URBACT Co-funded by the European Union Interreg

TechDiversity

04_2025

# ACTION PLANNING NETWORK

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TechDiversity

TechDiversity

# #5 Quarterly Network Report

## Network Progress from January to March 2025



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# Purpose & Index -
# Showcasing TechDiversity activities ...

## This Report includes:

Chapter 1 - Highlights from the network exchanges & learning activities

Chapter 2 – Partners' local activities

Chapter 3 – 3rd Online webinar based on partners specific learning needs

Chapter 4 – Next steps and more ...

# Introduction

**TechDiversity** APN project has started its 2025 journey through **Diversity** and **Inclusion** in Knowledge-based Digital and Tech Ecosystems .

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

This 5th Quarterly Report offers **some moments** (*) of the project progress and highlights of the partners' **accomplishments.**

(*) All partners were working during the trimester on the last Sections of their Integrated Action Plans. This QNR is not as extended as all the prior project QNRs, since there was no project level onsite meeting scheduled for the first trimester of 2025 and all partners were focused on their IAP progress.

# Chapter 1 - Highlights from the network exchanges & learning activities

**How partners are planning their future actions to improve their diversity and inclusion in local digital and tech ecosystems ...**

## Trikala – TechDiversity Vision ...

**Trikala's mayor, mr Sakkas at e-Trikala premises**

**"Trikala envisions becoming one of the country's centres of innovation and digital entrepreneurship"**

e-trikala

# Amarante - TechDiversity Vision ...

**Amarante's mayor, mr Gaspar**

**Source: https://www.expressodeamarante.pt/presidente-de-amarante-recandidata-se-para-continuar-a-honrar-compromissos/**

**"To achieve a dynamic, inclusive, and equitable digital and tech ecosystem that harnesses the diverse talents and perspectives of all community members"**

AMARANTE

# Arezzo - TechDiversity Vision ...

**Arezzo's mayor, mr Ghinelli**

**Source: https://enb.iisd.org/media/alessandro-ghinelli-mayor-arezzo-italy-wuf12-6nov2024-photo**

**" A CITY WHERE THE DIGITAL AND TECH SECTORS ARE THRIVING AND WHERE DIVERSITY IS SEEN AS AN ASSET TO ITS DEVELOPMENT RATHER THAN A LIABILITY"**

COMUNE DI AREZZO

# Bielsko Biala - TechDiversity Vision ...

**Bielsko Biala's mayor, mr Klimaszewski**

**Source: https://focusonbusiness.eu/en/news/bielsko-biala-high-in-the-ranking/5801**

**"Bielsko-Biała is a city with diverse & inclusive environment ensuring possibility of equal participation of women in tech sector and empowering them by vivid, supportive local community"**

## Bucharest District 6 - TechDiversity Vision ...

**Bucharest's District 6 mayor, mr Ciucu**

**Source: Bucharest D6 mayor's press office**

**"A community where the integration of vocational and technical education and the business environment leads to better career paths, keeps young people in the city (country) and becomes an example of public engagement, especially in terms of diversity and inclusion policies."**

PRIMĂRIA SECTORULUI 6

# Larnaka - TechDiversity Vision ...

**Larnaka's mayor, mr Vyras**

**Source: https://mayorsofeurope.eu/news/mayor-vyras-ensures-sustainable-growth-for-larnaca/**

**"Larnaka, a city that offers a promising business environment, where research, development, innovation, and talent can flourish. A city that encourages equal employment opportunities for all citizens and invests in education and advanced technologies, in a sustainable manner"**

# Idrija - TechDiversity Vision ...

**Idrija's mayor, mr Vencelj**

**Source: https://www.facebook.com/tomaz.vencelj**

**"By 2030, Idrija will be a progressive and modern city with a well-developed technical, digital and CCI sector, where inclusion and diversity are accepted values at all levels of society and where all citizens have equal access to employment and entrepreneurship"**

# NKUA for Psahna - TechDiversity Vision ...

**Dirfion & Messapion mayor, mr Psathas,**

**Source:** https://ddm.gov.gr/dimos/dimotiki-archi/dimarxos/

**"Psachna envisions itself as a town that hosts a strong entrepreneurial hub, fostered by the NKUA, ensuring that diverse groups of university students and graduates have equal opportunities"**

