When local authorities prioritize inclusivity in their events, they send a strong message of acceptance and belonging to all members of the community. This can have a profound impact on people's sense of identity, belonging, and well-being. Inclusive events also contribute to breaking down barriers, promoting understanding, and creating a more harmonious society. Thus, it's crucial for local authorities to recognize the significance of their role in hosting inclusive events and ensure that what they do resonates positively with the diverse population they serve.

The project follows the **intersectional approach to minorities**, as expected by the Call, which makes a direct reference to the European Capitals of Inclusion and Diversity Award, one of the flagship initiatives

of Helena Dalli, EU Commissioner for Equality. This EU Award recognizes the work done by cities, towns, or regions in Europe to promote inclusion and create discrimination-free societies, covering different grounds of possible discrimination (sex, age, disability, ethnic/racial origin, religion or LGBTIQ) and demonstrating an intersectional approach. It is underlined that the winning local authorities transform the ideal of inclusion and diversity into tangible deliverables, and so is aiming at the Sound of Diversity network, which highlights how culture is an expression of diversity, source of richness and innovation. An intersectional perspective offers a comprehensive understanding of how various forms of discrimination and privilege intersect and impact individuals or communities. It allows for a deeper analysis of power dynamics and social inequalities based on multiple factors such as race, gender, class, sexuality, ability, and more. By considering intersecting identities, a project can develop more inclusive strategies, policies, and interventions that address the diverse needs and experiences of different groups. This approach helps in identifying and addressing systemic barriers and inequalities more effectively, leading to more equitable outcomes.

The rationale behind the choice of the countries and target groups supported in the project

Recognizing the key role of European towns and local governments in disseminating information on the European Union and its democratic values to citizens, and the CSOs' also role in citizen engagement, expertise in minority integration, youth work, advocacy, education, and awareness-raising, these two types of partners are going to work hand in hand to reach **municipal staff, town/city practitioners, local activists and community members, including second-generation migrants and diaspora communities, youth**: these groups are prioritized due to their pivotal role in implementing local anti-discrimination/inclusion policies. They will receive training, **knowledge sharing, expertise and mutual learning opportunities** aimed at enhancing their understanding and capacity to address diverse community needs.

The project aims to directly engage minority groups and youth by prioritizing their needs and concerns in planning and implementing activities. This will involve actively involving their representatives in decision-making processes, designing activities tailored to address their challenges, and incorporating mechanisms for monitoring and evaluating the project's impact on minority populations. Additionally, project outputs will be developed based on insights and experiences from minority stakeholders to advocate for their rights and address systemic barriers.

For all the municipalities in the project, the main target groups are: young people, minorities and administrative staff. It is more diverse in the case of the partnered CSOs. The unique characteristics of each partnered territory, identified through needs analysis, underscore the project's capacity to synergize efforts effectively.

The diverse partners in our project each bring unique capabilities and experiences that collectively enhance our approach to promoting diversity and inclusion across Europe:

- Central and Eastern Europe's engagement: Partners like Aleksandrów Łódzki in Poland, Bârlad Municipality in Romania, and Budapest XIV. District Zugló Municipality in Hungary demonstrate strong community support initiatives. Aleksandrów Łódzki's rapid mobilization to aid Ukrainian refugees, Bârlad's focus on cultural diversity through the Build Solid Ground project, and Zugló's engagement with official minority associations to celebrate cultural festivals illustrate their proactive approaches to inclusivity.
- Western European integration: Seine-Saint-Denis in France and City Council of Jacarilla in Spain are entrenched in culturally rich and diverse environments. Seine-Saint-Denis utilizes its participation in the Intercultural Cities Program to enhance its multicultural initiatives, while Jacarilla leverages its demographic diversity to better address the needs of its community members from various backgrounds.
- Southern European contributions: The Municipality of Kileler in Greece and Óbidos Municipality in Portugal highlight the importance of cultural exchange and equality in regions with growing immigrant populations. Kileler's involvement in multicultural events and Óbidos's focus on promoting human rights and social inclusion showcase their commitment to expanding cultural understanding and acceptance.
- Advocacy and media influence: Media Point in Serbia and Jewish Film Festival in Zagreb, Croatia, utilize media and cultural events to foster dialogue and tolerance. Media Point's language workshops and the Jewish Film Festival's focus on tolerance through film help to raise awareness and promote understanding across different societal segments.
- Community and youth engagement: Associazione InCo-Molfetta in Italy and Connection:Berlin in Germany focus on integrating diverse communities through public engagement and dialogue. InCo-Molfetta's intercultural events and Connection:Berlin's collaborations to address the impact of migrant communities provide platforms for interaction and mutual understanding among residents of all backgrounds.
- Inclusive practices: Slovo 21 in Czechia and the Association of Inclusive Culture in Slovenia are at the forefront of integrating marginalized groups into society. Slovo 21's empowerment of the Roma community and the Association of Inclusive Culture's inclusive festivals create opportunities for

engagement and advocacy, promoting systemic change and social inclusion.

The partners not only enrich the project with their specialized knowledge and experiences but also ensure a comprehensive approach to addressing diversity and inclusion challenges across Europe. Their collaborative efforts are key to achieving the project's objectives and fostering a more inclusive European society. The selection of participating countries for this project was strategically based on their unique challenges and capabilities to enhance the project's objectives. Countries such as Poland, Slovenia, Hungary, and Romania have recently made experiences with increasing nationalistic sentiments and the urgent need to reinforce democratic values, social cohesion and **set up spaces of dialogue among citizens representing different views**. Conversely, countries like Germany and France offer robust policy frameworks and extensive experience in successfully managing diversity, which can serve as models for other regions. Activities in these countries will not only address local needs but also yield insights and best practices that can benefit broader EU populations by fostering more cohesive and inclusive communities across Europe. This cross-pollination of ideas and strategies is expected to strengthen the resilience of targeted audiences against discrimination and exclusion, thereby contributing to the unity of the EU.

1.2 Needs analysis and specific objectives

Needs analysis and specific objectives (n/a for Programme Contact Points)

Provide a needs assessment. A need is a gap between what is and what should/ would be helpful or useful.

The needs assessment should be your starting point. Specify what needs will be addressed and how they have been identified. It should be specific and focus on the actual needs of the target group. It should include relevant, reliable data and, a robust analysis clearly demonstrating the need for the action (therefore, avoid references to generic statements and information about the problems and needs of the target group). The needs assessment should incorporate gender equality issues and non-discrimination considerations that identify the differences between and among women and men, girls and boys, in terms of their relative position in society and the distribution of resources, opportunities, constraints and power in a given context. The data supporting the needs assessment should be disaggregated by sex, as well as age or disability, whenever possible. You can refer to existing research, studies and previous projects that already demonstrate the need for action. If your project is supported by a public authority, annex the Letter of support.

The needs analysis of the target groups of Sound of Diversity were identified **in three phases**.

Phase 1 - The process started with the project group composed of the staff of the commune of Aleksandrów Łódzki discussing internally the needs and the first concept of the project. These discussions led to defining two distinguish phenomena: internal needs of as a commune which holds statutory obligations towards the community members and as the main organizer of social and cultural events engaging various communities and minorities present in the area; needs resulting from the **national politics** as a progressive commune operating for public benefit in a country governed in the years 2015-2023 under a populist right-wing Polish government composed of PiS and its supporting parties. The conclusion of this part of needs analysis was that as a Polish commune of such citizen-oriented and forward-looking profile, we would like to develop lasting links with other European partners, starting from a larger-scale project with high visibility, impact and sustainability.

As initiators of this project, we observed with concern the launch of another "national consultations" campaign by the Hungarian government in late 2023. The survey was largely directed against Ukraine but also against the EU's migration policies. One question pertained to the increase of "aggressive LGBTQ propaganda" targeting children, and suggested the EU wants to relax child protection laws. Other topics of the "national consultation" regarded the "migrant ghettos" that Brussels is supposedly planning to create in Hungary, or whether people were in favour of the EU funding Palestinian terrorists. These questions were presented in an equally suggestive and distorted way, spreading populism, disinformation in a manipulative manner. On top of that, Orban expressed hope to tighten the repressive screw against political opposition with a new "sovereignty" law. In October 2023, the Polish opposition won the majority in the Sejm which ended the 8 years of the right-wing populist party PiS in power. PiS has turned the public media into a ruthless propaganda tool. This project's rationale includes providing a clear, and tangible response to the state-led propaganda which pictures the EU as a threat to national sovereignty. We will work towards the understanding how institutions in the EU can be strengthened against capture by the ultra-right? What can legal foundations, e.g., in the promotion of culture, do to protect democratic values and human rights that prevent the right-wingers from dragging them down once they have seized power? Therefore, we will work in line with the specific focus of the call to identify ways to further strengthen the European dimension and democratic legitimacy of the EU decision-making process and to foster free, open and healthy democratic governance in an era of, inter alia, populism, disinformation and challenges facing civil society.

Phase 2 – The internal discussion was followed by an extensive partner search, series of calls, email exchanges, online meetings, a survey, as well as by consultations with the partners to recognise and

discuss the needs on the ground among their territories and to find a common ground for action.

Bilateral and multilateral consultations with project partners to recognize the needs of the target groups on the ground to understand how they can be best supported in the spirit of social, cultural and gender sensitivity within the structured network. Analysis of what is written with regard to the project topic in the local strategies and how local policies manifest in this regard. This part ended with designing **a mind mapping the needs**, the identification of gaps and the intervention to address the gaps.

Phase 3 - Desk research to back these findings up with the statistics provided by EU DGs, services and agencies (Eurobarometer, EIGE, etc.) , as well as needs analysis and gaps defined precisely by the EU framework, i.e. legal and policy documents of the EU. An extensive guidance is already available (toolkits, mapping, research, policy documents, etc.) which provide complementary data that served the needs analysis in this project. This part consisted of analysing the whole set of the EU documents and data relevant for the topic, with the following ones being especially helpful: (1) **EU Citizenship Report 2020**; (2) **Eurobarometer, Eurostat, European Institute for Gender Equality's (EIGE) data sets** on women and men in all aspects of life, education, health, power, politics, etc.; (3) **The EU Charter on Fundamental Rights**, (4) **EU Roma strategic framework on equality, inclusion and participation**, (5) **EU anti-racism action plan**, (8) **LGBTIQ Equality Strategy**.

This process allowed us to provide a realistic needs assessment, define fitting Work Plan (activities, methodology) and ensure that fundamentals, the rationale of the project are relevant. As a result of the needs analysis, the following concrete challenges and remedies were identified – we provide below the results of the two parts of the needs analysis:

1. The need to reinforce mutual understanding between European citizens of different backgrounds and nationalities.

Desk research:

According to the Eurobarometer 2972/SP535 "Discrimination in the European Union" (April - May 2023), more than half of respondents say there is widespread discrimination in their country on the basis of being Roma (65%), of skin colour (61%), of ethnic origin (60%), of gender identity (being transgender, 57%) or sexual orientation (54%). The most mentioned forms of discrimination or harassment are based on age, gender, "political opinions", "socio-economic situation" and "general physical appearance". It is interesting to highlight that personally felt discrimination or experienced harassment is mostly based on age and gender. According to this Eurobarometer, more efforts for integration of Roma population are needed.

Minority groups or groups that face cross-discrimination due to factors such as ethnicity, culture, religion, health, and social status which are present in significant numbers within the partners' areas:

In **Aleksandrów Łódzki, Poland**, the Ukrainian minority has been significant in recent years, particularly following the Russian attack against in Ukraine. The municipality responded swiftly, establishing a crisis team to aid refugees and those affected by the war. Approximately 2,000 Ukrainian refugees received various forms of assistance, including accommodation and support for integration into the local community. **Connection:Berlin, Germany** boasts a diverse population, with over 190 nationalities represented. Significant minority groups include Turkish, Arab, Kurdish, and Russian communities, along with vibrant Vietnamese, African, and Afghan populations. Additionally, Berlin is home to a diverse LGBTQ+ community and immigrants from various nations. **Associazione InCo-Molfetta APS, Italy**, works closely with the Albanian community in Apulia, which migrated to the region during the crisis of '92-'94. The Romanian and Nigerian communities are also significant in the region, with a growing presence of second-generation Muslim immigrants in local schools. **Óbidos Municipality, Portugal**, has seen an increase in its Ukrainian population since the war in Ukraine, with around 6.8% of its residents now of foreign nationality. In the **County of Seine-Saint-Denis, France**, significant minority populations include Algerian, Moroccan, Portuguese, Sri Lankan, Chinese, Tunisian, Romanian, and Turkish nationals. **Bârlad Municipality, Romania**, has a diverse population, with approximately 8% Roma residents and a Hellenic community. The municipality organizes events and initiatives to support each ethnic group. In the **Municipality of Kileler, Greece**, the Albanian minority is predominant, alongside seasonal foreign workers who contribute to the rural economy. The **Jewish Film Festival in Zagreb, Croatia**, highlights minority groups including Roma, Serbs, Bosnians, Albanians, Slovenians, Hungarians, Italians, refugees from the Middle East, and migrant workers from Asia. The **Association of Inclusive Culture in Slovenia** works with people with special needs from diverse backgrounds, including different nationalities and social statuses. **Slovo 21 in Czechia** focuses on supporting minority integration, particularly the Roma community, and advocates for Roma rights at local, regional, national, and international levels. **MEDIA PONT in Serbia** addresses the needs of various national minority communities, including Hungarians, Romanians, Croats, Ruthenians, Slovaks, Bunjevci, Albanians, and Roma, as well as people with disabilities. In **Budapest XIV. district Zugló Municipality, Hungary**, the Roma minority is the largest, with active Bulgarian and Greek

communities. The municipality collaborates with minority associations on EU policies related to inclusion, human rights, and health.

Challenges identified by the partners:

- “Sectoral”, fragmented offer towards the public, i.e. EU-profiled activities draw in specific segments of the public and leave certain social groups (especially minorities, migrants and youth) aside
- Poor common knowledge of the programs and opportunities of European programs which could reinforce mutual understanding between European citizens of different backgrounds
- Discriminative language used by some European governments which undermines the sense of belonging
- Underrepresentation and lack of visibility of minority voices in EU-related debates and decision-making processes
- Limited resources and capacity for implementing effective diversity and inclusion initiatives at the local level

Measures identified by the partners:

- To tackle diversity in an intersectional manner
- Use formats which are attractive for uninterested, “random” citizens
- Create meaningful activities which offer an opportunity to get to the people of different beliefs, nationalities and worldview to meet and exchange
- Create opportunities for people to actively engagement in transnational activism
- Hosting inclusive festivals and community events provides an opportunity to bridge divides and build connections among residents from different backgrounds
- Providing comprehensive and accessible information about European programs and initiatives to increase awareness and participation
- Fostering collaboration and coordination among local stakeholders to develop integrated, inclusive policies and initiatives tailored to the needs of minority groups.

2. The need to better address diversity, anti-discrimination and minority inclusion by community services, policies and programs by local actors in an intersectional approach.

Desk research:

To build the understanding on counteracting nationalistic rhetoric, and enhancing gender-sensitive policymaking, we analyzed sex-disaggregated data within the EU. This analysis highlights significant challenges faced by women from minority backgrounds across our partner countries, underscoring the need for targeted policies. For instance, while women comprise approximately 33.9% of EU national parliaments, their representation and employment rates vary significantly by background and region. Disparities are stark in employment, where women from minority backgrounds often face higher unemployment and lower wages compared to their male counterparts. **This data forms a critical foundation for our project’s intersectional approach to policy-making.** Here are some statistics to illustrate the topic more profoundly:

Employment disparities – as the employment rate for women in the EU is around 67.3%, while for men, it’s 78.5% (Eurostat). The data reveals that in the EU, while the overall gender pay gap is around 14%, for women from minority backgrounds, this gap can be as high as 25%. For example, in France, women of Algerian origin earn 42% less than French men. Data from Poland highlights significant gender pay gaps for women from minority backgrounds, with Roma women earning approximately 40% less than Polish men (source: Eurostat). Women from minority backgrounds in France face employment discrimination, with Arab women experiencing a 30% higher unemployment rate than native French women (source: French National Institute of Statistics and Economic Studies). Roma women in Hungary experience employment discrimination, with 50% facing joblessness compared to 20% of non-Roma women (source: Hungarian Central Statistical Office).

Leadership positions underrepresentation: women hold only 32% of managerial positions in the EU. In the business sector, women represent around 18% of board members (European Commission, Directorate-General for Justice and Consumers - Gender balance in decision-making positions). Despite comprising 10% of the population, Romanian women from minority backgrounds hold only 5% of parliamentary seats (source: Romanian Institute for Research on National Minorities). Minority women in Slovakia are underrepresented in politics, holding only 7% of parliamentary seats despite constituting 14% of the population (source: Slovak Ministry of Interior).

Education access: women tend to have higher educational attainment levels than men, with 33.5% of women aged 30-34 having completed tertiary education compared to 29.7% of men (Eurostat - Education Statistics). Statistics show that women from minority groups are less likely to complete higher education. In Germany, only 20% of Turkish women complete tertiary education, compared to 37% of German women overall. In Czechia, Roma women face barriers to education, with only 10% completing tertiary education compared to 32% of non-Roma women (source: European Commission).

Gender-based violence: approximately 22% of women in the EU have experienced physical and/or sexual violence by a partner since the age of 15 EU Agency for Fundamental Rights - Violence against

women: an EU-wide survey. Intersectional data from FRA reveals alarming rates of intimate partner violence among immigrant women in the EU. Portuguese statistics indicate disparities in healthcare access, with migrant women reporting difficulties in accessing maternal healthcare services, resulting in higher rates of maternal mortality (source: Portuguese Ministry of Health). Greek statistics reveal elevated rates of domestic violence among immigrant women, with 1 in 3 reporting abuse from a partner (source: Greek National Statistical Service).

Healthcare inequality: research indicates that women from minority backgrounds face barriers in accessing healthcare. Portuguese statistics indicate disparities in healthcare access, with migrant women reporting difficulties in accessing maternal healthcare services, resulting in higher rates of maternal mortality (source: Portuguese Ministry of Health). : Immigrant women in Serbia encounter barriers in accessing healthcare, resulting in disparities in maternal and child health outcomes (source: Serbian Institute of Public Health).

By highlighting these disparities through sex-disaggregated data, we can better understand the challenges women face in various aspects, especially in the context of migration, towards developing inclusive policies and narratives that promote gender equality and European standards.

Challenges identified by the partners:

- Small towns and civil society organizations feel under-equipped to drive social change
- Lack of forms of dialogue and inclusive participation in public processes
- Municipalities face challenges to foster social cohesion in increasingly diverse communities
- There's a notable lack of engagement mechanisms for diverse community members in public decision-making, contributing to social exclusion and diminished social cohesion
- These challenges are compounded in municipalities struggling to integrate diverse populations effectively, often due to limited resources or insufficient intercultural competencies.

Measures identified by the partners:

- Mobilizing town/city practitioners and local activists to exchange models, best practices, and experiences in promoting diversity and inclusion
- Facilitating meetings, discussions, interviews, and engagement activities to foster dialogue and understanding among diverse communities
- Developing intercultural competencies among local authorities and practitioners to effectively design inclusive policies
- Providing practical, hands-on learning opportunities based on real-life examples and situations to enhance implementation skills
- Prioritize inclusivity in policy design and project implementation to ensure that all residents feel valued and included
- Building individual and organizational capacities to implement inclusive principles in policy development and professional practices
- Facilitating the integration of the European dimension into local policies to promote cross-cultural understanding and cooperation
- Mainstreaming youth and minority perspectives in policy-making processes at local, regional, national, and European levels to ensure their voices are consistently represented and considered.

3. The need to build counternarratives to nationalistic, populist statements on European integration.

Desk research:

As a part of the needs analysis, we got acquainted with the Eurobarometer 2966 / FL522 “Most serious threats to democracy” from March 2023, both the general report and factsheets per country to apply the results to our project. The threat to democracy listed most frequently by EU citizens is ‘false and/or misleading information in general circulating online and offline’ (38%); this is followed by ‘growing distrust and skepticism towards democratic institutions’ (32%). Another four of the threats are selected by more than one in five respondents: ‘lack of engagement and interest in politics and elections among regular citizens’ (26%), ‘lack of opportunities for citizens to voice their opinions’ (23%). The Euroscepticism in EU countries is very much divided between supporters of the governing parties, who tend to be more skeptical, and non-supporters, who tend to be very pro-EU, as shown by the statista.com survey on the Share of respondents agreeing with statements about the European Union in Poland and Hungary by support for respective governing parties². On all issues PiS supporters are much more skeptical of the EU than non-PiS supporters in Poland. While this is the case for Europe as a whole, some EU member states have markedly more Eurosceptic citizens than others, **with project**

^{2 2} <https://www.statista.com/statistics/1361259/euroscepticism-poland-hungary-2022>

partner countries, Czechia, Greece, France having greater than average amounts of their citizens reporting Eurosceptic attitudes.

Challenges identified by the partners:

- Growing skepticism towards democratic structures can undermine engagement
- Limited resources to realize own projects and international exchanges
- Populist, nationalist governments in power spread anti-European Union discourses
- Limited resources and funding, capacity building and training
- Local authorities, thematic CSOs are focused on local or national issues, lacking the EU perspective

Measures identified by the partners:

- Meetings, discussions, interviews, opinions, getting to know “ordinary people” and peer groups (e.g. people working on community events) from elsewhere
- Discuss topics which are attractive for normally “uninterested”, “random” citizens
- Learn how to embed the ideas for European integration in local strategies, priorities and working practices
- Learn how to interpret pan-European and worldwide political, environmental, social and economic topics and connect them with the life of an ordinary citizens, migrant groups, youths
- Restore the place of European values in public debate by spreading progressive, constructive discourse
- Engage youth in activities which carry a clear message to combat discrimination, racism and other forms of intolerance, as a way to fight against radicalisation of views and to prevent young people from falling prey to political extremism
- Create formal and informal civic spaces as natural environment, where people can meet, discuss, acquire knowledge, hear expert opinions and interpretation of the principles of democracy, organization and functioning of the EU

Project target groups

The target groups of our project predominantly include are town/city practitioners, local activists, community members, migrants (including second-generation migrants, diaspora communities, EU mobile citizens), youth, LGBTQI, persons with disabilities, non-engaged citizens. Each of these groups is engaged through specific activities and Work Packages designed to facilitate participation, aimed at enhancing diversity, anti-discrimination, and minority inclusion across various European contexts. **The choice of these groups stems from their significance as the primary targets addressed by the project partners with regard to tackling “diversity”.** We are targeting specific minority groups identified through local demographic assessments such as the Roma community. Methods of engagement: Utilize a mix of interactive workshops, panel discussions, cultural festivals, collaborative planning sessions, fairs, policy development sessions and direct community outreach, among others. Innovative methods like fishbowl discussions, creative workshops, and Tolerance Talks along with the Sound of Diversity Stage are employed to facilitate **meaningful interactions among diverse community segments.**

Town/city practitioners

These stakeholders include policy officers and specialists within local city halls and regional institutions, city/town officers providing direct services to people, councillors at city, municipality, town, and poviats levels, local, regional and national decision makers, social services providers operating under the municipality’s framework on one hand, and community events’ organizers, CSO representatives, local activists, culture promoters on the other. Within municipalities, these groups predominantly consist of departments responsible for: media and communication, promotion, international cooperation, social inclusion, youth and sports, labor market.

Town/city practitioners are crucial in both planning and implementing diversity policies at the local level. Local activists are often deeply embedded in their communities, advocating for social change and mobilizing resources to address local issues. CSOs representatives play a crucial role in amplifying community voices, providing essential services, and advocating for policy reforms. They are directly involved in all work packages, particularly in policy development, training sessions, and community engagement activities. They will also participate in peer learning and exchange of good practices during transnational project meetings. Expected impact: enhanced understanding and skills in diversity management, improved implementation of inclusive policies, and strengthened networks among European practitioners.

Youth

Many of our Network members work directly with youth (16-30). For youth, our commonly agreed focus is on civic engagement and empowerment, aiming to mobilize this group through tailored formats that resonate with their interests and current societal issues. They will be targeted through initiatives like the

Óbidos Gaming Village (PT), which uses digital platforms to educate and engage, aligning with youth interests in technology and interactive media. Events such as the Summer Dying Loud Festival (PL) cater to young people by focusing on subcultures, anti-discrimination, and fostering an inclusive environment for civic participation.

Ethnic and National Minorities including Roma, Ukrainians, Albanians, and Polish

The aim is to reduce discrimination and improve social integration by elevating their cultural visibility and empowering their presence, i.e. marking it in the local contexts. **Visibility matters** and contributes to a richer, more inclusive European cultural mosaic. Each minority group will benefit from tailored programs that respect and highlight their unique cultural identities. For example, the Khamoro festival in Prague (CZ) celebrates Roma culture, enhancing visibility and integration of the Roma community. The Cultural Days of Barlad engage the Albanian minority, showcasing their cultural contributions and fostering greater community cohesion. The Berlin- led webinar and project activities in Berlin will focus on Polish women as EU mobile citizens.

Community Members

Engaged through local actions and the Sound of Diversity Stage events, which coincide with high-visibility community events. These platforms allow for the integration of diverse community voices into the project's activities.

LGBTQI

Engaged through dedicated sessions at various events designed to address their specific challenges and promote inclusivity, especially the Summer Dying Loud Festival (PL). These will include discussions on rights and representation, ensuring that LGBTQI voices are heard and valued in the development of inclusive policies.

Non-engaged citizens

Reached primarily through open events like the **Sound of Diversity Stage** and other public activities designed to attract a broader audience, use of non-traditional engagement platforms such as festivals, which aim to draw in those who are not usually involved in civic activities.

Organizers of community events

We will engage organizers of community events as they provide the hand-on experience and play a pivotal role in shaping the social fabric of their localities. They will be a part of the collaborative planning, peer learning, study trips, among others, where they contribute their practical insights and expertise to shape the design and execution of project activities.

Last but not least, we will target *artists* who have the ability to bring fresh viewpoints and innovative methods to tackle social problems like diversity, inclusion, and discrimination. By expressing themselves, they can effectively convey intricate concepts and involve a wide range of people, thus promoting understanding, empathy, and collaboration among all those involved.

To provide **an estimation** of the volume of the target groups for each WP in terms of numbers and as a percentage of all participants, we considered the capacity of each event and the diversity of the target groups involved. Here's a concise summary of all 11 events, **assuming the minimum capacity, because we are convinced to host many more people:**

Youth and Digital Engagement Events:

Óbidos Gaming Village (Portugal), Virtual Roundtable: Diversity Management (online)
Capacity: 130 registered (signed) participants for each face-to-face, 150 for online; Summer Dying Loud Festival (Poland) – 260 people
Town/city practitioners: 30%
Youth (and LGBTQI): 40%
Non-engaged Citizens: 30%

Cultural and Ethnic Diversity Festivals:

Khamoro Festival (Czechia), Jewish Film Festival (Croatia), Cultural Days of Barlad (Romania), Festival of Peoples (Italy)
Capacity: 150 registered (signed) participants each
Town/City Practitioners: 50%
Ethnic Minorities: 25%
Local Community Members: 25%

Art and Cultural Expression Events:

Multitude Festival (France), Citizens in Dialogue: Navigating EU Policies Through Art (Poland), Dance Fest in Kileler (Greece)

Capacity: 150-200 registered (signed) participants each

Town/City Practitioners: 50%

Artists and Cultural Promoters: 30%

Local Community Members: 20%

Focused Policy development:

Virtual Policy Forum on EU Policies and Diversity Management (online by Berlin)

Capacity: 150 registered (signed) participants

Town/City Practitioners: 60%

EU Mobile Citizens, community members, including second-generation migrants and diaspora: 30%

Local Activists: 10%

Gender mainstreaming in the process of needs analysis

Partners pointed out the gender aspect of policy making processes and a number of gender equality concerns that identify the differences between women and men, girls and boys, trans and non-binary persons in terms of their relative position in society and the distribution of resources, opportunities, constraints and power dynamics in the local communities. In conducting the needs assessment, we collaborated closely with PRK and Ambasada Polek to ensure that data collection and analysis consider the specific needs and challenges faced by women, LGBTQI individuals in combination with ethnic categories. We utilize gender-sensitive data provided by the European Institute for Gender Equality (EIGE), while also drawing on insights from PRK and Ambasada Polek's networks and research on gender and intersectionality.

In our analysis of local realities, we were looking for data disaggregated by sex, ethnicity, as well as age or disability. Referring to existing research, studies and previous projects that already demonstrate the need for action, the project integrates gender and non-discrimination considerations as an integral. The team conducted a gender equality analysis to assess how the project's design, implementation and impact can advance gender equality. The result of this exercise should be visible in all aspects of the project planning, the methodology, plan of activities (work plan), project governance structure, communication activities, KPIs, monitoring and evaluation, outputs, expected impacts, and it is addressed in details in the consecutive parts of the proposal. It was agreed that with the expertise and advocacy efforts of the International Council of Polish Womxn (PRK) and Ambasada Polek during the implementation, the network will gather a more detailed individual local situation data, collected by all the project partners and broken down not only with data on man and women but also consider the SOGI identifiers (Sexual Orientation and Gender Identity human rights aspects) and Gender Impact Assessment³, a tool for gender mainstreaming. Civil servants working for governmental, regional or local offices, departments or ministries initiating a new norm or policy. At the kick-off part of the project, the partners and their stakeholders will be asked to answer the following self-assessment questions:

- Do national, regional, local and subnational institutions regularly collect gender disaggregated data?
- Is there any centralized system where gender-sensitive data are stored and accessible?
- Are consultations with the public (NGOs, women's groups, etc) regularly implemented to collect data about the potential or actual impact of government policies, programs and budgets?
- Are other gender analysis tools available/utilized (i.e. desk review, household interview, focus group discussion, semi-structured interviews, direct observation, case study, stakeholder workshop, trend analysis, etc.)?
- How will we measure the impact of the Sound of Diversity project in a gender-sensitive way?

The same questions will be asked in the partners' group in the midterm and at the final phases of the project with the aim to measure the change.

The project seeks to complement and add benefits to the EU Member States' interventions in the area of **gender equality and non-discrimination mainstreaming** in accordance with the Gender Mainstreaming Toolkit of the European Institute of Gender Equality⁴. Project activities will stimulate European towns' investment in gender analysis as well as on gender-equality skills of public administration employees and facilitate the process of designing effective gender-equality local policies.

#@COM-PL-CP@#

1.3 Complementarity with other actions and innovation — European added value

Complementarity with other actions and innovation (n/a for Programme Contact Points)

Explain how the project builds on the results of past activities carried out in the field and describe its innovative aspects. Explain how the activities are complementary to other activities carried out by other organisations.

³ Guide to Gender Impact Assessment - European Institute for Gender Equality (europa.eu)

⁴ <https://eige.europa.eu/gender-mainstreaming/toolkits>

Illustrate the European dimension of the activities: trans-national dimension of the project; impact/interest for a number of EU countries; possibility to use the results in other countries, potential to develop mutual trust/cross-border cooperation among EU countries, etc.

Which countries will benefit from the project (directly and indirectly and why have you chosen them)? Where will the activities take place?

Clarify to what extent the project builds on synergies with other EU projects. If applicable, explain to what extent your project builds on previous project results in this field (state of play, relation to existing/recent developments, approaches, achievements, other EU programmes).

Note: *The project should also complement or add benefits to the EU Member States' interventions in the area of gender equality and non-discrimination mainstreaming.*

Through this network, different European local communities will share best practices, experiences, and methods to engage and empower city practitioners and citizens in democratic processes. By learning from each other, it provides a valuable complement to existing EU initiatives by offering a localized and community-driven approach. The Sound of Diversity project contributes to the local implementation of EU legislation, policies, and strategies by providing free and open access to various local, national, and trans-European activities engaging citizens, practitioners, and CSOs.

Project's contribution to the implementation of EU law, policies and strategies

Discrimination inflicts profound harm on society, particularly impacting migrant communities, and minorities. It does not only violates core EU values but also hampers equal participation in society regardless of racial or ethnic origins. **Our collective strength lies in our unity in diversity.** The EU bears a responsibility to combat nationalistic, discriminatory, and anti-democratic narratives, ensuring equal treatment and equality for all its citizens. This responsibility is especially urgent due to the rise of far-right governments in Europe, notably observed in countries such as Hungary, Poland, Austria, Italy, France, or Germany. The project recognizes that not all minorities are socially excluded, but all can experience discrimination and disempowerment. It takes an **intersectional approach**, sensitive to the combination of diverse aspects of identity and the ways in which such intersections contribute to unique experiences of discrimination.

The project's coherence with EU strategies underpins the pillars of the needs analysis and the expected direction of intervention.

The project entails exchanging practitioners, sharing good practices, and addressing topics relevant to EU policies. Discussions will focus on common issues important for the entire EU, with topics selected based on the exchange of practitioners, citizens, artists, and local activists among countries. Our project directly aligns with the CERV programme by promoting active European citizenship, enhancing civic participation, and strengthening the democratic fabric at a local level. Fostering participatory democracy and active citizenship, the "Sound of Diversity" will be working together with citizens and civil society on inclusive strategies for further development and implementation of local policies based on the **European Democracy Action Plan**⁵ and **EU Charter on Fundamental Rights**⁶ which set up a group of values and standards that are common for all Member States, and are a perfect reference documents for a lasting cooperation between European towns.

The project aligns with the **EU Citizenship Report 2020** which emphasizes diversity as a cornerstone of European identity, fostering inclusion and social cohesion. In its examination of diversity, the Report underscores the imperative of inclusive policies to ensure equal participation and representation for all members of society. Through its focus on diversity and inclusion, the EU Report advocates for initiatives that celebrate cultural pluralism and promote the rights and dignity of every individual within the EU.

SoD supports the **EU Roma strategic framework on equality, inclusion and participation**, especially the Priority 3, i.e. to Promote participation through empowerment, cooperation and trust with the key aspects of encouraging participation of Roma in political life at local, regional, national and EU levels and ensuring participation of Roma NGOs, mainstream Roma equality and inclusion at regional and local levels. This newly adopted EU framework envisions to align the awareness of the consequences of multiple discrimination against Roma women with the EU-wide communication campaign on combating gender stereotypes, which applies an intersectional approach to all spheres of life, as part of the gender equality strategies. In this strategic framework, local authorities are key actors in developing and implementing policies that address the socioeconomic challenges faced by Roma communities. They play a central role in ensuring access to education, healthcare, housing, and employment opportunities for Roma individuals and families at the local level. The Sound of Diversity will tap **into the EU Roma**

⁵ On the European democracy action plan, COM(2020) 790 final, 2020

⁶ Strategy to strengthen the application of the Charter of Fundamental Rights in the EU, COM(2020) 711 final, 2020

strategic framework, being embedded in its second face-to-face transnational meeting, associated with the Khamoro festival – the biggest Romani festival in Europe, in Prague, as well as the traditional dance fest in the Municipality of Kileler and the Cultural days of Barlad.

The Sound of Diversity taps into the **A Union of equality: EU anti-racism action plan 2020-2025**, being a part of the WP6. We recognise that there are different forms of racism, for example anti-black racism, antigypsyism, antisemitism and anti-Asian racism, that link to religion or belief in cases such as anti-Muslim hatred. In addition to religion or belief, racism is often also combined with discrimination and hatred on other grounds, including gender, sexual orientation, age, and disability or against migrants. This needs to be taken into account through an **intersectional**⁶⁷ approach. The **action plan says that even though the EU** has legal instruments in place and a comprehensive policy to build a true Union of equality (e.g. via the EU Charter of Fundamental Rights), it has to make sure that they are applied effectively in Europe. National and local authorities are primarily responsible for measures⁷¹ to prevent and/or address social and residential segregation. Mobilising the regional and local levels for meaningful impact on the ground. Local authorities have a lot of experience in developing effective strategies to combat racism and in building networks. The action plan is explicit when saying that Network of towns projects should prioritise raising awareness and building knowledge on the role of people with a minority racial or ethnic background in European society and culture. The document depicts local authorities are responsible for implementing measures to combat racism, xenophobia, and discrimination within their communities. They work to promote awareness, tolerance, and respect for diversity through education, public outreach campaigns, and initiatives that foster social cohesion and inclusion.

In the context of the **LGBTIQ Equality Strategy**, local authorities play a crucial role in creating inclusive environments where LGBTIQ individuals feel safe, respected, and valued. They work to address discrimination, promote equal rights and opportunities, and provide support services tailored to the needs of LGBTIQ communities at the local level. The contrast between the role of local authorities in promoting LGBTIQ equality, as outlined in the EU's strategy, and the existence of "LGBTIQ-free zones" in Poland highlights a stark divergence in approaches to LGBTQ+ rights. While the EU emphasizes creating inclusive environments and combating discrimination, these "LGBTIQ-free zones" represent regressive policies that perpetuate discrimination and exclusion. It underscores the challenges faced by LGBTQ+ individuals in certain regions and the urgent need for concerted efforts to uphold their rights and ensure their safety and well-being. The Sound of Diversity will tap into the **LGBTIQ Equality Strategy**, being a part of the 10th face-to-face transnational meeting (WP10), which will be associated with the Summer Dying Loud Festival.

The project will widely promote the EU Platform of **European Diversity Charter** which encourages organisations (NGOs, public bodies, private companies...) to develop and implement diversity and inclusion policies. By signing a charter, the organisations voluntarily commit to promote diversity and equal opportunities in the workplace, regardless of, for example, age, disability, gender, race or ethnic origin, religion or sexual orientation. the **European Diversity Charter** promotes policy equal treatment on grounds of sex, age, disability, health condition, race, nationality, national origin, ethnicity, religion, denomination, non-denominational, conviction, political affiliation, trade union membership, psychosexual orientation, identity, sexual orientation, family status, lifestyle, the form, scope and basis of employment, other types of cooperation and other indications of exposure to discriminatory behaviour. Regarding the European Diversity Charter, SoD will promote this initiative at multiple occasions, directly at the Virtual Policy Forum on EU Policies and Diversity Management (WP11) and encourage project partners to become its signatories.

It is in line with the **European Democracy Action Plan**⁸, **EU Charter on Fundamental Rights** and the **Gender Mainstreaming Toolkits of the European Institute of Gender Equality** instruments aiming to support and further stimulate non-discriminatory citizens participation at both Member State and EU. The Gender Mainstreaming Toolkits by the European Institute of Gender Equality help promote gender equality in policies. Citizens' participation, like asking for their opinions, also helps make policies more inclusive and effective. It also stresses, with a view to facilitating knowledge and use of European cultural heritage, the need to improve the exchange of data and information between public administrations operating in the EU countries, along with their communication with the public.

In line with the „Culture in a Union that strives for more: the role of regions and cities” (CoR, **SEDEC-VI/054**, ref. Article 307 of the Treaty on the Functioning of the EU), considers it necessary to strengthen initiatives fostering knowledge of and access to Europe's cultural heritage, as an essential part of

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⁸ On the European democracy action plan, COM(2020) 790 final, 2020

consolidating **European citizenship and promoting individuals' sense of belonging** to a common European space, promoting inclusion. It points to the importance of cross-border and inter-regional cooperation in the field of culture since cultural heritage goes beyond borders.

The project is relevant to the "The Future of Youth Policy in the EU" 2022 (CoR, **SEDEC-VII/030**, ref. Articles 165 and 166 of the Treaty on the Functioning of the EU) as it aims to enhance youth engagement and participation in activities promoting diversity, inclusion, and European values. By mobilizing town/city practitioners and local activists, including youth activists, the project fosters a sense of belonging and empowerment among young people, aligning with the goals of the EU's youth policy to support youth development, inclusion, and active citizenship. In line with this CoR Opinion, the project considers that combating discrimination, racism and other forms of intolerance is crucial in the fight against violent radicalisation and for preventing young people from falling prey to political or religious extremism, thus their engagement in project activities is essential.

The Sound of Diversity will tap into the **2025 European Year of Digital Citizenship Education**, being embedded in its first face-to-face transnational meeting, associated with the Óbidos Gaming Village (Portugal) which particularly devoted to the youth, as well as in the 10th WP with the main transnational meeting being Summer Dying Loud Festival in Aleksandrów Łódzki (Poland) which focuses on subcultures, youth, antidiscrimination and anti-fascism.

Last but not least, the political situation in Poland shows how absolutely crucial it is for the condition of the EU democracy to support progressive local structures, such as local authorities and CSOs which are willing to foster diversity, constructive dialogue, and democratic values (equality, inclusion, feminism, anti-nationalism, pro-LGBTQI+, pro-EU, etc.), as the previous far-right government in Poland advanced nationalistic, discriminatory, and anti-democratic narratives through policies that targeted minority groups, weakened judicial independence, and restricted freedom of expression. Progressive local structures, such as local authorities and CSOs serve as essential bulwarks against erosion of democratic principles and help uphold the EU's commitment to inclusivity and pluralism.

Mutual trust, cross-border cooperation

The project has significant potential to develop mutual trust between entities based in different eligible countries and to enhance cross-border cooperation. Building mutual trust will be facilitated through various means, including the exchange of representatives such as local activists, politicians, and artists. In particular, the inclusion of artists in the project will be highly beneficial in this regard. Artists bring unique perspectives and creative approaches to addressing social issues such as diversity, inclusion, and discrimination. Through their artistic expressions, they can effectively communicate complex ideas and engage diverse audiences, thereby fostering understanding, empathy, and collaboration among participating entities.

The policy makers, stakeholders, local citizens and CSOs of the countries hosting the physical and online transnational meetings of Sound of Diversity are the most likely ones to benefit from cross-border cooperation and trust building process as they will be the most engaged ones (in numbers) in the implementation of this transnational project. All the partners involved will organise their local activities and thus engage directly a large number of citizens in all the partner countries. Also, dissemination and communication activities will bring benefits to the general public at both local and European level.

The two online events (webinars) are considered a chance to reach broad audiences, beyond the partnership, to address partners' stakeholders in other EU countries and territories. Therefore, the Sound of Diversity has a strong potential to develop mutual trust among the project partner countries and to improve the European cross-border cooperation and partnership. It contributes to the development of new local civic activist groups and networks, promoting diversity and inclusion at both local and European levels.

The project will be more meaningful thanks to the fact of connecting a **great diversity** of territories, small towns and local areas across Europe.. The **cultural exchange** and sharing individual, diverse and often- very different from each other - **realities** they represent, will be a part of the experience. The project will strengthen mutual understanding and friendship between European citizens by allowing space (physical – during face-to-face events and online), as well as informal moments of exchange between – all together – thousands of people in Europe. These moments will be a part of the Sound of Diversity's events' agenda, as it is also expected in from Networks of Towns.

Trust building between entities (organisations, institutions, bodies) engaged in the project will be facilitated through:

- Exchange of formats, people, topics, artists,
- Offering the debating and exchange opportunity for those willing to learn from the EU policies and seeking for policy solutions in local implementation of civic engagement, thus by "fostering a sense of

belonging to Europe by promoting the debate on the future of Europe”;

- Working together towards common goals, such as the Sound of Diversity Guidebook and policy models
- Offering potential to develop productive cross-border cooperation among a significant number of EU countries: representatives from 13 countries participating directly in-face-to-face, online events, and organizing their own local activities;
- Offering a non-formal cultural and personal exchange among thousands of representatives of local networks, local authorities, European politicians, youth, NGOs and citizens;
- Being engaged as the Steering Committee (1-2 reps. per partner)

Transfer of good practices across borders

According to Eurobarometer 96 conducted by the European Commission in autumn 2021, trust in EU institutions has declined over the years. Only 38% of respondents expressed trust in the EU, down from 43% in spring 2020. Similarly, trust in the European Parliament decreased from 45% to 40% during the same period. These findings illustrate a concerning trend of diminishing trust in EU institutions among European citizens. The call to LRAs is mainstreamed along all possible EU policies which advocate giving a central place to LRAs as institutions closest to the citizens and local areas and favour the construction of integrated management systems based on territorial networks, as well as better communicate the results of cohesion policy to citizens in light of the multiple benefits which this will bring about, including a positive impact on the trust in EU institutions.

In our project, the transferability of good practices is a cornerstone, ensuring that successful strategies developed and identified are not only effective locally but can also be applied in broader contexts. Good practices identified and developed throughout the project will be documented in a comprehensive Guidebook and shared through EU networks, allowing others to learn from and implement successful strategies in different contexts.

Countries that will benefit directly and indirectly from the project:

- Direct beneficiaries are 13 Sound of Diversity partner countries.
- Indirect beneficiaries: all EU Member States due to communication and dissemination means, as well as via the 2 online events - webinars

We aim to lead the partners towards a coherent strategy building that includes the latest developments on diversity in Europe for European integration to discuss common European challenges and opportunities. The project involves acknowledging the diversity in the making and its place in local communities and in the EU integration process. Only through intercultural work, mutual learning, and structured sharing can we understand the richness and diversity of communities that today create Europe. We will work towards informed policymaking, leading from setting goals and engaging in mutual learning and exchange to revising strategies and solutions that work for our communities and contribute to building a new European common home.

The project brings European towns and associations to work together on **the common theme** in a long-term perspective. The transnational impact of the project is expected to be achieved via practical tools and solutions that address cross-border or Union-wide challenges as well as are in the interest for all the involved EU countries. The project contributes to a **transfer of good practices** across borders in the following ways:

- Potential to develop mutual trust and productive cross-border cooperation among a large number EU countries: representatives from 13 countries participating directly face-to-face and online transnational interactive, engaging events and local activities;
- Favouring the emergence of more cross-border initiatives which integrate different types of members of the Network;
- By providing platform for transfer of good practices – possibility to use the results in other countries (local bottom-up initiatives), it facilitates the exchange of best practices among local authorities;
- Covering issues which impact all EU countries, such as the role of the European Union and its democratic values to local citizens, it fosters citizen engagement and strengthens the role of local and regional authorities in the EU;
- By creating practical tools and solutions to Union challenges, it promotes EU citizenship and the rights of EU mobile citizens;
- By engaging a transnational group of youth selected by each partner, it supports the sustainable development of communities;
- By elaborating A guidebook “Diversity-Inclusion-Belonging. A practical guidebook from Sound of Diversity Network of Towns” that reflect the views of city practitioners and local activists from 13 countries;
- By disseminating project outputs to practitioners from other countries;
- Ensuring that activities, content and results fully focus on current matters and the future of the EU
- Setting up a “Stay in touch with us” email to follow updates, share stories from our transnational

events, disseminate deliverables, give visibility to the local actions (a project “newsletter”).

Expected Objective 3 (EO3) expanding the network to include other towns, cities and civil society organisations from the field in Europe, Awareness raising and empowering citizens
European Diversity Charters Month in May 2021 resulted in the EC issuing an online toolkit to help companies assess their internal diversity and diversity strategies based on adjustable staff surveys, a downloadable questionnaire and recommendations for improving diversity in their organisation on the basis of the results of the assessment.

The SoD Guidebook serves as a comprehensive manual for replicating successful diversity initiatives. It compiles hands-on methodologies, best practices, and case studies from the project, providing step-by-step guidance for local authorities and NGOs to implement similar actions effectively. The Guidebook also includes tools for assessing local needs and integrating gender and non-discrimination principles into public policies. Designed for scalability, it supports stakeholders in adapting the learned strategies to their unique local contexts, fostering broader European integration of diversity and inclusion practices.

Transnational impact

Sound of Diversity offers possibility of mixing online and face-to-face transnational events (as encouraged by the CERV programme), which will allow small municipalities across Europe organize and participate in big scale international events.

The project clearly carries a transnational interest for a number of countries, as equality and diversity are deemed to be a top priority for the European Commission. Already the response to the call for partners proved it. Direct impact of the project will be noticeable in 13 countries of the consortium, but we go beyond that. With the support of the local Ukrainian community, we believe to engage representatives of this country in project activities, at least in case of the Polish transnational meeting. Hosting Ukrainian local authorities and representatives adds valuable perspectives to our project, enriching discussions on diversity, inclusion, and community engagement. Furthermore, it demonstrates solidarity and support for Ukraine during a time of geopolitical tension, aligning with the EU's commitment to fostering positive relationships with its neighboring countries.

In our project proposal, we challenge the common assumption that small towns and their local authorities are more conservative and susceptible to nationalistic propaganda. Instead, we believe that these communities, in alignment with EU values, have the potential to embrace progressive values and contribute to positive change. This perspective is supported by Eurobarometer surveys, such as Eurobarometer 91, which highlight the diversity of opinions and attitudes across different regions within the EU. Similarly, we recognize the agency of ethnic minorities in large European capitals, acknowledging their role in advocating for diversity and inclusion. By showcasing diverse perspectives and promoting collaboration across different communities, we aim to foster a more inclusive and dynamic society, in line with the EU's principles of equality and solidarity. By connecting partners who share these goals, the network offers an opportunity for citizens to discover and appreciate the cultural diversity of the EU while reinforcing the role of local and regional authorities in the wider European context.

Finally, this project aims to contribute to the ongoing debates and initiatives at EU level, with the **LGBTIQ Equality Strategy and EU Roma strategic framework on equality, inclusion and participation**, the EU Diversity Month or one of the flagship initiatives of the Commissioner Dalli – the **Task Force on Equality of the European Commission** which was set up at the end of 2019 to support in her efforts “to strengthen Europe’s commitment to inclusion and equality in all of its senses, irrespective of sex, racial or ethnic origin, age, disability, sexual orientation or religious belief”, to mention only a few. Being so well aligned with various EU initiatives and efforts, the SoD network represents a great value. With a focus on minorities, such as second-generation migrants, and acknowledging the understanding of diversity in the meaning of the European Capitals of Inclusion and Diversity award and the EU Diversity Month, we celebrate different aspects of diversity, including ethnic, religious, and identity diversities, gender diversities.

Building synergies, avoiding duplication

This network of towns and CSOs across Europe complements existing **EU-led initiatives** by offering a grassroots-level approach.

The consortium behind Sound of Diversity comprises partners from 14 countries, many of whom have deep-rooted engagement with EU-funded programs such as LEADER, Europe for Citizens' Networks of Towns, Town Twinning, Civil Society projects, and Erasmus+. This diverse wealth of experience forms the bedrock upon which Sound of Diversity is built, infusing it with a rich tapestry of perspectives and best practices from across Europe. The project builds on the results of past activities carried out in the

field. Its activities are complementary and innovative to other activities carried out by other organisations. Most significantly, Sound of Diversity is built on take-aways from the LAG's community led local development – a highly participatory methodology, able to encourage the involvement not-associated citizens in the policy process. Here are a few other examples:

1. Intercultural cities programme of the Council of Europe: The County of Seine-Saint-Denis belongs this is a network of local authorities which supports cities and regions in reviewing and adapting their policies through an intercultural lens, and developing comprehensive intercultural strategies to manage diversity as an advantage for the whole society. These foundations are close to the values and key ambitions of the Sound of Diversity project. The complementarity of SoD lies in the fact of engaging bottom-up, linking territories which would not have yet the capacity to access ICC. The benchmark of SoD lies in focus on peer learning, on a horizontal exchange between countries and on the focus on current EU topics and the EU framework. We see the potential of the County of Seine-Saint-Denis being a partner of the ICC Programme as it offers a platform to connect cities and leaders globally into a community where initiatives and practice from one city are analysed and shared to inspire the others, thus more dissemination opportunities for the findings of the Sound of Diversity.
2. The SoD draws upon the extensive groundwork laid by the Network of European Towns for Interculturalism, Diversity, Equality, and Anti-Discrimination (NET-IDEA), funded by CERV. This prior initiative served as a cornerstone for understanding and enhancing the competencies of European local authorities in promoting diversity, interculturalism, and anti-discrimination. Leveraging data collected from 20 cities across 6 European countries, NET-IDEA identified critical gaps between the training offered and the actual needs of participants. It underscored the necessity for practical, applied learning methodologies to effectively integrate intercultural competencies into policy design and implementation. The SoD network will follow the NET-IDEA's recommendations to:
 - Raise knowledge about the experience of migrants and their communities
 - Implement methods to be used for encouraging positive interactions
 - Foster critical thinking, knowledge about inequality and power relations
 - Pay attention to the complexity of cultural codes in different settings
3. The Polish leader participated in **different Networks of Towns** fostering European citizenship and encouraging democratic and civic participation, e.g.:
 - A Europe for Citizens-funded Network of Towns "European Towns Fostering Intercultural Dialogue and Combating Discrimination of Migrants and Minorities". The project aims to raise awareness on the richness of EU cultural diversity and promote key European values, facilitated by intercultural exchange. The key project priority was to foster intercultural dialogue between cultural communities and political actors in Europe, preventing discrimination and combating the stigmatization of migrants and minority groups.
 - A CERV-funded Network of Towns called "EUHRENET – European Human Rights Network of Towns: promoting awareness and exchanging good practices based on the EU Charter on Fundamental Rights and its application at local level" (Project ID. 101054251) implemented in 2022-2023 and resulted with "The EUHRENET Policy Recommendations". Representatives of the County of Aleksandrów Łódzki took part in some project activities events and contributed to the Policy Recommendations with one of the key points being: "Reducing political polarization and extremism in local European communities" with focus on / European Towns developing competences to deliver a Human Rights based approach to local policy-making and promotion of active citizenship".
4. **Slovo 21 (Czechia)** who supports minority integration – mainly the Roma community and advocates for Roma inclusion and rights at local, regional, national, participated in several projects that have provided us with valuable experiences and skills crucial for our current project. Among others, they have been involved in initiatives funded by the Erasmus+ program, focusing on supporting young Romani women, providing us with a comprehensive understanding of their needs and opportunities. Through support from CERV, they have acquired advocacy skills in the field of Romani integration, which we now leverage to advocate for changes and supportive measures benefiting the Romani community in this proposal.

Despite the numerous valuable aspects of these projects, it is evident that they have not been successful in dismantling the structural silos between EU-profiled activities and the general public. These projects have mostly managed to attract specific professional groups and organised groups of school students, while neglecting certain social groups such as minorities, migrant communities, and non-organised youth. Our objective is to actively encourage participation from the entire population, ensuring that these groups are adequately represented in EU-related discussions regarding the future of Europe, and we are confident to achieve this aim via the open and engaging (appealing) formats of the transnational events and adequate branding.

Most of the partners are experienced with **Eramsus+** projects. These, however do not offer the possibility for beneficiaries to develop more thematic and policy-related projects, such as the Sound of Diversity. The project is building a synergy with this EU-funded initiative, by expanding its capacity and adding the cross-border dimension.

Last but not least, the composition of the network represents an innovation, being both cross-sectoral and transactional. For example, the project will benefit from the expertise of other EU-funded initiatives of its partners (beneficiaries), such as one of Connection:Berlin, who is experienced in the Citizens Initiatives in favour of full rights of mobile EU citizens which will allow the whole Sound of Diversity consortium benefit from the experience gained by the staff of this organisation when it comes to working with youth. The innovation is that being a partner of a Network of Towns, will allow to activate citizens in all partner countries, and with a very clear target to bring them closer to the EU.

Place of the main activity in the WPs 1-11	Meeting title	General EU priority area in relation to the Call	EU framework documents, strategies and programs that will be tackled + EU politicians possible to engage
Óbidos (Portugal)	Launching Digital Citizenship: The Óbidos Gaming Village Experience	EU decision-making process (EU policies, priorities and values)	2025 European Year of Digital Citizenship Education & The Future of Youth Policy in the EU + The President of the Commission For Citizenship and Gender Equality a deputy of the Portuguese Parliament
Prague (Czechia)	Roma Voices: Celebrating Europe's Diversity at Khamoro	The role of minorities in Europe's cultural development	The new EU Roma strategic framework for equality, inclusion and participation; European Diversity Month 2025 + Věra Jourová, EC Commissioner
County of Seine-Saint-Denis (France)	Intercultural Dialogues at the Multitude Festival	The role of minorities in Europe's cultural development	Intercultural Cities (ICC) and European Diversity Month 2025
Aleksandrów Łódzki (Poland)	Citizens in Dialogue: Navigating EU Policies Through Art	EU decision-making process (EU policies, priorities and values)	Results of the Polish Presidency in the Council of the EU (January-June 2025) & new European Bauhaus
online (by Berlin)	Virtual Roundtable: Diversity Management	The role of minorities in Europe's cultural development	Culture in a Union that strives for more: the role of regions and cities
Zagreb (Croatia)	EU Values in Action: Promoting Active Citizenship at the Jewish Film Festival	The role of minorities in Europe's cultural development	.A Union of equality: EU anti-racism action plan 2020-2025: anti-Muslim and antisemitism + An MEP from Croatia
Bârlad (România)	Unity in Diversity: The Bârlad Experience	EU decision-making process (EU policies, priorities and values)	European Diversity Month 2026 + A representative of the EP Office in Romania
Associazione InCo-Molfetta APS (Italy)	Festival of Peoples: Bridging Cultures and Environmental Awareness	Climate and the environment	New European Bauhaus + An MEP from Italy, and Europe Direct

Municipality of Kileler (Greece)	Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler	The role of minorities in Europe's cultural development	EU anti-racism action plan 2020-2025
Aleksandrów Łódzki (Poland)	Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit	Climate and the environment	LGBTIQ Equality Strategy: Subcultures, youth, antidiscrimination A Member of the Committee of the Regions, Hanna Zdanowska
online (by Berlin)	Virtual Policy Forum on EU Policies and Diversity Management	EU decision-making process (EU policies, priorities and values)	European Diversity Charter in cooperation with Ambasada Polek and International Council of Polish Womxn + German, and/or Polish MEPs

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2. QUALITY

2.1 Concept and methodology

Concept and methodology

Outline the approach and methodology behind the project. Explain why they are the most suitable for achieving the project's objectives. Include ethical and safety considerations to ensure that target groups are not subjected to harm in any way.

Note: Methodology is not a list of activities but are instruments, approaches that will be used, applied and created.

Underlying concepts:

City practitioners and civil society initiatives, who do not share a common understanding on the key policy areas, are far less likely to effectively work together. In order to be on the same page, we will follow these definitions, as referenced by the EU framework documents:

- Diversity is about the ways in which people differ. These differences should be recognised, celebrated, and treated as a natural part of society.
- Equality is a natural extension of diversity and is based on the idea of fairness, whilst recognising that everyone is different.
- Inclusion means that all people, regardless of their abilities, disabilities, or health care needs, have the right to be respected and appreciated as valuable members of their communities. Diversity refers to the traits and characteristics that make people unique, while inclusion refers to the behaviours and social norms that ensure people feel welcome.
- The SoD follow the Diversity Charter's definition of diversity in relation to grounds of sex, age, disability, health condition, race, nationality, national origin, ethnicity, religion, denomination, non-denominational, conviction, political affiliation, trade union membership, psychosexual orientation, identity, sexual orientation, family status, lifestyle, the form, scope and basis of employment, other types of cooperation and other indications of exposure to discriminatory behaviour.

Supporting methods - an incremental progress of the SoD network

The graph on the next page shows how the methodological approach of the SoD network serves reaching the three main project objectives, which are supported by the milestones (transnational meetings).

The methodology of the Sound of Diversity (SoD) project is designed to foster incremental progress through a series of strategically planned steps that ensure comprehensive stakeholder engagement and the integration of diversity across all layers of participating communities. Here's how the methodology flow supports this objective:

1. Stakeholder mapping and engagement - the project begins by defining the scope of local outreach through detailed mapping of stakeholders, including civil society organizations (CSOs), cultural activists, and other relevant groups. This initial mapping helps in forming robust partnerships underscored by formal agreements or letters of support, which are crucial for ensuring commitment and cooperation throughout the project lifecycle.

2. Entry survey and multistakeholder cooperation - an initial survey in all partnered territories will map the current status and ambitions, engaging a broad coalition of policy makers, civil society organizations (CSOs), cultural groups, and local activists. This foundational survey aims to jumpstart

discussions on local diversity management strategies, enhancing understanding and cooperation among stakeholders. Recommendations from this survey will guide the development of training modules and seminars, tailored to boost competences in each partner area.

3 Appointment of local ambassadors and strategic partnerships - strategic partnerships with minority groups and civil society organizations that represent these groups locally. Each partner will form a local committee of Sound of Diversity ambassadors, consisting of at least one local policymaker, one staff member from city council or public administration, and one representative from a civil society organization or a minority group. This setup fosters intersectional dialogue on local diversity strategies and project engagement.

4 Utilization of the Diversity Self-Assessment Tool offered by the Diversity Charters to gauge their current standing—be it Diversity Champion, Pioneer, Explorer, or Beginner—and identify areas for improvement. This assessment will consider any existing diversity or related workplace policies to ensure an accurate evaluation.

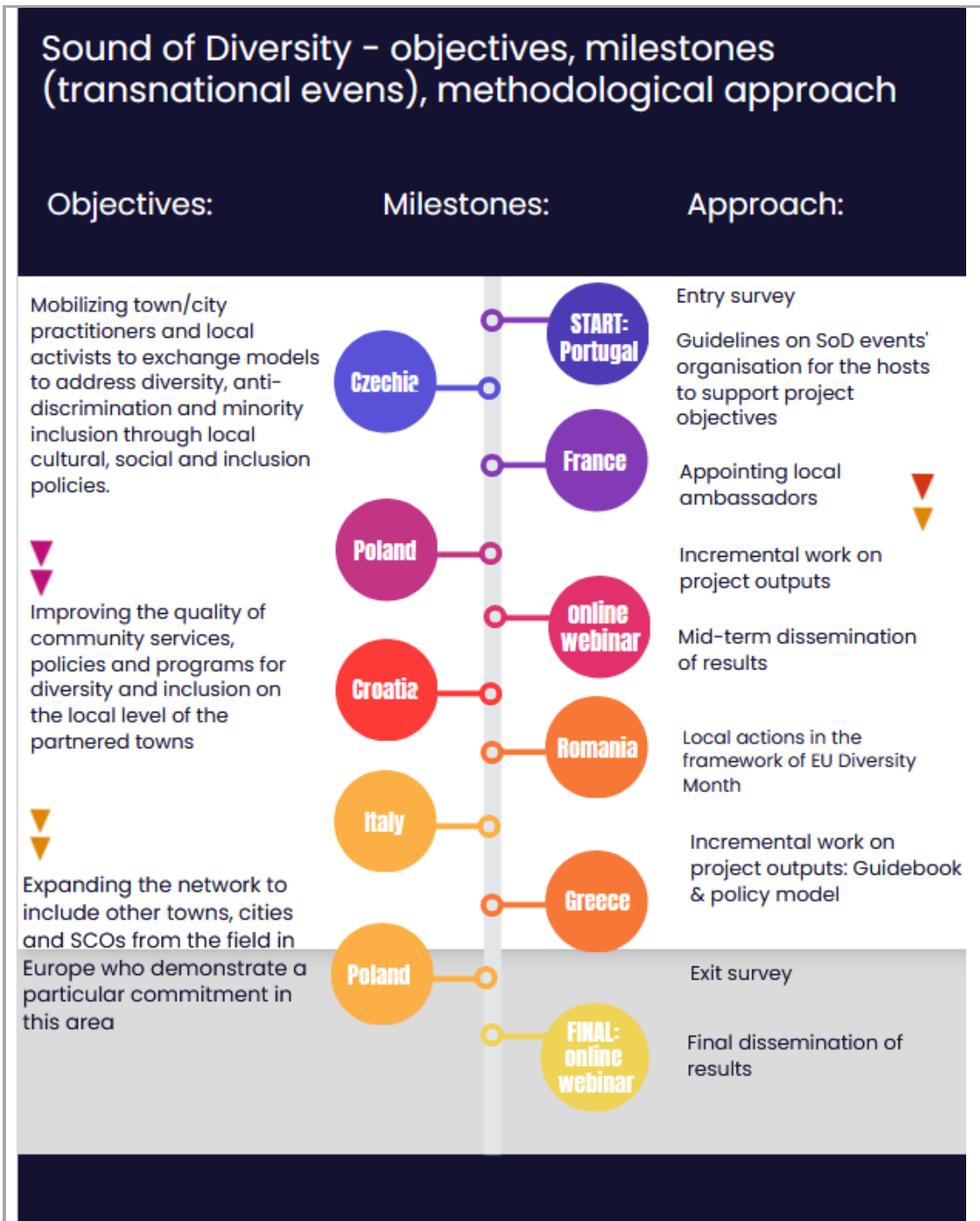
5 Development of event organization Guidelines for organizing the Sound of Diversity transnational meetings will be crafted to reinforce project objectives, including aspects of gender and equality. These guidelines will serve as a blueprint for ensuring that large-scale events effectively represent the community's unique identity and facilitate cultural exchange. Large-scale events play a crucial role in this community, acting as prominent symbols that celebrate its unique identity and serve as central gathering points. These events are not just celebrations; they are also key opportunities for cultural exchange and community engagement. Throughout the project, we will focus on enhancing these events by continuously refining and improving event organization to better serve the community's needs, actively testing new formats and ideas during events to see what works best, making real-time adjustments based on feedback and observations, using these events as practical platforms for direct community actions, providing immediate benefits and learning opportunities for all participants.

6 Local actions hosted by each project partner locally (on the ground) in compliance with the EU Diversity Month 2026.

7 Incremental development of project outputs will be informed by activities such as transnational events and diverse participatory formats. This process includes regular consultation with the established committees and integration of learnings and outcomes from one event to the next.

8 Mid-term and final dissemination - results will be shared through mid-term online webinars, local actions during the EU Diversity Month 2026, and a final online webinar. The project will culminate in the Sound of Diversity European Summit, followed by an exit survey to gauge the long-term impact and effectiveness of the project interventions.

9 SoD Guidebook and policy model development - throughout the project, best practices and learnings will be compiled into a comprehensive guidebook and policy model, ensuring that the insights gained can be applied beyond the life of the project to other towns and cities.



The methodology will encompass these aspects for each of the three key policy areas:

Sharing knowledge, expertise and mutual learning

Core value n. 1: informed policy making, from setting goals, engaging in mutual learning, to revised strategies and solutions

- **Regularity** - 11 transnational big-scale project meetings with all partners and local actions in each partner territory which engage citizens
- Regularity allows for regular consultation and dialogue with local level representatives as well as with civil society organisations that represent the concerns of the individuals affected

Building knowledge and sharing best practice on the benefits of diversity as well as effective measures on how to tackle discrimination and racism at local level. For the success of this process, it is crucial for

the project to have all the partners onboard, i.e. have them participate actively in the events with a minimum of 3 persons per event, provide inputs, share practices, engage experts, policy makers, local activists, minority representatives, volunteers, councillors and other elected politicians, as well as cultural practitioners. Each meeting will be a platform which allows to share detailed, practical knowledge on diversity management, anti-discrimination, and inclusion strategies, encompassing technical details of community building initiatives and their analytical comparisons.

The formats used during the transnational project meetings to support this objective:

- **Expert inputs** on specific aspects (e.g., unconscious bias in public services, discrimination in housing, gender bias in education and healthcare, etc.)
- **Hands-on sessions** where town/city practitioners and local activists can acquire practical skills or discuss relevant topics in smaller groups; in a form of a **training and/or seminar activities** with an expert input to introduce crucial aspects and recall the EU framework in this regard;
- **Exchanges of good practices** among public authorities and civil society organisations on ongoing initiatives (initiatives in progress) and/or **peer exchange** sessions for community members; facilitating networking and knowledge-sharing where local activists and CSO representatives can connect and forge collaborations with peers from other regions and countries.
- **Study trips** to provide a hands-on insight of a case example by visiting different projects and presenting the city program (e.g. how do **local public councils for cultural, youth, equal opportunities, diversity, gender equality policies** councils develop and propose policies, plan, organize and implement initiatives involving and empowering newcomers)

In case of the **online meetings**: expert exchange and/or peer exchange for community members, exchanges of good practices among public authorities and civil society organisations, and thematic webinars.

Peer learning will allow not only knowledge to be transferred, ensuring that the relevant local policies are disseminated across the EU, but would ultimately allow stakeholders to improve the quality of community services, policies and programs for diversity and inclusion on the local level, i.e. it is expected to bring us to the second objective:

Advocacy and policy influencing

Core value n. 2: inclusion – from valuing diversity to securing accessibility and promoting participation of minorities of all sorts

- Inclusive project governance structure where partners' voices matter – communication means in that the partners participate fully in the process
- With the aim of involving people and representatives of the institutions in the construction of a municipality model in which no one is left behind
- Impact on the quality of local policies - provide the town/city practitioner with tools to translate the acquired approaches and examples into their own concrete policies and programs
- Creating a benefit for the EU, a way to strengthen the European dimension and foster healthy democratic governance – mainstreaming the perspectives of people with a minority racial or ethnic background into all EU policies is central.
- Mobilizing stakeholders to support policy initiatives, e.g., through letters or public statements

The project will encompass networking sessions offering opportunities where town/city practitioners, local activists and community members can connect, share ideas, and collaborate on initiatives related to diversity, anti-discrimination and inclusion. as the consolidation of perspectives from different European towns offers added leverage for advocacy endeavours at both the national and European levels. This, in turn, validates policy requests and aids in constructing persuasive arguments.

The formats used during transnational project meetings to support this objective:

- **Conference** formats which allows to engage with policymakers (incl. national and EU levels), town/city practitioners, local activists and community members.
- **Exchanges of good practices** among public authorities and civil society organisations on new initiatives, improvements evoked by the SoD network enriched by **Stakeholder Consultations** - meetings and consultations with local activists and CSO representatives to identify priority issues, co-design interventions, and assess the effectiveness of project activities.
- **Capacity building workshops** focused on skills development, such as community organizing, advocacy, and project management, equipping local activists and CSO representatives with the tools needed to drive change effectively.
- **Hands-on sessions** where town/city practitioners and local activists can acquire practical skills or discuss relevant topics in smaller groups
- **Participatory decision-making processes**: Engaging local activists and CSO representatives in project planning, implementation, and evaluation processes, ensuring their voices are heard, and

their perspectives are integrated into project activities.

- **Internal workshop sessions** to discuss the political advocacy of the project, its impact, effects
- Use of the EU Diversity Self-Assessment Tool to see where our organisations currently stand, if we are a Diversity Champion, Pioneer, Explorer or Beginner and to begin to explore how you might make further progress on this journey.

Advocacy and policy influencing will allow to empower citizen communities, including second-generation migrants, by actively advocating for European rights and values, making their voices heard to strengthen the EU integration process, which is expected to bring us to the third objective:

Awareness raising and empowering citizens

Core value n. 3: quality-focused cooperation that values every member beyond mere numbers

- Focus on **local strategies**, policy models
- **Knowledge raising** on the EU and on new phenomena that are challenging the integrity of elections through webinars and conferences for more **informed engagement**
- **Engagement** of local youth parliaments and youth councils experts, citizens, policy makers to collect perspectives from **different angles** of society
- **Monitoring** of the outcomes and transferring the results to EU politicians during the study visit in Brussels
- Collecting reports and summaries of the activities (Event's reports, citizens' testimonies, videos, etc.)
- Engaging more with civil society actors on the ground

Ways and practices to create **formal and informal civic spaces** where citizens can meet, discuss, acquire knowledge. We intend to utilize existing locally organized festivals and large-scale community events hosted by the project partners to support the goals and ambitions of this project. The project schedule encompasses combining the international project meetings with these high-visibility events.

- High-visibility events
- Awareness-raising activities as the message of the project will be embedded into the communication on the festival, event
- Local actions in line with the EU Diversity Month 2026
- "fairs" - setting up a space for thematically related NGOs and informal initiatives to present themselves.
- **Collaborative initiatives** facilitating partnerships between local activists and CSOs to leverage resources, share expertise, and coordinate efforts towards common goals, enhancing the collective impact of community-driven initiatives.

The concept of the Sound of Diversity Stage

Each project face-to-face transnational meetings will set a Sound of Diversity Stage where invited experts, guests will discuss topics of the project with gathered citizens, the extra focus that will be included into the festival/community event in the form of the Sound of Diversity Stage. It is envisioned as an open community space, such as a "tent stage" (in Polish: "scena namiotowa"), characterized by its inclusive and welcoming atmosphere, where people from diverse backgrounds come together to learn, engage, and connect through a meaningful experience. Each subject presented on the Sound of Diversity Stage is rooted in local context but framed within a broader European context, allowing for comparisons and exploration of different European perspectives. This approach encourages participants to broaden their understanding of local issues by considering them within a larger European framework. The stage serves as a platform for showcasing the richness of local culture, heritage but also challenges and pitfalls of diversity policies while promoting a sense of European identity and solidarity among participants. The stage will also allow to hear expert opinions and interpretation of the principles of democracy, values and functioning of the EU on:

1. The role of minorities in Europe's cultural development;
2. EU decision-making process (EU policies, priorities, values)
3. Climate and the environment

We aim to follow the following setup of the Stage:

- Inclusivity to ensuring that the event is open to people from all backgrounds, ages, and abilities, fostering a welcoming environment where everyone feels included and valued.
- Community engagement - encouraging active participation and involvement from attendees, whether through performing, volunteering, or participating in interactive activities and discussions, fostering a sense of community ownership and collaboration.

- Vibrant atmosphere - creating an energetic and lively atmosphere where participant can mingle, socialize, and contribute to the experience.
- Cultural exchange - celebrating diversity and promoting cultural exchange by showcasing different cultural traditions, languages, and artistic expressions, providing opportunities for attendees to learn from and connect with people from diverse backgrounds.

The following formats will be used on the Sound of Diversity Stage:

- Panel discussions: engaging panels featuring experts, activists, and community members to discuss key issues and share perspectives. community members active in the subject area, e.g. Roma, representatives of subcultures
- Lightning talks - invite speakers to deliver brief, focused presentations on various aspects of diversity and inclusion. This format allows for a diverse range of perspectives to be shared in a short amount of time, keeping participants engaged and interested
- Fishbowl discussions - a setup with a circle of chairs with a smaller group of active participants discussing the project's subject area while surrounded by a larger audience. Non-participants can observe and join the conversation as desired, fostering engagement and dialogue
- **Tolerance talk** in cooperation with Dijalogija, an educational program & online platform, will be used in case of the Jewish Film Festival (WP6): public discussions which include: watching a festival movie related to the discussion topic, panelists' interventions – moderated discussion, and questions from the audience
- Community action planning sessions: brainstorming sessions or workshops where participants collaborate to develop actionable plans for promoting diversity and inclusion in their community, empowering them to take concrete steps towards positive change
- Artistic performances & creative performances such as theater, music, or dance that convey messages related to diversity and inclusion in an engaging manner.
- Creative workshops focused on artistic expression, such as painting, photography, or creative writing, that encourage participants to express their thoughts and feelings on diversity, non-discrimination and inclusion through art.

This structured yet flexible approach ensures that the Sound of Diversity network can adapt to the evolving needs of the communities it serves, while also laying a strong foundation for long-term impact and scalability within the European framework.

Ethical and safety considerations to ensure that target groups are not subjected to harm in any way

In general the project is not addressed to children as target groups. It may however engage them via some of the local activities engaging community members in general or families. Other vulnerable groups (minorities, minority leaders, migrants, subcultures, diasporas, people with disabilities, young people, women and girls⁹, young mothers, members of LGBTQI community, disabled citizens, elderly) will definitely be engaged. Respect, beneficence, and justice are the principles that form the foundation of ethics in participatory projects. Bearing in mind the vulnerability of some of the target groups, the Sound of Diversity project follows the 5 ethical considerations:

- Informed consent.
- Voluntary participation
- Do no harm
- Confidentiality
- Anonymity.

The ethical considerations are especially important as the Sound of Diversity engages such vulnerable groups into interactions between them and politicians who – on average, can be characterized as a more privileged group (socially, economically) because of the social capital, access to power and a professional work life.

Therefore, the project complies with the EU values based on the **Article 2 of the Treaty on the EU**, as it is founded on the values of respect for freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. In the operational terms of the project governance, the project team will design and approve the guidelines for **Ethics and non-discrimination & Guidelines for gender mainstreaming and data management** as a part of the Project Management Strategy which will incorporate the above values and provide a toolkit for project

⁹ Women in the project are understood as FLINTA: female, lesbian, intersexual, non-binary, transgender and a-sexual.

partners to this regard at all stages of the project.

Moreover, gender mainstreaming and equality dimensions will be a part of the **'Guidelines on the standards for the organisation/ hosting of the Sound of Diversity transnational meetings'**, specifically meant to support the gender mainstreaming in the framework of the large-scale community events. They will be written in line with the mitigation measures specified in the Section 2.7.

Innovation of the proposal

- This initiative stands out by integrating high-visibility, large-scale events into the conventional network of towns, significantly enhancing the impact and visibility of each activity beyond standard community engagements.

- Originating from small towns, this bottom-up approach directly challenges prevailing stereotypes by showcasing their capacity to champion progressive values and inclusive policies, and inclusive policies, thereby influencing broader urban areas

- By designing the project to directly access and engage minority groups, subcultures, youth, and typically non-engaged citizens, we ensure diverse perspectives and needs are not only heard but actively shape project outcomes.

- The integration of EU-wide events with local community activities offers a unique platform where random citizens, who might not usually participate in such initiatives, are drawn into the European discourse, thus broadening the impact and relevance of EU policies.

- The project leverages a methodical approach to gender and diversity mainstreaming, ensuring that all activities not only address but are shaped by the complex identities and experiences of all community members, promoting a truly inclusive and equitable public sphere.

-The project builds on established EU benchmarks and previous successful EU projects, drawing lessons to enhance the effectiveness and scalability of its interventions, setting a new standard for transnational collaboration in the realm of diversity and inclusion.

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2.2 Consortium set-up

Consortium cooperation and division of roles (if applicable) (n/a for Town Twinning and Programme Contact Points)

Describe the participants (Beneficiaries, Affiliated Entities and Associated Partners, if any) and explain how they will work together to implement the project. How will they bring together the necessary expertise? How will they complement each other?

In what way does each of the participants contribute to the project? Show that each has a valid role and adequate resources to fulfil that role.

Note: When building your consortium you should think of organisations that can help you reach objectives and solve problems.

The Beneficiaries of the project

This Network consists of 13 formal partners from 12 EU Member States and Serbia, i.e. 13 programme countries. We took care of the geographical balance of the partners to represent long-term Member States: Italy, Portugal, Spain, Greece, France, Germany, and the "newer" ones: Poland, Czechia, Slovakia, Romania, Slovenia, Hungary. Serbia, also represented in the project, was identified as a potential candidate for EU membership. The Sound of Diversity Network of Towns creates an opportunity to many new-comers from the CERV perspective, who were carefully selected as partners and who are complementary among each other. **This diverse geographical distribution ensures a rich variety of perspectives and approaches to diversity management and inclusion.** The network connects local authorities of towns with populations of up to 50,000 residents that advocate for diversity, social inclusion, minority protection, and European values, as well as NGOs operating in European capitals like Prague, Berlin, or Zagreb (besides the Italia partner, Associazione InCo, which works close to the "capital" of the Apulia region – Bari, particularly in the realm of promoting minority rights, capable to support the strategic approach to diversity management in local authorities. Key participants include:

- **Commune of Aleksandrów Łódzki (Poland):** Acts as the project coordinator, overseeing general management and integration of activities across the consortium.
- **City Council of Jacarilla (Spain) and Municipality of Kileler (Greece):** Local governments with strong engagement in community-driven diversity and inclusion initiatives.
- **Óbidos Municipality (Portugal) and County of Seine-Saint-Denis (France):** Recognized for their innovative approaches to cultural integration and social inclusion.
- **North East Romania - Suceava Municipality and Budapest XIV. district Zugló Municipality (Hungary):** Bring expertise in managing EU-funded projects and integrating diverse community interests.
- **NGOs like Connection:Berlin (Germany), Slovo 21 (Czechia), and Jewish Film Festival - Zagreb (Croatia):** Specialize in minority rights and cultural promotion, providing the strategic approach necessary for effective diversity management at local levels.

The Sound of Diversity consortium consists of one Project Coordinator (Commune of Aleksandrów

Łódzki), 12 Beneficiaries and two Associated parties Ambasada Polek (DE) and International Council of Polish Women (PL) supporting gender mainstreaming.

The Consortium's capacity (the necessary expertise)

The Commune of Aleksandrów Łódzki, in the capacity of the main applicant, has stable and adequate resources to successfully carry out the projects and meet their obligations, proven by the projects implemented in recent years and the fact of the Commune being in charge of local governance and administration. The Municipality's budget at the end of 2023 on the revenue side, amounted to 43.926.183,00 euro. Its capacity includes managing public services, infrastructure, and community development initiatives. It also addressed the needs and concerns of their residents, uphold local regulations and laws, and promote the well-being and prosperity of the community. Additionally, it engages in regional partnerships, collaborate with neighboring municipalities, and participate in broader initiatives aimed at regional development and cooperation. The Commune of Aleksandrów Łódzki is responsible for various other institutions and services within its jurisdiction, such as libraries, schools, healthcare facilities, cultural centers, sports facilities, social services, municipal infrastructure, environmental management, and local administration. Every year it organizes hundreds of local events: cultural, entertainment, recreational, pro-social, educational, ecological and sport events. The City Hall collaborates with educational units and non-governmental organizations, including youth, feminist and minority groups, at the municipal level, providing support to their initiatives, which is of utmost importance. The Commune set an example of providing humanitarian support to the people affected by the war in response to Russia's invasion of Ukraine in 2022. The municipality has previously been involved as a formal partner and a host of transnational project activities of two other Networks of Towns, one funded by Europe for Citizens and the other by CERV Programme. The Commune's representatives got informally engaged in other Networks of Towns (e.g. EUHRENET) to directly learn from the best practices and specificities of NTTs under CERV.

With the support of the City Hall's human, operational, and administrative resources, particularly the International Cooperation and Promotion Department, as well as assistance from local activists, it is fully capable of assuming the role of Lead Partner in this large-scale Network of Towns project. The Department has assigned a team of employees to oversee and execute this project, led by the Head of the Department who has been working for the town for 17 years.

The project is fully supported by the Mayor of Aleksandrów Łódzki who has recently been re-elected for another term in the latest local elections which were held in Poland on April 7, 2024. This guarantees political support throughout project's entire duration and increases its impact and sustainability. The political will is necessary for policy frameworks to enable the development and implementation of community services, policies and programs for diversity and inclusion because the inclusion and diversity strategy must be mainstreamed in the local authority's policies and its regulations.

When choosing partners, we ensured that they all have the know-how, qualifications and resources to successfully implement their project's obligations and contribute their share. They are either smaller local governments that promote the values of diversity, social inclusion, minority protection, and European values, **and** social organizations that organize events in European capitals such as Prague, Berlin or Zagreb, particularly in the realm of promoting minority rights, capable to support the strategic approach to diversity management in local authorities. All partners together have sufficient resources to successfully implement the project and contribute their share, which was demonstrated with:

- the level of the competence and expertise of staff members appointed to deliver the project and supporting experts
- sufficient experience in projects of comparable size or nature
- operational resources and the measures proposed to obtain such resources by the time the task implementation starts

Consortium cooperation, expertise integration and contribution to the project

The consortium will operate under a framework that promotes close cooperation and efficient role division, ensuring that each partner contributes its expertise effectively:

1. **Project Coordination:** Led by the Commune of Aleksandrów Łódzki, the coordination involves strategic management, financial oversight, and compliance with EU regulations, ensuring smooth project implementation.
2. **Expertise sharing and role allocation:**
 - Each local authority brings specific expertise in integrating European values within local governance structures and will focus on applying diversity policies directly within their communities.
 - NGOs will leverage their experience in advocacy, minority rights, and public engagement to enhance the project's outreach and impact.
3. **Complementarity:**
 - Partners are selected not only for their individual competencies but also for their ability to complement each other's capabilities. For instance, municipalities with strong

policy-making experience pair with NGOs that have deep community ties and grassroots mobilization capacity.

Each partner contributes to the project by leveraging their unique strengths and resources:

- **Local authorities:** Implement pilot projects and integrate diversity and inclusion strategies into local policy frameworks.
- **NGOs:** Provide training, awareness campaigns, and direct engagement with minority communities to foster an inclusive atmosphere.
- **Educational and cultural events:** Organized by partners to promote diversity and educate the public on the benefits of an inclusive society.

Partners are responsible for various project tasks aligned with their expertise, ensuring effective execution and adherence to project goals. Activities are designed to ensure that every partner engages with the community and contributes to the collective goal of enhancing diversity and inclusion across European municipalities.

Ensuring effective implementation

- **Regular meetings** - the consortium meetings will be held quarterly to ensure ongoing alignment and effective communication among partners.
- **Workshops and training sessions** to share best practices and enhance skills across the consortium, particularly in areas like project management, diversity training, and EU policy integration.
- **Joint activities** - collaborative events and initiatives to ensure partners work together on common goals, promoting unity and cohesive action across different regions.

In summary, the consortium's set-up is designed to harness the diverse capabilities of each partner, ensuring a comprehensive approach to promoting diversity and inclusion. The collaborative framework not only aligns with EU values but also enhances the project's ability to make a significant impact on local communities throughout Europe. The role of the CSOs is to provide local authorities with specific expertise and access to target groups:

Associazione InCo-Molfetta APS (IT): - it arranges numerous mobilities via European Solidarity Corps and Erasmus+, it has an accreditation for E+ and Quality Label for ESC individual volunteering; it created a web radio for youngsters; a partner of 4 CERV projects.

Slovo 21 (CZ): the orgaiser of the biggest Romani festival, art exhibitions, movie screenings, literary events, Theatre of the Oppressed performances, 14 literary events, 2 art exhibitions; established Manushe, an informal group with over 200 Romani women members in the Czech Republic, providing support and a platform for them to voice their concerns and aspirations.

Association of Inclusive Culture (SLO): This organization hosts the annual "Play with Me" international inclusive festival in Ljubljana, bringing together thousands from the special needs community and beyond. It also organizes monthly family gatherings, biannual field trips, and inclusive summer camps for young children, alongside traveling art exhibitions across Slovenia.

Media Point (SB): Experienced in managing European initiatives like Europe for Citizens and Erasmus+ KA3, Media Point organizes annual events such as "Pod krošnjama na Štrandu," language workshops for children since 2013, and the Media Management Academy. It also runs MediaTalks, a series for aspiring media professionals introduced in 2022, and has held several regional and European conferences on minority and local media from 2014 to 2021.

Jewish Film Festival (CR): Hosting about 10 events annually, including the Festival of Tolerance, a cornerstone five-day film festival that educates on tolerance and has attracted over 400,000 attendees since 2007. It has also featured mini-editions across Austria, Slovenia, and the Balkans. The festival was founded by Branko Lustig, a Holocaust survivor and two-time Oscar winner, who led it until his passing.

Connection:Berlin (DE), is a newly established organization with a dedicated team boasting extensive experience in networks of towns, the CERV, Horizon Europe programs, project management, and diversity and gender mainstreaming. It will be supported by Ambasada Polek (Berlin) and the International Council of Polish Womxn foundation by providing insights into the situation of Polish migrants in Germany, the EU, and worldwide. Additionally, they offer valuable guidance on intersectional gender mainstreaming and enhance our understanding of migrant communities.

Common expertise and complementarity

- **Project Management** - partners share extensive experience and operational capacity in managing large-scale projects.
- **Budget efficiency** - all partners, both public and private, have the financial capacity to co-finance the project, managing local budgets effectively.

- **Communication and engagement** - exceptional capacity to communicate about the project, address policy makers and non-engaged citizens and reach a wide audience, with partners organizing high-visibility events and utilizing advanced communication tools like social media, newsletters, and websites.
- **Dissemination** - all partners are empowered to impact policy making through the transfer of project results and experiences across local, national, and European networks.
- **Commitment to diversity** - all members are committed to promoting diversity and countering discriminatory narratives, particularly regarding migrant communities and minorities.

The Consortium's complementarity /each participants' contribution to the project:

With such a diverse group as 13 countries involved, an absolute equal division of tasks would be impossible and counterproductive. Instead of trying to divide the work equally, we decided to aim at providing equal opportunities for participation to all the partners and their stakeholders, and to plan the project work plan based on the best use of expertise each partner brings to the Sound of Diversity network, which will serve reaching the objectives and expected impacts. Together with partners, we identified complementary fields of expertise which will allow us to learn from one another, here are the crucial ones listed:

- **Citizens engagement:** Central to all partners' activities, enhancing community interaction and participation.
- **Diversity management:** Addressed across the consortium with each partner bringing unique strategies and initiatives.
- **Gender equality (intersectional):** Led by Ambasada Polek, focusing on integrating intersectional approaches.
- **Minorities – advocacy:** MEDIA PONT spearheads the development of minority and local media outlets, amplifying minority voices.
- **Minorities – education:** Jewish Film Festival - Zagreb enriches minority education through cultural events.
- **Minorities integration:** Slovo 21 focuses on Roma integration, offering targeted support and resources; Aleksandrów Łódzki engages Ukrainian communities, ensuring their inclusion and integration, Ambasada Polek (Polish)
- **Inclusion:** Association of Inclusive Culture champions the inclusion of people with special needs into all aspects of societal life.
- **Anti-discrimination:** Associazione InCo-Molfetta addresses discrimination issues, particularly in Albanian-Italian relations.
- **European citizenship and EU values:** Strengthened by the City Council of Jacarilla, Connection:Berlin and other partners, reinforcing the project's alignment with core EU principles.
- **Youth engagement:** A cross-cutting theme, with several partners focusing on engaging younger demographics, Óbidos Municipality, Association of Inclusive Culture, Jewish Film Festival - Zagreb among others.
- **Intercultural Cities Programme:** County of Seine-Saint-Denis integrates this EU programme to foster intercultural understanding and cooperation.

Project teams and staff

Describe the project teams and how they will work together to implement the project.

List the staff included in the project budget (budget category A) by function/profile (e.g. project manager, senior expert/advisor/researcher, junior expert/advisor/researcher, trainers/teachers, technical personnel, administrative personnel etc. and describe briefly their tasks. Provide CVs of all key actors (if required).

Note: Please ensure a gender-balanced representation in the composition of project teams and staff performing the action.

Name and function	Organisation	Role/tasks/professional profile and expertise
Tomasz Barszcz	Commune of Aleksandrów Łódzki	Head of Promotion and International Cooperation Department at Aleksandrów Łódzki's City Office. Organizer of over 1000 cultural and sports events through his last 17 years of work for the Commune. Director of Summer Dying Loud Festival, Epicentrum Festival and Festival of Various Arts. Member of the board of Aleksandrów Social Forum Association. MBA.

Dorota Beldowska-Zemła	Commune of Aleksandrów Łódzki	She works as a staff member at the Department of Promotion and International Cooperation at the Municipal Office in Aleksandrów Łódzki. Her role involves editing the local newspaper with a focus on graphics. She is also involved in co-authoring proposals and initiatives that have garnered considerable interest from the community.
Ewelina Wierzbowska	Commune of Aleksandrów Łódzki	She works as a staff member in the Department of Promotion and International Cooperation at the Municipal Office in Aleksandrów Łódzki. Her duties include preparing orders and overseeing procedures in compliance with the relevant legislation. During the summer of 2023, she managed the "Otwarcie plaży z ikra" project as part of the "Plan B" municipal summer event series. This initiative received co-financing from the European Maritime and Fisheries Fund.
Karolina Kaszuba	Commune of Aleksandrów Łódzki	A chief specialist at the Department of Promotion and International Cooperation of the Municipal Office in Aleksandrów Łódzki. She is highly knowledgeable about documentation related to the organization of mass events and course of procedures for the organization of projects. She is a co-organizer and co-author of many events of various themes: entertainment, cultural, sports, and social.
Víctor López	City Council of Jacarilla	Civil servant in charge of the European Funds of the City Council of Jacarilla. Law degree. Classical Music (hautbois) degree. Business management degree. Master of law and advocacy. Master in teaching. We have been applying to Erasmus+ funds, CERV, Next Generation, etc.
Luigi Balacco	Associazione InCo-Molfetta APS	Project manager, university degree in Political Sciences. Funding member of InCo (Trento) in 2004, coordinator of InCo-Molfetta since 2016. Expertise in managing and consultancy of international projects mainly granted by the EU. Manager of international trainings, youth exchanges, summer universities and cultural trip. Since 2016 project manager of more than 110 project, among Erasmus+ (Adult, Youth, School), ESC, CERV.
Elena Torelli	Associazione InCo-Molfetta APS	Bachelor's Degree in Intercultural Mediation and Master's Degree in Specialized Translation. Since 2014 youth worker, trainer & coordinator for several associations in Italy and Europe within European Commission projects, with experience in organization coordination, resource management, relationships with partner organizations in the EU and globally, local stakeholders. Experience in the European Voluntary Service, European Solidarity Corps.
Paulo Capinha	Óbidos Municipality	As the Senior Technician of the Youth Service within the Sports, Health, and Wellbeing Department, responsibilities include crafting strategies and policies for youth development, notably through the Municipal Youth Plan, assisting in the development of the Óbidos + Active Program focusing on Sports and Nature Tourism, overseeing the creation and upkeep of various municipal amenities like pedestrian routes, viewpoints, and bike parking, contributing to grant applications for nature tourism, accessible tourism, and territory regeneration projects, organizing outdoor activities, sports vacations, and community events, and providing logistical and maintenance support for the Municipal Sports Complex.
Suzana Nobre	Óbidos Municipality	Graduated in Graphic Design and Technologies from ESAD-CR, she works as a Senior Technician in the Fundraising Service, with her main duties being the design, submission and monitoring of applications. Performs functions in the production of the Literary Festivals, Latitudes and Folio General Project manager, Portugal Project manager, 20 years of experience in project management and cultural events production.
Sabina Silva	Óbidos Municipality	In preparing and monitoring the event, there will be several colleagues with more than 20 years of experience in organizing events that attract thousands of visitors.
Pouria Amirshahi	County of Seine-Saint-Denis	Since 2022 director of Multitude, the Intercultural Biennale of Seine-Saint-Denis and the Campus francophone de la Seine-Saint-Denis, a program in favor of multilingualism. A graduate in law and public employment. He headed a sustainable development NGO (4D) which he represented at the World Social Forum in Porte Alegre in 2003. Director of social and medico-social action from 2005 to 2009 in rural areas, then responsible for programming and partnerships at the City of Comics and Images. Former MP (member of parliament) between 2012 and 2017 for the 9th constituency of French people living abroad (Maghreb and West Africa) which is an inherently intercultural zone where several languages, memories and cultures coexist. He was also press director and editor (Politis, from Octobre 2017 to June 2022).
Chițiga Marius Gianni	North East Romania - Bârlad	Counsellor at the Local Development and European Integration Service since 2015, has been part of the implementation teams for eight infrastructure projects with non-reimbursable funding. He has completed projects funded by POR 2014-

	municipality	2020, POIM 2014-2020, POCA 2014-2020, and Norwegian Funds. Additionally, he has a project submitted for cross-border funding 2021-2027 currently under evaluation.
Vizitiu Cristina	North East Romania - Bârlad municipality	Head of the Culture Department in Bârlad (co-organizer of the Bârlad Cultural Days), has over 10 years of experience in the cultural field. She has completed several training programs, including Project Management, Communication as a Tool for Improving Individual and Organizational Performance, Priority Management, Time, and Stress Management, and holds a trainer certification. She coordinated a multilateral Comenius project called "Different Cultures but the Same Voices" with the project aim to promote traditions from the five partner countries. In her role, she has a very good relationship with other educational and cultural institutions in the city and beyond. Since 2019, she has been working as a trainer at the "Bună Ziua Copii din România" Association.
Stiliani (Stella) Pasalidou	Municipality of Kileler	The supervisor of the Culture, Tourism, Sport, and Lifelong Learning department, Stella a University Degree in management and Administration and an MSc in Cultural Organisations management. She is responsible for all cultural activities taking place at the Municipality including fests, theatre, art exhibitions, etc. She has 20 years' experience as a Municipal employee.
Maria Koutiva	Municipality of Kileler	Holds an Economics Degree and a PhD in Human resource management by the University of the Thessaly as well as two MScs one in Human Resource Studies and one in Organisation Studies from Tilburg University. She is a state employee at the Municipality of Kileler with 10 years' experience in management and implementation of EU projects funded by Erasmus+, AMIF, Interreg, CERV, EU Health programme etc
Jelena Silajđić	Slovo 21	Director of Slovo 21, over 26 years of experience of Roma inclusion in the Czech Republic, former journalist and dramaturge, she is currently involved in all projects runned by Slovo 21, both focused on Roma and foreigners.
Amra Mesić	Slovo 21	Project coordinator and fundraiser of Slovo 21, she has experience with work with foreigners and refugees, currently also as a fundraiser of Slovo 21 (If necessary, I can provide you their CVs with all details about their projects etc.)
Marja Medved	Association of Inclusive Culture	Project coordinator that has worked for more than 20 years at the Slovene national agency for Erasmus+ and its predecessors. She is now coordinating various national and international projects and maintaining cooperation with various stakeholders. She is also coordinator of national and international volunteers and has experiences in organizing events, among which those linked to the preparation and implementation of the international inclusive festival in Ljubljana. She also has experiences with promotion, social media, websites and PR activities.
Blanka Delalut	Association of Inclusive Culture	The vice president of the Association, a professor of Slovene language, with experiences in educational institutions. Her main tasks relate to the preparation and implementation one of the largest international (inclusive) art contest, implementation of national and international projects. Blanka has many years of practical experiences in various projects and programmes we do (regular adapted sport practice for children and adults with special needs, inclusive summer care, inclusive free time activities, family support group...) and she has many years of experiences in organizing our main international inclusive festival. These range from info stand, to legal matters, marketing, donations, PR etc. She works closely with Municipality of Ljubljana at her work.
Nataša Heror	MEDIA PONT	As the President of MEDIA PONT and a Philosophy graduate, she brings over 20 years of experience in marketing, advertising, and media advisory roles. Over the past decade, she has served as a trusted media advisor, possessing deep insights into both traditional and social media landscapes. Her expertise extends to crafting effective communication and dissemination strategies tailored to diverse projects and media platforms. With extensive experience in project management at national and international levels, she maintains a broad network of media stakeholders spanning Serbia, the Western Balkans region, and the EU.
Aradi Vladimír Huba	MEDIA PONT	As a Project Coordinator and Developer at MEDIA PONT, with a background in Cultural Studies, he specializes in facilitating dynamic training sessions for youth and adults. Leveraging my experience as a youth trainer and project coordinator, he excels in creating engaging learning environments. Proficient in digital tools and platforms, he integrates technology seamlessly into training programs. With expertise in multicultural workshops, he bridges cultural divides, fostering open dialogue and understanding among participants from diverse backgrounds. His approach emphasizes inclusivity and encourages exploration of varied

		perspectives and beliefs.
Nataša Popović	Jewish Film Festival	She holds a master's degree in graphic engineering technology, specializing in technical-technological design. With over 25 years of experience, she's adept at organizing events and producing film festivals, feature and short films, and operas for children. Notably, she introduced Holocaust education in Croatia through extracurricular activities in 2009. Since then, she's spearheaded culture and education projects, securing funding from public, EU, and international sources. She serves as the director of the Zagreb Jewish Film Festival and president of the NGO Zagreb Jewish Film Festival. Additionally, she directs the Center for the Promotion of Tolerance and Holocaust Remembrance in Zagreb.
Maria Csikai	Budapest XIV. district Zugló Municipality	Project manager, with the experience on climate and energy related projects and citizen engagement. She is a professional adult trainer and has been leading several training on climate resilience and sustainability related issues.
Katalin Márkus	Budapest XIV. district Zugló Municipality	Project communication referent, a young urbanist who joined to the Municipality Grant office lately. She holding an English teacher degree and has experience with youngsters.
Anna Krenz	Ambasada Polek	Berlin-based artist, architect, and feminist activist. Anna founded Dziewuchy Berlin, a collective advocating for women's rights, and has been instrumental in organizing protests and solidarity actions since 2016. Her "Global Scream" project, initiated in 2019, embodies her commitment to vocal feminist activism. Honored with the Golden Owls of Polonia, Anna continues to influence through her writings and lectures on feminism, architecture, and social engagement.

2.3 Project teams, staff and experts

Outside resources (subcontracting, seconded staff, etc)

If you do not have all skills/resources in-house, describe how you intend to get them (contributions of members, partner organisations, subcontracting, etc).

If there is subcontracting, please also complete the table in section 4. Moreover, ensure that subcontractors are aware of gender mainstreaming and non-discrimination mainstreaming.

Insert text

2.4 Consortium management and decision-making

Consortium management and decision-making (if applicable) (n/a for Town Twinning and Programme Contact Points)

Explain the management structures and decision-making mechanisms within the consortium. Describe how decisions will be taken and how regular and effective communication will be ensured. Describe methods to ensure planning and control.

Note: The concept (including organisational structure and decision-making mechanisms) must be adapted to the complexity and scale of the project.

The general management of the consortium belongs to the Project Coordinator (Commune of Aleksandrów Łódzki) who appoints the Project Management Team composed of internal staff of . It is within the Coordinator's competencies **to propose** the approach, measures and standards to the partners which will ensure a clear and transparent management structure and decision-making mechanisms. The mechanism has to be simple as the Consortium management and decision making are supposed to be as participative and open for the diversity of partners as possible. It is thus in the partners' competencies to then discuss, agree on, adapt and implement these mechanisms. They can fully use and contribute to Project management and communication tools applied by the consortium.

Roles and division of tasks among the Consortium

1. Project Coordinator: responsible for overall project management, including coordination of partner activities, monitoring and reporting.

The detailed tasks of the Project Coordinator are the following:

- General management of the Sound of Diversity Network of Towns;
- Appoint the Project Management Team;
- Engage internal (communal) resources necessary for the project implementation: infrastructure, venues, human resources;
- Prepare bilateral Partner Agreements with each Beneficiary and ensure they are followed/

- respected by all the Parties;
- Set up Management framework, e.g. Google Workspace tools, Google Drive, a Kaba-like PM method, space to store proofs of action, etc.
 - Communication and Dissemination infrastructure;
 - Conduct the official communication with the EACEA officer assigned to the project on behalf of the Consortium;
 - Carry on the Continuous Reporting to EACEA as the funding agency (WPs – deliverables);
 - Manage and report financial and administrative arrangements of the project (including Partner Agreements);
 - Monitor and manage the budget and financial flows;
 - Coordinate the work of the Communication Team;
 - Coordinate the publication of project materials on the project website and on social media pages;
 - Coordinate the proceedings of the Task Force;
 - Coordinate the proceedings of the Steering Committee;
 - Facilitate equal participation and effective contribution of the partners, i.e. facilitate communication, keep partners informed, engaged, motivated;
 - Monitor the Quality Assessment measures, with special focus on the transnational meetings, local actions in the framework of the EU Diversity Month and accompanying project tools (trainings, surveys, competitions, etc.);
 - Conduct the initial, midterm, final project evaluation;
 - Conduct the feasibility study as the step towards the project sustainability measures;
 - Engage experts and relevant stakeholders to support the execution of the project (training, survey, etc.);
 - Share the take aways from already implemented EU-funded projects.

2. Leaders of Work Packages as the hosts of the transnational events:

Aleksandrów Łódzki (Poland)
 Connection:Berlin (Germany)
 Municipality of Kileler (Greece)
 Óbidos Municipality (Portugal)
 County of Seine-Saint-Denis (France)
 North East Romania - Suceava Municipality (Romania)
 Associazione InCo - Interculturalità & Comunicazione APS (Italy)
 Jewish Film Festival - Zagreb (Croatia)
 Slovo 21 (Czechia)

The hosts – WP leaders – are accountable for planning, execution and the follow up of the project transnational meetings with support of the Project Management Team, appointed by the Project Coordinator. At the kick off of the project, the Project Management Team will send the script, goals, objectives, formal requirements, content, questions to be debated, and technical specifications to all the hosts (leaders of the WPs). As a part of monitoring measures, **a roadmap** of preparations with a draft meeting agenda will be agreed between the hosts and the Project Coordinator at least 12 weeks ahead of the mobility related to the Event. The roadmap in each case will include:

- the objectives in view of the project's ambitions and goals;
- expected results to feed into the impact;
- participatory methods to strive cooperation and networking among partners
- event-tailored communication strategy to engage local stakeholders and target groups.

As a part of reporting duties, the WP leaders will be responsible for drafting the Event Description Sheets, as well as contributing to the project Continuous Reporting and to the Final Report, providing the requested content and/or financial documentations and justifying the expenditures occurred.

3. Project partners – we will work together following these 5 “golden rules” as regards the organisation of work and distribution of tasks between partners in the partnership:

Each partner participates actively in each of the 11 transnational events;

Each partner is engaged in the selection, preparation and monitoring of the local stakeholders and target groups

Each partner actively contributes to monitoring and evaluation loops

Each partner takes measures to communicate on the project and disseminate the project results

Each partner appoints 1-2 representatives who become a part of the **Steering Committee** as a decision making body. includes gender, ethics, incorporation into activities.

What can be discussed by the SC?

- the project's impact on the target groups (e.g. challenges or highlights of engaging the local youth in partner territories)

- whether the project is meeting its stated objectives
- ethical or gender-mainstreaming questions
- partners' levels of engagement and contribution.

Additionally, if possible and required, project partners participate in the **Task Force** as a consultative body to the Project Management Team, composed of the partners who are particularly dedicated to engage into the contents along the project:

- how to best approach topics to be covered during the transnational meetings
- which experts, organisations, training opportunities could be engaged;
- how to best plan the interactive formats
- what should be included in the outputs.

The Task Force would meet along the project online: first to plan and set up the framework and then to contribute to its implementation.

4. Technical Experts: Subject matter experts, researchers, trainers who provide guidance on project content (EU policies, programs, initiatives; diversity management, anti-discrimination, minority inclusion, migrant communities dialogue, etc.) etc.), including best practices, technical specifications, and quality standards: gender mainstreaming, ethics.

5. Communication Team: Responsible for project communication and dissemination activities, including the development of communication strategies, content creation, and outreach to stakeholders and target groups.

Decision making and effective communication:

Managing a diverse consortium across 13 countries presents unique challenges. To address this, all partners will participate in tailored project management training focusing on the methodology and tools used in the project. This training will be provided by a senior project manager as a part of the WP1 **before or during** the first transnational meeting, ensuring a common understanding of the project's operational framework from the outset. The project's governance structure is designed to facilitate effective decision-making and communication.

Roles and responsibilities:

- Steering Committee (SC) acts as the primary decision-making body, comprising 1-2 representatives from each partner organization and is chaired by the project coordinator. The ISC discusses direction, and compliance with the project's Work Plan and timelines. Decisions are made democratically, with each member holding one vote per partner. This structure ensures that all partners have an equal say in the project's strategic decisions.
- Project Management Team: Executes the decisions of the SC, ensuring that project milestones are met efficiently. This team also handles the administrative and operational aspects, implementing decisions and managing day-to-day operations.

Communication protocols:

- Regular meetings: The SC will convene online at least once every three months. These sessions will enable timely discussions on critical aspects such as engagement strategies for local youth, management of local activities, ethical considerations, gender mainstreaming, stakeholder outreach, dissemination efforts, monitoring of performance indicators, and significant political or administrative changes affecting the project.
- Agenda and participation: Agendas for SC meetings will be circulated in advance by a member of the PM Team, allowing partners to propose discussion items. This inclusive approach ensures that all concerns, such as local challenges or opportunities, are adequately addressed.
- Documentation and transparency: the chair of the SC will ensure that detailed meeting notes are prepared and distributed to all consortium members. This practice not only fosters transparency but also keeps the entire team aligned and informed about the project's progress and any decisions made.

This structured approach to decision-making and communication is designed to enhance the consortium's efficiency and cohesion, ensuring that despite the geographical and cultural diversity, all partners work harmoniously towards the project's goals.

In the SoD project, conflicts will be managed through a structured process involving mediation and intervention by the Steering Committee. If a conflict arises, involved parties will first attempt to resolve it through direct communication. Should this initial step fail, the Project Management Team will facilitate a mediation session to help the parties reach an agreement. If the conflict persists or escalates, it will be escalated to the Steering Committee, which will review the issues and make a decision in line with the project's goals and governance rules. This tiered approach ensures conflicts are addressed efficiently and fairly, maintaining project integrity and collaboration

Methods to ensure planning and control

Already in the project planning phase, the project team has prepared a set of measures that will be used to ensure high quality project with the following key elements:

In order to ensure a proper and successful planning and control, the project will use

- **For transparency, all project related documents will be stored on a common Google Drive, as this tool has already been in use during the preparatory phase of this application**
- Effective communication will be ensured by planning well and preparing relevant communication tools and channels. The preparation of a proper **Project Communication Strategy** has already started in the preliminary research with the project partners preceding this application - when each partner studied on assessing their local stakeholder who will be the project target groups. Project communication activities will be both centralized (via the role of the Project Manager) and decentralised, as the project communication plan will seek to take into account the specifics of each of the 15 partner territories and organizations that belong to the consortium.
- Transparency will be our policy and we will seek to work with full clarity thanks to the adoption of Partner Agreements covering obligations and rights of the involved Parties, supported by the clear and transparent Project Management structure. Signing a detailed **bilateral Partner Agreement** between the Coordinator and each Beneficiary, outlining mutual responsibilities and rights, financial relations and obligations, **the schedule of work**. This will bring clarity of obligations and better risk mitigation, for example thanks to the rule that a partner which decides to withdraw from the partnership, indicates possible replacement organisations with a Validated Status and hands the project status over to them, so they can smoothly pick up the work;
- Setting up the **Project Management Team** and assigning adequate resources (human and financial) into planning, Quality Assurance, monitoring, evaluation activities carried out regularly and risk management; trouble-shooting, and/or the timely management of emerged or potential problems;
- Engaging all the partners in the decision making body - International Steering Committee; active involvement of the direct beneficiaries- the youth, stakeholders, eg. via the evaluation and feedback process;
- Reviewing and discussing **the progress of the project with the partners during each international event**; communication on objectives, progress, changes in progress, needs and feedback to implement corrections.
- The use of a **Project Tracker** (a PM tool offered by Google) which monitors the progress of the project.
- Reporting Dissemination and Communication activities: The consortium is requested by EACEA to report one "Communication Activity" per Work Package (8 Communication activities in total). One "Communication Activity" should consist of a group of actions via social media, traditional media, etc. This template shows how the project is expected to report its "Communication Activities" - the list of expected information. Even though the Communication Manager is expected to implement the agreed communication actions, it is within the responsibility of the Project Manager (Gosia) to make sure that the "Communication Activity" is filled in in time in the EC portal.
- **Collecting the proof of action** due to possible checks, audits as the consortium must keep evidence proving that the project took place, and the events took place. The hosts of the events will be requested to keep the proofs of all the costs occurred regarding the hosting of the events, all the partners are requested to keep their boarding passes and tickets or any proof such as toll tickets, fuel invoices to prove their travels. For virtual events, we require to collect and keep proof such as: online registration platforms, attendance records (including contact information, nationality), feedback forms with essential details from attendees (like name, nationality, email), email correspondence confirming invitations and RSVPs, and a screenshot displaying participant names and faces.

The project design deliberately avoids duplication of funding by strategically aligning with other EU-funded initiatives, ensuring that resources are utilized effectively without overlap. Additionally, by coordinating with existing projects, the Sound of Diversity network taps into established channels and networks, fostering synergies that amplify the project's reach and sustainability. This coordinated effort is crucial for achieving a broader and more cohesive impact across various EU-funded programs.

Documents setting up the management standards:

Project Management Strategy (incl. monitoring and evaluation plan will be one document. It will contain a part on **Ethics and non-discrimination & Guidelines for gender mainstreaming and data management**. The document will be accepted by all the Beneficiaries along the WP1 and revisited on a 6 monthly-basis. The document will include a detailed Project Gantt Chart, outlining the project timeline

in a visual manner, together with the outline of the PM framework used in the project, i.e. based on Prince 2 values and with Kanban-based way to monitor the progress. It will also include the problem-solving mechanisms for the consortium. The chapter dedicated to monitoring and evaluation will outline:

- Relevant monitoring & evaluation tools.
- Stages of the evaluation process
- The Quality Assurance mechanisms that will be applied so that the operational, management and working procedures are monitored and improved throughout the project.

Project Communication Strategy – outlining the following issues:

- Consortium management structure with regard to the communication efforts
- Communication framework, including a time framework – frequency and deadlines; responsibilities.
- Communication channels – where?
- Communication tools – how?
- Relevant stakeholders to whom the project will communicate updates, outputs and results – to whom? - in a segregated manner (targeted social marketing)
- Strategic methods to involve stakeholders
- Rules for gender sensitive language

#§CON-SOR-CS§# #@PRJ-MGT-PM@#

2.5 Project management, quality assurance and monitoring and evaluation strategy

Project management, quality assurance and monitoring and evaluation strategy

Describe the measures planned to ensure that the project implementation is of high quality and completed in time.

Describe the methods to ensure good quality, monitoring, planning and control.

Describe the evaluation methods and indicators (quantitative and qualitative) to monitor and verify the outreach and coverage of the activities and results (including unit of measurement, baseline and target values). The indicators proposed to measure progress should be relevant, realistic and measurable.

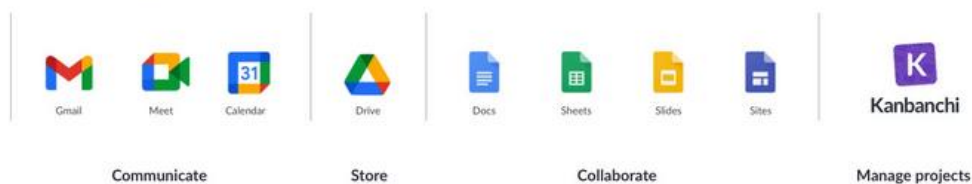
Note: *The monitoring and evaluation strategy should also incorporate gender and non-discrimination considerations in order to measure changes and assess impact on gender equality issues. The indicators should be gender responsive so that they can measure gender equality changes over time. For instance, a gender responsive indicator can measure the increase in women’s rate of employment or changes in social attitudes towards gender roles in work-life balance. The evaluation should be participatory and inclusive to all stakeholders, ensuring that women’s and men’s voices are prevalent throughout the entire evaluation process.*

Our project methodology is closely aligned with PRINCE2 principles, aiming to deliver the project on time, within scope, and budget. We adhere to five PRINCE2 core principles

1. Continued justification (What is the value of the project for me and my organisation/ institution I represent?).
2. Defined roles and responsibilities (What is expected of me?, What can I expect from others?, and Who makes what decisions?)
3. Focus on products, outcomes, impact (What do we want to achieve)
4. Learn from experience (What can be done better? What are our strengths?)
5. Manage by stages: the project to be divided into a number of manageable chunks (What happens next? How do we know it is achieved?)

For the efficient task management and progress tracking we have selected Kanbanchi as our primary tool. Using the **Kanban** method, we will visualize our workflow and integrate seamlessly with Google tools like Google Drive, Calendar, and Meet. Kanbanchi’s intuitive interface will aid us in organizing, prioritizing, and assigning tasks, ensuring transparency and streamlined communication throughout the project’s lifecycle. This way we will add agility to the project management approach. In terms of project tracking tools, we will rely on the whole set offered by Google Workspace to Communicate, Store, Collaborate and Manage:

Google Workspace



Our approach to quality assurance involves monitoring and evaluation techniques to ensure project

success and sustainability. We employ various methods such as progress reports, feedback surveys, social media analytics, interviews, and impact assessments to identify challenges, make adjustments, and provide added value to stakeholders. Additionally, we utilize a risk register to anticipate and mitigate potential conflicts or delays, ensuring smooth project execution. The project coordinator and the PM team will be responsible for overseeing these efforts, with input and participation from all partners.

Role of the PM Team in **Quality Assurance** - monitoring and corrective measures

Quality Assessment will be an integral part of the project, aiming to ensure that the project objectives will have been met in the most effective way. The Project Management Team will be responsible for the QA process. To this regard, they will: (1) monitor project qualitative and quantitative indicators, (2) coordinate the evaluation process, and (3) report the results to the Steering Committee and the Coordinator, (4) suggest corrective measures. The PM Team will be responsible for setting the success indicators and measuring the monitoring and evolution of the project according to these, and report any significant deviation to the Project Coordinator and the ISC. Assurance of quality control will be made on a quarterly basis, assessing the risk factors of the activities undertaken. A "lessons learned" feedback system will be also utilized within the Network. **The result of this monitoring activities will be promptly analysed, so as to facilitate the adoption of any necessary corrective actions, that could help to achieve the expected objectives.** The results of the Quality Assurance process from the Evaluation reports will be reviewed by the PM Team and will be tracked to verify development and effective implementation of corrective actions. The SoD project's monitoring and evaluation activities will be undertaken as a continuous barometer of quality assurance compliance and implementation. The results of Quality Assurance will be documented in the Final Project Report.

Below they are listed some of the key indicators, which will be used to trace the and measure the real impact of the implemented actions within the whole project team:

- Cycle time: the time needed to complete each activity;
- Number of adjustments to the program: how often the project planning has changed
- Budget modification: how much the actual budget varies from the initial project budget
- Number of errors: the number of times the activities needs to be repeated (if any)
- Participant satisfaction rate: this KPI measures the satisfaction of participants with the project's communication and marketing efforts, which can help us identify areas for improvement.

Measures of support of the QA when planning transnational meetings:

- Determine clearly the goals and purpose of the event because ensuring clarity on the objectives and purpose of the event helps align efforts and resources towards achieving desired outcomes.
- Identify the target audience and key measurements because understanding who will be attending the meeting and defining key metrics to assess their engagement and satisfaction is essential for evaluating the event's effectiveness.
- An entry survey to measure the current state of knowledge and awareness of the participants because administering an entry survey before the meeting allows for assessing participants' current knowledge and awareness levels, providing valuable insights for tailoring presentations and discussions accordingly
- Assess how the event complements the project's strategic plan, i.e. evaluate how the event contributes to the overall strategic objectives of the project ensures alignment and coherence with broader project goals.
- Share status updates and progress as regularly communicating updates and progress on event planning and preparation fosters transparency and enables stakeholders to provide feedback and support as needed.

Our activities will be informed by detailed local studies and surveys previously conducted by partner municipalities. This localized data ensures that our interventions are precisely tailored to address specific community needs, enhancing the relevance and effectiveness of project outputs

Evaluation stages and methods

Digital tools will be central to project implementation, facilitating wider reach and more efficient data collection. For instance, we will use social media platforms for engagement and mobile apps for event management and feedback collection, ensuring that participation is broad-based and input is systematically analyzed.

Overall, the project team will use a combination of monitoring and evaluation techniques to ensure the success and sustainability of the project. These techniques will allow the team to identify any challenges or issues and make adjustments to ensure that the project is meeting its objectives and providing added value to its stakeholders.

The incremental progress of the project will be facilitated through iterative feedback rounds. At regular intervals throughout the project timeline, i.e. upon the completion of every Work Package (so: 11 times), feedback loops will be established to gather input from stakeholders, partners, and participants among.

They will be initiated by the Project Management Team and validated by the Steering Committee, allowing for continuous learning, exchange of ideas, and improvement.. These feedback rounds are supposed to provide valuable insights into the effectiveness of project activities, the relevance of strategies, and the achievement of objectives. By incorporating feedback into the project's planning and implementation processes, we will adapt and refine our approaches to better meet the evolving needs and priorities of all involved. This iterative approach ensures that we remain responsive to feedback, agile in our decision-making, and committed to achieving meaningful and sustainable outcomes, within the capacities of a project framed by

The project evaluation data will be gathered from all project partners and key stakeholders. The QA will be linked with the process of Monitoring and Evaluation. This process includes four stages:

1. Preliminary evaluation stage – focusing of the needs assessment and evaluation of the context of work;
2. Mid-term evaluation – looking at project progress and identifying areas for improvement; monitoring and Quality Assurance, during the entire duration of the project;
3. Final evaluation and planning of the follow-up activities at the stage of submitting the Final project Report to EACEA;
4. Post-ante evaluation (6 months after the project completion) to measure the long-term impact and sustainability of the results achieved.

The following are techniques that will be used:

- Performance indicators: The team established a set of performance indicators to measure the project's progress and success. These indicators will include the number of events organized, the number of participants, and the level of engagement achieved.
- Surveys will be conducted at the beginning, middle, and end of the project to collect feedback from stakeholders. These surveys will provide insight into the effectiveness of the project and identify areas for improvement.
- Progress reports will be prepared by the project coordinator every 3 months and shared with all partners to keep everyone informed about the project's progress.
- Discussions in the bi-monthly meetings of the Steering Committee (decision-making body).
- Feedback surveys will be conducted after each event to gather feedback from participants and ensure that their needs and expectations are being met.
- Social media analytics to monitor engagement and measure the project's impact on social media platforms. This will provide insight into the reach and engagement of the project's online activities.
- Budget tracking to ensure that the budget is being used effectively and efficiently. This will help identify any potential issues with budget allocation and allow for adjustments as needed.
- Stakeholder feedback - gathered from stakeholders to assess their level of satisfaction with the project. This feedback will help identify areas for improvement and ensure that the project is meeting the needs of its stakeholders, especially the youth
- Interviews with stakeholders and partners will be conducted periodically to gather insights on the project's effectiveness and identify areas for improvement.
- Cost-benefit analysis will be conducted to measure the project's economic impact and identify areas where resources can be optimized.
- Impact assessments will be conducted to measure the project's impact on the target groups and evaluate whether the project is meeting its stated objectives.
- Reporting / proof of action tracking
- Attendance and participation data will be collected and analyzed to evaluate the effectiveness of events and identify areas for improvement.

These techniques will be used throughout the duration of the project, with progress reports every 3 months, feedback surveys conducted after each international event, social media analytics monitored monthly by the Comms Manager, and interviews, cost-benefit analysis, impact assessments, and attendance/participation data collected periodically. The project coordinator and the PM Team will be responsible for overseeing these efforts.

Indicators to be monitored with target values

Quantitative indicators to measure success include the number of events organized, the number of participants in physical and online activities, and changes in citizens' and policy makers' attitudes towards diversity and inclusion

The monitoring of Sound of Diversity progress and quality of outputs will seek to ensure the high quality of project outcomes and to guarantee the compliance of project results with project objectives. The Quality Assurance activities will be based on:

1. qualitative data (i.e. meeting the specified deadlines, achievement of targets and indicators); and
2. quantitative data (i.e. answers to questionnaires and reports).

Project objectives	Indicators of success	Target values
<p>1. To mobilize town/city practitioners and local activists from partnered towns to exchange models and to share strategies that promote diversity, combat discrimination and enhance minority participation by implementing cultural, social, and inclusion initiatives at the local level.</p> <p><i>Sharing knowledge and expertise for mutual learning</i></p>	<p>Quantitative:</p> <ul style="list-style-type: none"> -Number of international project events which offer opportunities for mutual learning and exchange of good practice -Number of practitioners who took part in the SoD surveys -Total number of invited town/city practitioners and local activists who attend transnational meetings (data disaggregated according to: gender, country of residence and origin, represented sector – public/private/ CSOs/ students/ non-associated citizens, etc.). -Number of people engaged directly in Sound of Diversity activities – transnational events and local activities -Number of exchanged cases on the gender equality -Number of practitioners who took part in the SoD outputs: SoD Manifesto, Guidebook, etc. -Number of new collaborations formed between practitioners and activists from different towns/cities. 	<p>11 events</p> <p>100</p> <p>1000</p> <p>2000</p> <p>10</p> <p>100</p> <p>10</p>
	<p>Qualitative:</p> <ul style="list-style-type: none"> --Level of engagement during meetings, measured through participant feedback and observed participation in discussions and workshops -Level of satisfaction of the direct beneficiaries; level of commitment of engaged partners – declared level and actual participation in SoD activities, f.e.g in the regular meetings of the Steering Committee, -Quality of exchange – feedback from participants regarding the usefulness and effectiveness of the models and strategies shared during the meetings 	<p>Measured with feedback forms</p>
<p>2. To improve the quality of community services, policies and programs for diversity and inclusion on the local level in the partnered towns.</p> <p><i>Policy influencing and advocacy</i></p>	<p>Quantitative:</p> <ul style="list-style-type: none"> -Number of local actions in partner territories that specifically align with EU policies on diversity and inclusion, e.g. EU Diversity Month -Number of new collaborations formed between practitioners and activists from different towns/cities. -Total number of policies or programs implemented or improved in partnered towns that directly align with EU directives on diversity, inclusion, and anti-discrimination -Number of policy changes at the local level directly influenced by the project's recommendations (e.g. the SoD Guidebook) or initiatives worked out within the project -The number of participants engaged in EU policy development sessions organized as part of the project -Rise of knowledge, skills (empowerment) – self determined 	<p>15</p> <p>10</p> <p>10</p> <p>5</p> <p>100</p>
	<p>Qualitative:</p> <ul style="list-style-type: none"> -Feedback from participants on the impact of cross-cultural exchanges/ usefulness of awareness-raising activities -Perceived increase of engagement into the EU policies, the perceived capacity to engage other peers into these topics (measured as a self-evaluation) -Perception of incorporated standards, eg. community, minority engagement -Narratives or testimonials from participants about their experiences of cross-cultural learning and 	<p>Measured with feedback forms</p>

	empowerment through project activities		
3. To expand the network towards new towns, cities, and civil society organizations in Europe that exhibit a specific dedication to diversity mainstreaming and antidiscrimination efforts. <i>Awareness raising, information and dissemination</i>	Quantitative: - Number of transnational project events which offer opportunities for awareness raising, information and dissemination - Number of new towns/cities, thematically relevant CSOs expressing interest to be added to the SoD network (SoD Alliance)	300 15	
	Qualitative: -Quality of partnerships established with new towns, cities, and civil society organizations, assessed through stakeholder feedback and partnership agreements -Feedback from new partners regarding their commitment to diversity mainstreaming and antidiscrimination efforts -Interest expressed by new entities about their possible engagement in building the SoD Level -New gender equality goals set up as an ambition of the new SoD Alliance.	Measured with feedback forms	

Inclusion, gender equality and intersectionality in the project:

Regarding gender equality the work plan offers an extraordinary opportunity of putting these rules in practice already when implementing the high visibility events, engaging hundreds of staff members and volunteers, thus making impact on their behaviours, attitudes, values. The **Project Management Strategy**, which includes monitoring and evaluation plan, enhances gender and non-discrimination considerations in order to measure changes and assess impact on gender equality issues, in a form of a chapter on Ethics and non-discrimination & gender mainstreaming. It will be prepared in cooperation with Ambasada Polek and International Council of Polish Womxn. The Guidelines will be a set of concrete tools that will be used by the project partners at all stages, such as:

- collecting gender-dissagragated data
- paying attention to multiple (intersectional) types of exccclusion when selecting participants and providing any type of training, mobility opportunity, etc.
- ex-ante assessment of the programme’s consideration of gender aspects in Sound of Diversity events and activities

The network is committed to fostering an inclusive environment that prioritizes gender equality and intersectionality, addressing the needs of diverse target groups, which in practical terms means:

For online and offline events, ensuring representation from diverse ethnic backgrounds and participants with disabilities, aiming for inclusivity in both speakers and attendees.

When selecting project partners, team members, or contributors, ensuring diversity in terms of ethnicity and inclusion of individuals with disabilities.

Promoting intersectional mainstreaming: integrating considerations for ethnicity and disability into all aspects of the project planning and execution, such as strategy development, policy formulation, and communication efforts; encouraging project partners to adopt intersectional approaches that consider multiple identities and challenges, and to share these practices widely.

Empowering underrepresented groups: providing platforms and opportunities for individuals from ethnic minorities and persons with disabilities to engage in decision-making processes and assume leadership roles within the project; developing specific initiatives aimed at these groups, such as targeted training sessions, mentorship programs, and dedicated forums for discussion and exchange.

Monitoring and evaluation - ensuring comprehensive and inclusive data collection: collecting data disaggregated by gender, ethnicity, and disability to monitor the impact of the project accurately across different demographic groups; Adjusting project strategies and activities based on this data to address any disparities or underrepresentation observed.

Feedback mechanisms: establishing accessible feedback channels that accommodate various disabilities and language needs to ensure that all participants can provide input on project activities and their experiences; using this feedback to continually refine and improve inclusivity and accessibility throughout the project lifecycle.

By explicitly defining these strategies and practices, the project aims to not only meet its diversity and inclusion goals but also to set a benchmark for how such initiatives can be effectively implemented to benefit all community members equitably.

Risk management as a part of the Quality Assurance

For the purposes of a successful **risk management**, the Project Management Team created the Risk Register which is outlined below. This table includes the initial risk estimations. The Coordinator and the

PM Team will work on prevention, which includes designing of an accurate plan and defining the mitigation measures. Thanks to the Register there will be identified possible causes of misunderstandings and/ or conflicts, potential delays in the schedule or fulfilling the objectives and activities, changes in the project budget and its distribution. The Register will be discussed and updated with more details in the first 3 months of the project implementation, together with other partners. It will be updated further on – every 6 months – based on inputs from:

- Meetings of the Steering Committee - decisions taken registered in the meeting notes;
- Event Description Sheets (1 per each Work Package) which are the means of monitoring the milestones and deliverables of the project;
- Feedback collected from events' participants;
- Internal feedback rounds and evaluation reports.

This process is owned by the Project Management Team.

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2.6 Cost effectiveness and financial management

Cost effectiveness and financial management *(n/a for prefixed Lump Sum Grants)*

Describe the measures adopted to ensure that the proposed results and objectives will be achieved in the most cost-effective way.

Indicate the arrangements adopted for the financial management of the project and, in particular, how the financial resources will be allocated and managed within the consortium.

⚠ *Do NOT compare and justify the costs of each work package, but summarize briefly why your budget is cost effective.*

Insert text

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3. IMPACT

3.1 Impact and ambition

Impact and ambition

Define the short, medium and long-term effects of the project.

Who are the target groups? How will the target groups benefit concretely from the project and what would change for them? In what way will the gap identified be reduced? How will the activities contribute to improve the situation (difference between starting point/state of play and the situation after the end of the project?) How will the activities contribute to the promotion and advancement of gender equality and non-discrimination mainstreaming?

Does the project aim to trigger change/innovation? If so, describe them and the degree of ambition (progress beyond the status quo).

Note: *Results/outcomes are immediate changes that materialise for the target groups after the end of the project (e.g. improved knowledge, increased awareness). Results/outcomes are different to deliverables. Deliverables are activities undertaken and outputs produced with the resources allocated to the project, e.g. training courses, conferences, manuals, video etc.*

When defining expected results/outcomes and deliverables please consider if and how they will reduce, maintain, or increase inequalities between women and men, boys and girls, in all their diversity. What gender, age and disability differentiated results can be expected? How expected results will affect women and men, boys and girls from a range of diverse social groups, differently?

The Sound of Diversity (SoD) project aims to profoundly impact various key groups identified through a thorough needs analysis: town/city practitioners, local activists, community members, migrants (including second-generation migrants, diaspora communities, EU mobile citizens), youth, LGBTQI individuals, persons with disabilities, and non-engaged citizens. We aim at raising awareness of the benefits of diversity, gender equality and the tackling of discrimination and racism as ways to improve the quality of living in local communities. With this project we make a commitment to promotion of the value of diversity, counteract nationalistic, discriminatory and anti-democratic pressure, especially on migrant communities and minorities of all sorts. Here's how the project plans to meet the specific needs and facilitate long-term changes for these groups:

Town/City Practitioners

- Short-term: They will gain enhanced competencies in diversity and inclusion through targeted training sessions and access to a wealth of resources on inclusive policy-making.
- Medium-term: Practitioners will be instrumental in the rollout of innovative diversity policies and practices at the municipal level. They will be empowered in adapting policies supporting diversity and respect for minorities, able to advocate for changes at regional and national levels through networks of mayors and cities, members of regional and national parliaments, umbrella organisations, etc.

- Long-term: They are expected to become leaders in developing sustainable and inclusive urban environments, with a ripple effect influencing broader regional and national policy frameworks.

Local Activists

- Short-term: Activists will benefit from improved networking opportunities and enhanced access to platforms for effective advocacy.
- Medium-term: Strengthened capability to mobilize for social justice, leveraging community resources to influence local policy changes.
- Long-term: Continued active engagement in advocacy, leading to significant societal impacts on social justice and equality.

Community Members

- Short-term: Increased participation in cultural and social activities designed to foster an understanding and celebration of diversity.
- Medium-term: Greater voice and involvement in community governance, enhancing the effectiveness and inclusivity of local decision-making.
- Long-term: Enhanced community cohesion and an ingrained resilience against discrimination and social inequalities.

Migrants and Diaspora Communities

- Short-term: Improved support networks and resources that aid in their integration and inclusion within the community.
- Medium-term: Their cultural contributions are recognized and celebrated, which helps in reducing stigma and enhancing social acceptance.
- Long-term: Full integration into community life with equitable access to all civic, social, and economic opportunities.

Youth

- Short-term: Creation of engagement platforms focused on European civic matters, fostering a sense of involvement and contribution.
- Medium-term: Opportunities for leadership and active participation in designing future societal and policy frameworks.
- Long-term: Sustained engagement in democratic processes, ensuring the society remains vibrant and responsive to youth needs.

LGBTQI Individuals

- Short-term: Establishment of safe spaces within all project activities to ensure free and safe expression.
- Medium-term: Broader public awareness campaigns to increase understanding and acceptance of LGBTQI rights and challenges.
- Long-term: Shifts in societal norms towards greater acceptance and equality, backed by supportive policies and practices.

Persons with disabilities

- Short-term: All project events and activities will be accessible, ensuring that persons with disabilities are fully included.
- Medium-term: Active advocacy for specific policy changes that address the barriers faced by persons with disabilities.
- Long-term: Achieve recognition of persons with disabilities as equal participants in all aspects of community life.

Non-Engaged Citizens

- Short-term: Innovative outreach initiatives designed to spark interest and participation in both community and European matters.
- Medium-term: Culturally relevant programming that resonates with their interests, encouraging ongoing engagement.
- Long-term: These citizens become regularly active participants in local and European governance, enriching the democratic process.

Achieving and Evaluating Impact

- Monitoring and Evaluation: Tools such as surveys, feedback forms, and interviews will be systematically used to measure the impact on each group, ensuring that the project's interventions are effective and adjust strategies based on real-time feedback.
- Adaptive strategies: The project will adapt its approaches based on the feedback and the evolving needs of the community, ensuring relevance and effectiveness throughout its duration.

3.2 Communication, dissemination and visibility

Communication, dissemination and visibility of funding

Describe the communication and dissemination activities which are planned in order to promote the activities/results and maximise the impact (to whom, which format, how many, etc.). Clarify how you will reach the target groups, relevant stakeholders, policymakers and the general public and explain the choice of the dissemination channels.

Describe how the visibility of EU funding will be ensured.

Communication and dissemination activities should also contribute to the promotion of gender equality and non-discrimination. Communication materials should use gender inclusive language and positive visual representations. E.g.: when developing videos or leaflets ensure that women and men, in all their diversity, are equally represented in a non-stereotypical fashion and portrayed in active empowered roles. In addition, consider using communication channels that they are accessible to general audience, in particular to persons with disabilities, or people from marginalised groups.

With the aim to dismantle the structural silos between EU-profiled activities and the general public, to avoid attracting only specific professional groups and organised groups of school students, while neglecting certain social groups such as minorities, migrant communities, and non-organised youth, our objective is to actively encourage participation from the entire population, ensuring that these groups are adequately reached by the project activities and thus represented in discussions regarding the current state and future of Europe and their role in it. We are confident to achieve this aim via the open and engaging, appealing formats of the transnational events and adequate branding. It is directly linked to the communication capacity of the SoD team.

Our communication and dissemination strategy will aim to maximize the impact of our project activities. Project partners organize events with significant media coverage, attracting between 50,000 and 90,000 visitors, such as the Óbidos Gaming Village, which annually draws around 70,000 attendees, and the Cultural Days of Bârlad, estimated to have over 50,000 participants during its 10-day duration. We will also include events like the Jewish Film Festival, which typically attracts between 5,000 and 10,000 attendees, and the Summer Dying Loud Festival, drawing between 3,000 and 4,000 participants annually. These events will serve as additional platforms for promoting gender equality, non-discrimination, and EU visibility through diverse and inclusive communication strategies.

Additionally, we will leverage social media channels to engage audiences beyond physical attendance, with live streams during events like the Khamoro festival, which typically sees around 15,000 in-person attendees, the Festiwal Sztuk Różnych (c.ca 1000 people) or the traditional dance fest in the Municipality of Kileler, (with approximately 1500 visitors), and reaches thousands more online. Our multipliers will share stories from local events, enhancing visibility and engaging volunteers.

With regard to the local activities – planned in line with the European Diversity Month 2026¹⁰, we will register them in the official database to gain more visibility, and to demonstrate commitment to diversity initiatives.

Communication in our project involves strategic and specific actions to communicate about the results to various audiences, and potentially engage them in a multi-faceted process. This process is multi-faceted, in part, because it includes relaying the perspectives of the transnational audience collected during the project events (e.g. in the Multitude Festival in County of Seine-Saint-Denis, France) to the audiences present at subsequent events (e.g. to the XXI Festiwal Sztuk Różnych in Aleksandrów Łódzki, Poland and the Jewish Film Festival Zagreb, Croatia).

Dissemination channels for different target groups – engagement strategies

Town/City Practitioners: These stakeholders will be engaged through specialized training sessions, workshops, and policy development activities that align with their roles in local governance and social services. Dissemination strategies will include professional newsletters, dedicated webinars, and participation in policy forums at local and national levels.

Youth: Youth engagement will leverage digital and interactive media, aligning with their interests and societal concerns. This includes targeted campaigns at youth-centric events like the Óbidos Gaming Village and the Summer Dying Loud Festival, along with tailored workshops that focus on technology, media literacy, and civic empowerment.

Ethnic and National Minorities (Including Roma, Ukrainians, Albanians, and Polish): Engagement strategies for minorities will emphasize cultural festivals and educational programs that highlight their unique cultural contributions. Events like the Khamoro festival and the Cultural Days of Bârlad are key platforms for increasing visibility and promoting social integration. Webinars and local community meetings will also play a crucial role in reaching these groups effectively.

Community Members: Community engagement will occur through local actions and events staged at

¹⁰ <https://eudiversity2024.eu/european-diversity-month-2024/diversity-actions-across-the-eu-during-european-diversity-month/>

high-visibility community gatherings. These activities will integrate diverse voices into project initiatives, using community forums, town hall meetings, and participatory events to foster inclusivity. LGBTQI Individuals: This group will be engaged through inclusivity sessions tailored to address their specific challenges. Platforms such as panel discussions on rights and representation, as well as dedicated social media campaigns, will ensure that LGBTQI perspectives are included and respected in policy dialogues and community activities.

Non-engaged Citizens: To reach individuals typically less involved in civic activities, the project will utilize public events and online platforms, including webinars and interactive festivals. The goal is to engage these citizens through innovative and appealing formats, such as fishbowl discussions, Tolerance Talks, and the Sound of Diversity Stage, which are designed to attract and maintain their interest.

We will employ the most effective communication channels tapping into the potential offered by pairing our initiative up with high visibility community events, including a **physical presence in partnered towns**. Our strategy includes deploying posters and banners in public spaces to ensure high visibility and engagement with our target groups for the project. This focused approach supports our project and outreach objectives optimally.

Main communication channels

Project website: A dedicated page will frequently update the public on the project's progress. This site will feature an automatic translation feature to enhance accessibility.

SoD space on **partners' websites:** Each partner will host a subpage dedicated to the Sound of Diversity project. These subpages will disseminate deliverables and updates and will prominently display the project logo alongside the EU disclaimer.

Social Media presence: We will maintain active project pages on Facebook and Instagram to share content, images, videos, and materials related to the Sound of Diversity themes. These platforms will also facilitate the creation of Facebook events to engage virtual attendees. A LinkedIn profile will further support professional and academic engagement, while Europe Direct Centers, tied to partners, will amplify reach. Regular updates via newsletters and social media channels will ensure continuous engagement and information flow to our audience.

We will employ the most effective communication channels tapping into the potential offered by pairing our initiative up with high visibility community events, including a **physical presence in partnered towns**. Our strategy includes deploying posters and banners in public spaces to ensure high visibility and engagement with our target groups for the project. This focused approach supports our project and outreach objectives optimally.

Engaging key stakeholders

- Project visibility at high-level events: European Week of Regions and Towns, Brussels
- We will keep the CERV Project Officer informed and extend invitations to events.
- Engagement with National Contact Points will enhance our project's reach and integration with national priorities.
- Synergies with EU Initiatives: Our efforts will align with EU initiatives such as the EU Diversity Month, enhancing visibility and impact.
- Promotion of Local SoD Ambassadors: Social media will highlight the engagement of local committees, showcasing their pivotal role in project execution. Local Ambassadors: These will include public officers, decision-makers, and representatives from minority or civil society organizations, emphasizing community involvement and diversity.
- The participation of EU and EU-related politicians significantly amplifies the project's outreach by linking it directly to key EU policies and initiatives, enhancing both credibility and visibility. At this stage we identified: The President of the Commission for Citizenship and Gender Equality, a Deputy of the Portuguese Parliament, Věra Jourová, EC Commissioner, an MEP from Croatia, a representative of the EP Office in Romania, an MEP from Italy, Hanna Zdanowska, Member of the Committee of the Regions, German and/or Polish MEPs.

Project communication and dissemination activities will be both **centralized – via the role of the Project Manager**, and **decentralised**, i.e. territory-specific, as the project communication plan seeks to take into account the specifics of each of the 13 partner territories and organizations that belong to the consortium. For this reason it is planned that each partner receives financial resources to be able to convey these activities, for example when communicating the project results to their stakeholders and to all local citizens, especially youth and their families, when implementing the local actions. **The team is expected to be self-managed, i.e. to keep track of their tasks**, for example to proactively plan,

execute and report the **Editorial Plan**. The expected impact of all the efforts of the team is to ensure that the required minimum number and profile (expected target groups) of participants registers and takes part in each of the 11 transnational events and that the project is promoted in a consistent manner. The target indicators need to be defined by the Communication team through an **Editorial Plan** (what should be posted/published and when) and monitored by the team.

In terms of a structured, centralized approach towards external communication of the project, it is envisioned to tackle them in the Sound of Diversity “Communication and Dissemination Strategy” document (WP 2) that will the key aspects of communication and dissemination in the project. It will serve the project consortium as a set of common of instructions in this regard, supporting them in reaching the project objectives – in principle to maximize project impacts.. Centralized communication efforts are supposed to support the transfer of outputs and developed results to target groups not directly involved in the project. The document will moreover serve also as a monitoring tool of the fulfilment of responsibilities in time in relation to each Work Package, following the division of responsibilities outlined below. The owner of this task is the **SoD Communication Manager** who is expected to work with communication teams on the ground, i.e. appointed by the hosts of transnational meetings.

Tasks of the SoD Team:

- Design of the project logo, letterhead in a Word format, template of the events agenda, PowerPoint template, template of leaflets/brochures to be used (for example) for the local activities, Zoom background.
- Social media graphics (banner, graphics used in posts) for all transnational events
- Design of the agenda and all other supporting materials in different formats for each international project event in cooperation with the hosts. *Agendas of each of the 8 project events should be designed by the same person (Antonio).*
- Bilateral support to project partners implementing their Local Activities/debates (poster/ leaflet creation, posting about the activities on the project's SM)
- Facebook page and Instagram account set up, management and regular update of both, e.g. posting during the events (minimum No. of posts per event TBC).
- Social media campaign: Develop a social media campaign that promotes the project's goals, activities, and outcomes. This will include sharing project updates, photos, videos, and testimonials on Facebook, Instagram, YT and other platforms. A significant part of the campaign will be exposing the local actions hosted by each project partner locally (Citizens Debates or Citizens' Dialogue between politicians and young people).
- Prepare an Editorial Plan for each of the 11 events (communication, promotion, dissemination of results).
- Keep track of the content published by the partners along the project (keep the record of who posts what and where)
- Filling in the Communication and Dissemination reports after each event
- Contribute to the Project Communication Strategy
- **Accessibility and the use of the gender- neutral language**

The host of the particular Event (the leaders of WPs):

- preparing content for the Editorial Plan as agreed with the Communication Manager
- posting using their communication channels - traditional media and Social Media
- taking part in the content creation, upon CM's request (posts, short videos, live broadcast)
- pair up the local communication teams operating on the ground with the **SoD Comms Team**

Project Management Team:

- monitoring tool of the fulfilment of qualitative and qualitative KPIs
- make sure that the Communication Activity Form and the communication part of the Event Description Sheet are properly filled in and submitted in time via the EC portal.

All project partners:

- posting and reposting using their communication channels - traditional media newsletters and Social Media;
- taking part in the content creation in general, upon CM's request (posts, short videos)
- providing content (information, photos) of the actions implemented locally (EU Diversity Month, meetings of SoD local Ambassadors, etc.)

Project Coordinator:

- monitoring of work
- approval of the reports: Communication Activity Form and Event Description Sheet.

KPIs to be monitored:

- Number of different target groups (disaggregated by age, gender, country) involved in the project, which can help us assess the project's impact on its target audiences.
- Number of social media followers: the growth of the social media presence and how effectively we are engaging with the target audiences.
- Number of page visitors: the amount of traffic to the project's website, which can help us gauge the effectiveness of the communication strategy.
- Number of media mentions: the number of times the project has been mentioned in the media, which can help us gauge the project's visibility and reach.
- Number of press releases the project has issued, which can help us track your media outreach efforts.
- Engagement rate on social media (likes, comments, and shares)
- Participant satisfaction rate with the project's communication and marketing efforts, which can help us identify areas for improvement through feedback.

Accessibility

The project is designed to enhance accessibility and engagement among diverse target groups, including urban practitioners, local activists, community members, migrants (inclusive of second-generation migrants and diaspora communities), EU mobile citizens, youth, LGBTQI individuals, persons with disabilities, and citizens who are typically less engaged. To ensure broad reach, the initiative incorporates both online and offline elements, enabling participation from both regular and infrequent internet users. This dual approach helps ensure a more comprehensive impact and the collection of feedback from a variety of socio-cultural backgrounds. To maximize the accessibility of online tools and materials, we will implement several measures:

- All video content will include transcriptions and subtitles to cater to the deaf and hard-of-hearing community.
- All images posted on the project's website will have accompanying ALT text descriptions to facilitate access for visually impaired users. These descriptions will be accessible through standard screen reading tools.
- We commit to using gender-inclusive language across all communications, including press releases, video content, and other publications, and during all public engagements and debates, to avoid perpetuating gender stereotypes.

Regarding the practical implementation of gender sensitivity:

- The Communication Manager and the core management team will familiarize themselves with gender-sensitive communication guidelines issued by the European Institute for Gender Equality (EIGE), as well as the "10 keys to effectively communicating human rights - 2022 Edition" by the EU Agency for Fundamental Rights.
- These guidelines will be shared and discussed with project partners during the inaugural project event. This session will also include a quiz from EIGE to assess partners' understanding of these principles, available at: [EIGE Gender-Sensitive Communication Quiz](https://eige.europa.eu/publications/gender-sensitive-communication/test-your-knowledge).
- Where feasible, we will gather disaggregated data on the audiences of our communication activities to better understand and serve our diverse community effectively.

These strategies are integral to ensuring that our project is accessible, inclusive, and representative of the diverse communities we aim to serve.

The project combines online and offline activities so as to reach citizens who are or are not regular users of the Internet. This way the project impact will be wider and the feedback will be more representative, as collected from people with different socio-cultural backgrounds.

How will the gender sensitivity be obtained in practice?

1. The Communication Manager, together with the core management team will get acquainted with the gender sensitive communication outlined by the European Institute for Gender Equality¹¹ as well as with the publication: "10 keys to effectively communicating human rights - 2022 Edition"¹² by the EU Agency for Fundamental Rights.

¹¹<https://eige.europa.eu/publications/gender-sensitive-communication/first-steps-towards-more-inclusive-language/terms-you-need-know>

¹²<https://drive.google.com/file/d/128Qp55PSBGBkNTUlfNmop4rZL2gGTVMs/view>

2. The rules of the gender sensitive communication outlined by the EIGE will be discussed with the project partners in the first project event, together with the quiz by EIG to test partners' knowledge in this regard, access: <https://eige.europa.eu/publications/gender-sensitive-communication/test-your-knowledge>
3. Collection of disaggregated data of the public of the Communication activities – where possible.

Visual identity of the Sound of Diversity project

Visual identity of the project lies in the responsibility of the Communication Manager. It allows all communication activities and tools to be aligned. By following visual identity guidelines, we will achieve better recognition and add a brand value to our project's visibility. The project logo will be always included in all communication materials produced both at programme and project level. It will be placed in a central and visible top position of the material (in the first/main page). The visual identity material, beside the logo, will include:

- official project letterhead (to be used also as a template for digital posters and leaflets)
- virtual background for online events
- covers for the videos
- template for the posts on Social networks
- templates for leaflets to be used by the partners implementing their local actions.

Use of CERV visibility rules

The European Union's financial contribution via the CERV Programme will be displayed in every online and offline publication of the project, together with the disclaimer on funding (where possible). This way, every deliverable and output will assure proper visibility to this fund, in respectful of the visual identity:

- The Social Network pages will display the EU emblem in their cover, while all the posts will contain official hashtags, such as #EuropeanUnion #EUproject #YouthPolicies, together with specific ones, such as #Sound of Diversity, #activeyouth
- Each of the outputs, the project letterhead, the Zoom backgrounds and the social networks templates will have a cover with the EU logo and the emblem.

Following the Article 4 point 5 of the Commission Implementing Regulation No 821/2010: "If other logos are displayed in addition to the Union emblem, the Union emblem shall have at least the same size, measured in height or width, as the biggest of the other logos. (...) If any additional logo (e.g. the partner institution one) is displayed, the EU emblem included in the project logo will be of at least the same size in height or width as other logos displayed. We will ensure that other logos cannot exceed the EU emblem in height and width".

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3.3 Sustainability and continuation

Sustainability, long-term impact and continuation

Describe the follow-up of the project after the EU funding ends. How will the project impact be ensured and sustained?

What will need to be done? Which parts of the project should be continued or maintained? How will this be achieved? Which resources will be necessary to continue the project? How will the results be used?

Are there any possible synergies/complementarities with other (EU funded) activities that can build on the project results?

Long-term vision and impact

Long term, beyond the time frame of the project, we aspire to establish the Sound of Diversity Alliance – a network of at least 15 European small towns (with populations of up to 50,000 residents) and supporting civil society organisations, operating in all types of territories, whether towns or cities. What matters is the bottom-up approach of this initiative. This alliance will actively combat discrimination and instances of racism locally and in Europe. The primary objective of this endeavor is to encourage collaboration among these towns across Europe, uniting them in their common mission of promoting diversity, inclusion, and tolerance through policy models that are reinforced by cultural exchange. By joining together, the alliance will have the potential to magnify their influence and act as influential platform for driving social change. It will challenge discriminatory practices and strive to create a society that is more fair, just, and harmonious.

In this regard, the network will also introduce the Sound of Diversity Label, ' recognizing small towns (with populations under 50,000) and civil society organizations for their exemplary community services, policies, and programs that promote diversity, combat discrimination, and foster minority inclusion through local cultural, social, and inclusion policies. Additionally, civil society organizations that make a significant impact in these areas through their advocacy work will also be eligible for this recognition. This label will serve as a benchmark for excellence and inspire other communities to adopt similar initiatives

The third expected outcome of the project (EO3) includes the expansion of the network to include more towns and civil society organizations dedicated to diversity management and anti-discrimination. Key activities designed to maintain the core part of the SoD network will be integrated from the project's inception to ensure continuity and effectiveness. This means that activities intended to maintain the core part of the SoD network will be embedded in the project already along its implementation.

At the project's conclusion (WP11) we will develop a **feasibility study** to assess the possibility of creating a the Sound of Diversity Alliance, evaluate possible operating models, identify needs for setting up the network and look for potential (financial) sources of the alliance.

Deliverables and utilization- sustainability of results after EU funding ends:

As extensive theoretical and EU-policy-driven guidance on the topic of the project is already available, with hundreds of good quality toolkits, research, etc. As the SoD network we are therefore planning to focus on actions on the ground, direct outreach to our fundings, activities) and outputs (deliverables) that will be **replicable** after the project ends, thanks to their applicability, utility, extensively sharing them with other practitioners. They will consist of:

1. Transnational training materials, take-aways from the SoD eleven transnational meetings, with special focus on the Conclusions from the multistakeholder survey (WP 1) designed for high utility and replicability, ensuring their applicability in various contexts post-project.
2. Sound of Diversity Guidelines that will serve as comprehensive references for hosts and partners, guiding the continued promotion of diversity and inclusion effectively within high-visibility community events hosted within the project and beyond, as a tool supporting local programmes that directly align with EU directives on diversity, inclusion, and anti-discrimination.
3. "Diversity-Inclusion-Belonging. A practical Guidebook from Sound of Diversity Network of Towns" - a comprehensive manual for replicating successful diversity initiatives. It compiles hands-on methodologies, best practices, and case studies from the project, providing step-by-step guidance for local authorities and NGOs to implement similar actions effectively. A draft list of content is attached to this proposal (draft list of content is attached).
4. Digital outreach: Videos and social media content created will continue to educate and advocate, remaining accessible as ongoing resources.
5. Strategic documents: our Project Management and Communication Strategies will encompass guidelines for ethics, non-discrimination, and gender equality, essential for guiding future diversity projects.
6. The 'Sound of Diversity Conclusions' from the survey will inform discussions with EU policymakers, ensuring that project insights lead to substantive policy changes.

Following the conclusion of the project, accessibility of the outputs remains a priority for sustained impact. The publication will be downloadable from the project webpage, linked on social media platforms such as Facebook and Instagram. The Sound of Diversity Conclusions will also be available on the official partners' websites and social media pages. Additionally, the Events Description Sheets, initially internal reporting documents for monitoring purposes, will serve as input for the Sound of Diversity final output – the Guidebook. Visual documentation such as pictures and videos of the transnational events will be available on the project website and specific social media pages.

How will the project impact be ensured and sustained?

The Sound of Diversity project is committed to ensuring long-term impact and sustainability through several key strategies. These include establishing the SoD Label, local workshops and ongoing training programs to empower communities with essential skills and knowledge, fostering self-reliance and sustainability. Additionally, the creation of policy advisory groups will facilitate ongoing dialogue and collaboration, ensuring sustained momentum in policy adaptation and implementation across municipalities. Finally, a comprehensive evaluation six months after the project concludes will assess the sustained impact and effectiveness of initiatives, providing valuable insights for continuous improvement and future endeavors. As a follow up, it is planned to conduct a post-ante evaluation (6 months after the project completion) to measure the long-term impact and sustainability of the results achieved among the engaged target groups. This is the most reliable source of information that could be obtained to measure the impact

These axes have been identified to ensure the sustainability of the Sound of Diversity project:

Firstly, the findings developed by Sound of Diversity serve as a solid foundation towards the project's

sustainability. These insights provide valuable knowledge and resources that can be utilized beyond the project's duration.

Secondly, the composition of partners and network members, including strong grassroots organizations alongside policymakers and decision-makers, are instrumental in ensuring the project's long-lasting impact. This diverse collaboration brings together various perspectives and resources essential for sustained success.

Thirdly, we aim at integration with existing local policies, i.e. demonstrating how our project will integrate or enhance existing local policies or initiatives. This could demonstrate sustainability and deeper impact, providing a clearer path for continuation beyond the funding period.

Moreover, the organic nature of this project ensures that its results will be sustained, addressing one of the main priorities of the call to create lasting links with partner organizations through more thematic and policy-related projects.

Furthermore, the sustainability of SoD is not solely dependent on the project findings but also fundamentally linked to the development of relationships between partners and relevant stakeholders or networks. These connections play a crucial role in maintaining or expanding the project's outputs even after the end of EU funding.

Additionally, the commitment to promoting the value of diversity and counteracting nationalistic, discriminatory, and anti-democratic pressures, especially on migrant communities and minorities, remains a central focus. Through awareness-raising and empowering citizens, the project aims to foster an environment where individuals feel empowered to take action and contribute to a more inclusive society.

Lastly, high-visibility events hosted by project partners, such as the Romani festival in Prague (CZ), the Jewish Film Festival in Zagreb (CR), and the Game Festival in Obidos (PT), etc. serve as platforms for engaging community members and showcasing the project's impact. These events bring together diverse audiences and create opportunities for meaningful dialogue and collaboration, contributing to the project's long-term sustainability and impact.

The resources needed to guarantee the continuation of the project after its end:

- Human resources - the staff of engaged partners, town/city practitioners, local will continue to work locally as multipliers;
- Financial resources – the partner organizations will provide eventual financial resources needed for ensuring accessibility to the project results and outputs on their websites and / or social network pages. The Project Coordinator will maintain the project website for at least two years after the project's completion.
- Time and creativity – establishing possible synergies/complementarities with other activities that can build on the project results. Seeking additional funding opportunities and partnerships to support ongoing activities and initiatives related to the project's goals. At this stage, and bearing in mind the most common sources of funding used by the project partners, the most probable ones are:
 - o CERV – Town Twinning - CITIZENS-TOWN-TT, Promoting rights and values by empowering the civic space - CHAR-LITI-CIVIC, Capacity building and awareness raising on the EU Charter of Fundamental Rights - CHAR-LITI-CHARTER, Strengthening the remembrance of the Holocaust, genocide, war crimes and crimes against humanity to reinforce democracy in the EU - CITIZENS-REM-HOLOCAUST, European integration and its defining achievements - CITIZENS-REM-EUINTEGRATION.
 - o Creative Europe
 - o European Social Fund
 - o URBACT
 - o Erasmus+ programme.

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4. WORKPLAN, WORK PACKAGES, ACTIVITIES, RESOURCES AND TIMING

4.1 Work plan

Work plan
<i>Provide a brief description of the overall structure of the work plan (list of work packages or graphical presentation (Pert chart or similar)).</i>

ACTIVITY																									
	M 1	M 2	M 3	M 4	M 5	M 6	M 7	M 8	M 9	M 10	M 11	M 12	M 13	M 14	M 15	M 16	M 17	M 18	M 19	M 20	M 21	M 22	M 23	M 24	
Task 1.1																									
Task 1.2																									
Task 1.3																									
Task 2.1																									
Task 2.2																									
Task 2.3																									
Task 3.1																									
Task 3.2																									
Task 3.3																									
Task 4.1																									
Task 4.2																									

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5. OTHER

5.1 Ethics and EU values

Ethics and EU values

Describe ethics issues that may arise during the project implementation and the measures you intend to take to solve/avoid them.

Describe how you will ensure gender and non-discrimination mainstreaming in the project cycle. This means integrating gender equality and non-discrimination considerations in the design, implementation, monitoring and evaluation of project activities. Projects activities should be pro-active and contribute to the equal empowerment of women and men, girls and boys, in all their diversity, and ensure that they achieve their full potential, enjoy the same rights and opportunities. Gender and non-discrimination mainstreaming are a key mechanism for achieving gender equality and combating multiple and intersecting discrimination. In the delivery of project activities gender mainstreaming shall be ensured by systematically monitoring access, participation, and benefits among different genders, and by incorporating remedial action that redresses any gender inequalities and discriminatory effects in implementation of planned activities. The activities shall also seek to reduce levels of discrimination suffered by particular groups (as well as those at risk of multiple discrimination) and to improve equality outcomes for individuals.

If your project has a direct or indirect impact on children and their rights, indicate it clearly here. Make sure that your project is based on a child rights approach, i.e. that all the rights of the EU Charter of Fundamental Rights and the United Nations Convention on the Rights of the Child (UNCRC) and the Optional protocols, are promoted, respected, protected and fulfilled. The project should address children as rights holders and should ensure their participation in the design and implementation of the project. If you will have direct contacts with children you will have to provide a child protection policies in line with the [Keeping Children Safe Child Safeguarding Standards](#).

Explain how you intend to address privacy/data protection issues related to data collection, analysis and dissemination.

Outline measures to be taken and the policies in place to guarantee full compliance with the EU values mentioned in Article 2 of the Treaty on the European Union and Article 21 of the EU Charter of Fundamental Rights.

1. To ensure other ethical considerations are integrated into the project, the following measures will be put in place:

1. Informed consent: Participants in the project will be required to give informed consent to their involvement, and the project team will ensure that all information provided to participants is clear and understandable.
2. Confidentiality and privacy: Participants' privacy and confidentiality will be respected throughout the project. Any personal information collected will be kept confidential and only used for the purposes of the project.
3. Avoiding harm: The project team will take all necessary precautions to ensure that participants are not exposed to harm or risk of harm during the project.
4. Cultural sensitivity: The project team will be culturally sensitive and ensure that the project does not marginalize or exclude any group of people.
5. Data protection: All data collected during the project will be stored securely and in accordance with data protection regulations.
6. No-discrimination according to EU, international and national law (including the General Data Protection Regulation 2016/679): the project team will design and approve the "Guidelines for gender mainstreaming" which will incorporate the above values and provide a sort of a toolkit for project partners to this regard.

2. The project doesn't involve children. Youth taking part in the project (if they turn out to be minors), will be accompanied by teachers, and they will remain **under their guidance and responsibility**.

Even though the minors who may participate in project activities (students) will remain under teachers' guidance and responsibility, the Project Management Team and the Coordinator will be responsible to keep up with the Keeping Children Safe Child Safeguarding Standards. For this reason:

- The project team will ensure that all project activities and interactions with minors (if any minors will be involved) are based on informed consent, confidentiality, and non-discrimination, eg .when posting photos (i.e. the use of image).
- The project team (all partners) will also undergo training as a part of WP1 to develop the necessary skills and knowledge to identify and respond to any potential ethical issues or violations related to the protection of minor.
- This subject will be discussed by each partner with local teachers and tackled with a bilateral formal agreement with schools.

3. The project complies with the EU values based on the **Article 2 of the Treaty on the EU**, as it is founded on the values of respect for freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities & to minors. Is also focuses on the EU Charter of Fundamental Rights, acceding to the European Convention for the Protection of Human Rights and Fundamental Freedoms – working towards strengthening their toolbox to counter democratic backsliding and protect democracy, the rule of law, fundamental rights, equality and the protection of minorities across the Union. The project also complies with the **Article 21 of the EU Charter of Fundamental Rights** prohibiting any discrimination based on any ground such as sex, race, colour,

ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited. The project will be working to reduce the levels of discrimination suffered by particular groups in the local communities – minorities, youth, migrants, women and girls, members of LGBTQI+ community, disabled citizens, the elderly. Special attention will be paid to those at risk of multiple discrimination; and to improve equality outcomes for individuals and groups. The project will seek to promote gender equality and non-discrimination mainstreaming in accordance with the **Guidelines on Gender Mainstreaming Toolkit of the European Institute of Gender Equality**. Specific attention will be paid to the **European non-discrimination mainstreaming instruments of the European Union and Council of Europe**, case studies and ways forward aiming to support and further stimulate non-discrimination mainstreaming at both Member State and EU level by proposing practical mainstreaming instruments that could be utilised to promote greater consideration of non-discrimination and equal opportunity concerns in the formulation and implementation of policies, legislation and programs. The non-discrimination/equality mainstreaming is the systematic incorporation of non-discrimination and equality concerns into all stages of the policy process. It is implemented on the six grounds of gender, racial or ethnic origin, disability, age, religion or belief and sexual orientation. These ethical considerations will be regularly reviewed throughout the project's duration to ensure that they are being implemented effectively. The project team will also engage with ethical committees and experts to ensure that the project is meeting ethical standards.

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5.2 Security

Security
Not applicable.

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6. DECLARATIONS

Double funding	
Information concerning other EU grants for this project ⚠ Please note that there is a strict prohibition of double funding from the EU budget (except under EU Synergies actions).	YES/NO
We confirm that to our best knowledge neither the project as a whole nor any parts of it have benefitted from any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies, e.g. EU Regional Funds, EU Agricultural Funds, etc). If NO, explain and provide details.	YES
We confirm that to our best knowledge neither the project as a whole nor any parts of it are (nor will be) submitted for any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies, e.g. EU Regional Funds, EU Agricultural Funds, etc). If NO, explain and provide details.	YES

Financial support to third parties (if applicable)

If in your project the maximum amount per third party will be more than the threshold amount set in the Call document, justify and explain why the higher amount is necessary in order to fulfil your project's objectives.

Insert text

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ANNEXES

LIST OF ANNEXES

Standard

Detailed budget table/Calculator (annex 1 to Part B) — *mandatory for Lump Sum Grants (see [Portal Reference Documents](#))*

CVs (annex 2 to Part B) — *mandatory, if required in the Call document*

Annual activity reports (annex 3 to Part B) — *mandatory, if required in the Call document*

List of previous projects (annex 4 to Part B) — *mandatory, if required in the Call document*

Special

Other annexes (annex 5 to Part B) — *mandatory, if required in the Call document*

CERV Programme - Citizens engagement and participation strand: European remembrance, Citizens participation, Networks of Towns				
Estimated EU contribution				
ATTENTION: The list of events has to correspond with the list of work-packages described in part B and the events listed in part C. Please use the same order! 1 EVENT = 1 WORK-PACKAGE				
Project title:		Sound of Diversity European Network of Towns		
Event (Work Package) Number	Event type: in situ OR online (manual input)	Number of countries (manual input)	Number of participants (manual input)	Lump sums (EUR) (automatic)
1	In_situ	13-15	126/150	EUR 34,360
2	In_situ	13-15	126/150	EUR 34,360
3	In_situ	13-15	126/150	EUR 34,360
4	In_situ	13-15	201/225	EUR 42,285
5	Online	13-15	101-200	EUR 23,640
6	In_situ	13-15	126/150	EUR 34,360
7	In_situ	13-15	126/150	EUR 34,360
8	In_situ	13-15	126/150	EUR 34,360
9	In_situ	13-15	126/150	EUR 34,360
10	In_situ	13-15	251/275	EUR 47,570
11	Online	13-15	101-200	EUR 23,640
12				EUR 0
13				EUR 0
14				EUR 0
15				EUR 0
16				EUR 0
17				EUR 0
18				EUR 0
19				EUR 0
20				EUR 0
21				EUR 0
22				EUR 0
23				EUR 0
24				EUR 0
25				EUR 0
Total Amount				EUR 377,655

HISTORY OF CHANGES		
VERSION	PUBLICATION DATE	CHANGE
1.0	01.04.2021	Initial version (new MFF).
2.0	01.06.2022	Consolidation, formatting and layout changes. Tags added.
3.0	10. 10.2024	Removed sections: Work Plan, Critical risks Added budget Calculation Sheet Connection:Berlin moved among Associated Partners

ANNEX 2

ESTIMATED BUDGET (LUMP SUM BREAKDOWN) FOR THE ACTION

Estimated EU contribution											
Estimated eligible lump sum contributions (per work package)											Maximum grant amount ¹
Forms of funding	WP1 Launching Digital Citizenship: The Óbidos Gaming Village Experience	WP2 Roma Voices: Celebrating Europe's Diversity at Khamoro	WP3 Intercultural Dialogues at the Multitude Festival	WP4 Citizens in Dialogue: Navigating EU Policies Through Art	WP5 Virtual Roundtable: Diversity Management	WP6 EU Values in Action: Promoting Active Citizenship at the Festival of Tolerance	WP7 Unity in Diversity: The Bârlad Experience	WP8 Festival of Peoples: Bridging Cultures and Environmental Awareness	WP9 Traditional Rhythms, Modern Narratives in Europe: Dance Fest in Kileler	WP10 Rocking for Change: Environmental Activism at Summer Dying Loud Festival. European SoD Summit	
Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	Lump sum contribution	
	a	b	c	d	e	f	g	h	i	j	$l = a + b + c + d + e + f + g + h + i + j + k$
1 - Aleksandrow	2 860.00	8 360.00	8 360.00	33 485.00	18 140.00	8 360.00	2 860.00	8 360.00	8 360.00	38 770.00	156 055.00
2 - INCO	1 300.00	800.00	800.00	800.00	500.00	800.00	1 300.00	18 000.00	800.00	800.00	26 400.00
3 - OBIDOS	18 500.00	800.00	800.00	800.00	500.00	800.00	1 300.00	800.00	800.00	800.00	26 400.00
4 - SAINT-DENIS	1 300.00	800.00	18 000.00	800.00	500.00	800.00	1 300.00	800.00	800.00	800.00	26 400.00
5 - MUN BARLAD	1 300.00	800.00	800.00	800.00	500.00	800.00	18 500.00	800.00	800.00	800.00	26 400.00
6 - DIMOS KILELER	1 300.00	800.00	800.00	800.00	500.00	800.00	1 300.00	800.00	18 000.00	800.00	26 400.00
7 - SLOVO	1 300.00	18 000.00	800.00	800.00	500.00	800.00	1 300.00	800.00	800.00	800.00	26 400.00
8 - INKLUZIJE	1 300.00	800.00	800.00	800.00	500.00	800.00	1 300.00	800.00	800.00	800.00	9 200.00
9 - MEDIA PONT	1 300.00	800.00	800.00	800.00	500.00	800.00	1 300.00	800.00	800.00	800.00	9 200.00
10 - FILM FEST	1 300.00	800.00	800.00	800.00	500.00	18 000.00	1 300.00	800.00	800.00	800.00	26 400.00
11 - JACARILLA	1 300.00	800.00	800.00	800.00	500.00	800.00	1 300.00	800.00	800.00	800.00	9 200.00
12 - BUD XIV KERULET	1 300.00	800.00	800.00	800.00	500.00	800.00	1 300.00	800.00	800.00	800.00	9 200.00
13 - PRK											
14 - Ambasada Polek											
15 - C:B											
Σ consortium	34 360.00	34 360.00	34 360.00	42 285.00	23 640.00	34 360.00	34 360.00	34 360.00	34 360.00	47 570.00	377 655.00

Forms of funding	Estimated EU contribution	
	Estimated eligible lump sum contributions (per work package)	Maximum grant amount ¹
	WP11 Virtual Policy Forum on EU Policies and Diversity Management	
	Lump sum contribution	
k	$l = a + b + c + d + e + f + g + h + i + j + k$	
1 - Aleksandrow	18 140.00	156 055.00
2 - INCO	500.00	26 400.00
3 - OBIDOS	500.00	26 400.00
4 - SAINT-DENIS	500.00	26 400.00
5 - MUN BARLAD	500.00	26 400.00
6 - DIMOS KILELER	500.00	26 400.00
7 - SLOVO	500.00	26 400.00
8 - INKLUZIJE	500.00	9 200.00
9 - MEDIA PONT	500.00	9 200.00
10 - FILM FEST	500.00	26 400.00
11 - JACARILLA	500.00	9 200.00
12 - BUD XIV KERULET	500.00	9 200.00
13 - PRK		
14 - Ambasada Polek		
15 - C:B		
Σ consortium	23 640.00	377 655.00

¹ The 'maximum grant amount' is the maximum grant amount fixed in the grant agreement (on the basis of the sum of the beneficiaries' lump sum shares for the work packages).

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

ASSOCIAZIONE INCO - MOLFETTA APS (INCO), PIC 922855576, established in PIAZZA MUNICIPIO SNC ANG VIA MORTE, MOLFETTA BA 70056, Italy,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

CAMARA MUNICIPAL DE OBIDOS (OBIDOS), PIC 937772624, established in LARGO DE SAN PEDRO, OBIDOS 2510 086, Portugal,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

DEPARTEMENT DE LA SEINE-SAINT-DENIS (SAINT-DENIS), PIC 894597924, established in 3 ESP JEAN MOULIN, BOBIGNY 93006, France,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

MUNICIPIUL BIRLAD (MUN BARLAD), PIC 880307302, established in STR. 1 DECEMBRIE, 21, BIRLAD 731182, Romania,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

DIMOS KILELER (DIMOS KILELER), PIC 896332963, established in Iroon Polytechniou & Ag.Charalampous, DEMOS KILELER 410 05, Greece,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

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SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

SLOVO 21 ZS (SLOVO), PIC 948515665, established in TABORSKA 979/5, PRAHA 4 140 00, Czechia,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

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SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

DRUSTVO ZA KULTURO INKLUZIJE (INKLUZIJE), PIC 946182330, established in
FRANCOSKA ULICA 15, LJUBLJANA 1000, Slovenia,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

UDRUZENJE GRADJANA MEDIA PONT (MEDIA PONT), PIC 893363211, established in
MAKSIMA GORKOG 9, NOVI SAD 21000, Serbia,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

FESTIVAL SUVREMENOG ZIDOVSKOG FILMA ZAGREB (FILM FEST), PIC 948800069,
established in VOJNOVICEVA 15, ZAGREB 10000, Croatia,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

AYUNTAMIENTO DE JACARILLA (JACARILLA), PIC 882588063, established in Plaza de España, 1, JACARILLA 03310, Spain,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

ANNEX 3

ACCESSION FORM FOR BENEFICIARIES

BUDAPEST FOVAROS XIV KERULET ZUGLO ONKORMANYZATA (BUD XIV KERULET), PIC 932572939, established in PETERVARD UTCA 2, BUDAPEST 1145, Hungary,

hereby agrees

to become beneficiary

in Agreement No 101193029 — SoD ('the Agreement')

between COMMUNE OF ALEKSANDROW LODZKI (Aleksandrow) **and** the **European Education and Culture Executive Agency (EACEA)** ('EU executive agency' or 'granting authority'), under the powers delegated by the European Commission ('European Commission'),

and mandates

the coordinator to submit and sign in its name and on its behalf any **amendments** to the Agreement, in accordance with Article 39.

By signing this accession form, the beneficiary accepts the grant and agrees to implement it in accordance with the Agreement, with all the obligations and terms and conditions it sets out.

SIGNATURE

For the beneficiary

FINANCIAL STATEMENT FOR THE ACTION FOR REPORTING PERIOD [NUMBER]

EU contribution												
Eligible lump sum contributions (per work package)												Requested EU contribution
WP1 [name]	WP2 [name]	WP3 [name]	WP4 [name]	WP5 [name]	WP6 [name]	WP7 [name]	WP8 [name]	WP9 [name]	WP10 [name]	WP [XX]		
[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	[Lump sum contribution// Financing not linked to costs]	
Forms of funding												
Status of completion	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	PARTIALLY COMPLETED	PARTIALLY COMPLETED	COMPLETED	NOT COMPLETED	
	a	b	c	d	e	f	g	h	i	j	k	$l = a + b + c + d + e + f + g + h + i + j + k$
1 – [short name beneficiary]												
1.1 – [short name affiliated entity]												
2 – [short name beneficiary]												
2.1 – [short name affiliated entity]												
X – [short name associated partner]												
Total consortium												

The consortium hereby confirms that:

The information provided is complete, reliable and true.

The lump sum contributions declared are eligible (in particular, the work packages have been completed and the work has been properly implemented and/or the results were achieved; see Article 6).

The proper implementation of the action/achievement of the results can be substantiated by adequate records and supporting documentation that will be produced upon request or in the context of checks, reviews, audits and investigations (see Articles 19, 21 and 25).

ANNEX 5

SPECIFIC RULES

INTELLECTUAL PROPERTY RIGHTS (IPR) — BACKGROUND AND RESULTS — ACCESS RIGHTS AND RIGHTS OF USE (— ARTICLE 16)

Rights of use of the granting authority on results for information, communication, dissemination and publicity purposes

The granting authority also has the right to exploit non-sensitive results of the action for information, communication, dissemination and publicity purposes, using any of the following modes:

- **use for its own purposes** (in particular, making them available to persons working for the granting authority or any other EU service (including institutions, bodies, offices, agencies, etc.) or EU Member State institution or body; copying or reproducing them in whole or in part, in unlimited numbers; and communication through press information services)
- **distribution to the public** in hard copies, in electronic or digital format, on the internet including social networks, as a downloadable or non-downloadable file
- **editing** or **redrafting** (including shortening, summarising, changing, correcting, cutting, inserting elements (e.g. meta-data, legends or other graphic, visual, audio or text elements extracting parts (e.g. audio or video files), dividing into parts or use in a compilation
- **translation** (including inserting subtitles/dubbing) in all official languages of EU
- **storage** in paper, electronic or other form
- **archiving** in line with applicable document-management rules
- the right to authorise **third parties** to act on its behalf or sub-license to third parties, including if there is licensed background, any of the rights or modes of exploitation set out in this provision
- **processing**, analysing, aggregating the results and **producing derivative works**
- **disseminating** the results in widely accessible databases or indexes (such as through ‘open access’ or ‘open data’ portals or similar repositories, whether free of charge or not.

The beneficiaries must ensure these rights of use for the whole duration they are protected by industrial or intellectual property rights.

If results are subject to moral rights or third party rights (including intellectual property rights or rights of natural persons on their image and voice), the beneficiaries must ensure that they

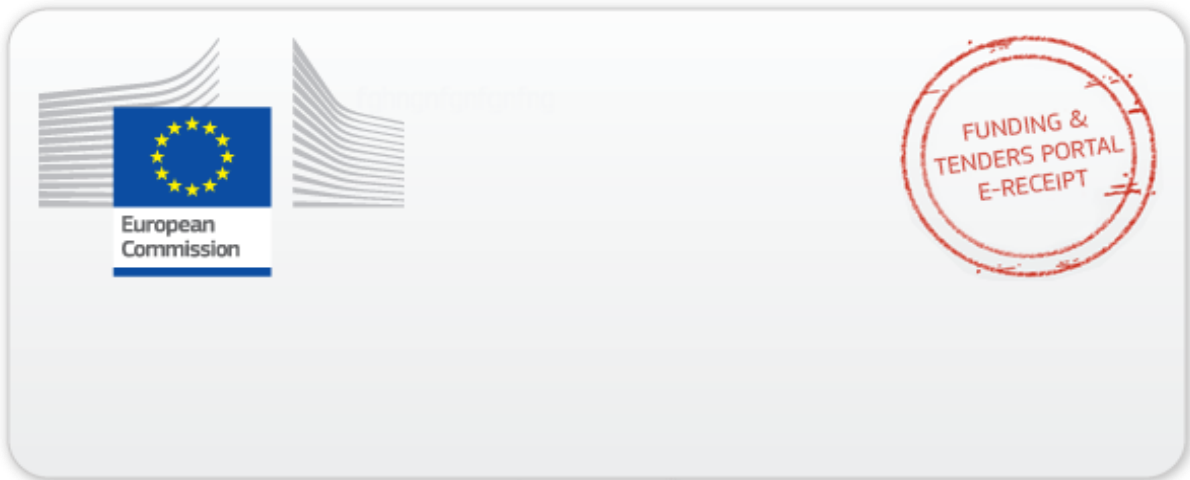
comply with their obligations under this Agreement (in particular, by obtaining the necessary licences and authorisations from the rights holders concerned).

COMMUNICATION, DISSEMINATION AND VISIBILITY (— ARTICLE 17)

Additional communication and dissemination activities

The beneficiaries must engage in the following additional communication and dissemination activities:

- present the project (including project summary, coordinator contact details, list of participants, European flag and funding statement and project results) on the beneficiaries' websites or social media accounts
- for actions involving **publications**, mention the action and the European flag and funding statement on the cover or the first pages following the editor's mention
- for actions involving public **events**, display signs and posters mentioning the action and the European flag and funding statement
- upload the public **project results** to the Rights and Values Project Results platform, available through the Funding & Tenders Portal.



This electronic receipt is a digitally signed version of the document submitted by your organisation. Both the content of the document and a set of metadata have been digitally sealed.

This digital signature mechanism, using a public-private key pair mechanism, uniquely binds this eReceipt to the modules of the Funding & Tenders Portal of the European Commission, to the transaction for which it was generated and ensures its full integrity. Therefore a complete digitally signed trail of the transaction is available both for your organisation and for the issuer of the eReceipt.

Any attempt to modify the content will lead to a break of the integrity of the electronic signature, which can be verified at any time by clicking on the eReceipt validation symbol.

More info about eReceipts can be found in the FAQ page of the Funding & Tenders Portal.

<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/support/faq>