HELLENIC REPUBLIC
National and Kapodistrian University of Athens

# Chapter 2 - Partners' local activities

**One ULG meeting was held in the 1st trimester of 2025 for each partner to finalise the core Actions,**

**as also to discuss each Action activities and other technical content.**

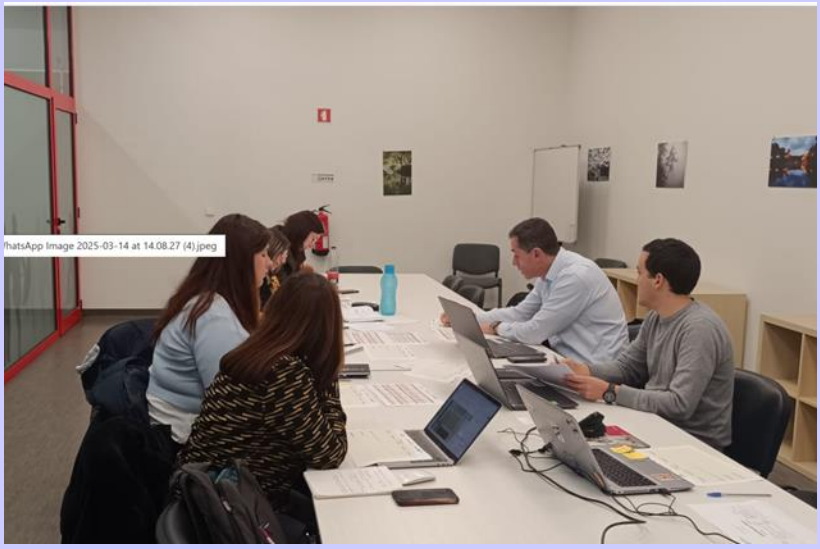
Specific tools for the ULG meetings & a suggested ULG agenda were prepared for these critical meetings by the Lead Expert.

**Trikala, 19/02/2025**

**At the 6th ULG meeting, Trikala** focused on the preparation of the Actions Plans & peer review Presentation of the progress of the project so far, based on a Presentation of the proposed strategic objectives for the city, according to what has been discussed in the previous meetings, as well as the individual supporting actions that will facilitate their achievement.

**Tools used during the meeting:** Testing actions to IAPs & Four C Review Sheet

## Amarante, 14/03/2025

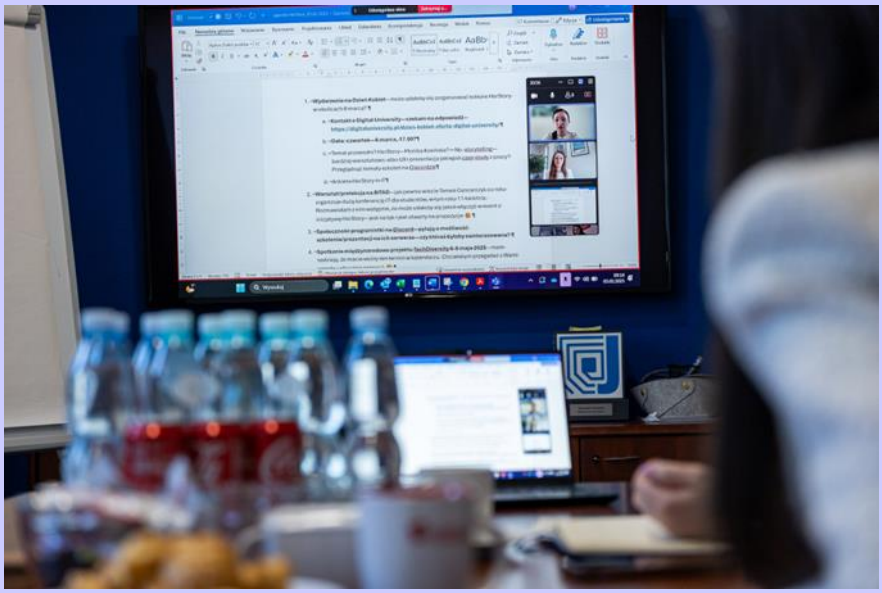



**The 7th meeting of the ULG** in Amarante was held on March 14, 2025.

**The main objective** was to discuss the **actions across different areas of intervention** that could be implemented in the future of the project, focusing on inclusion, diversity, and innovation in the tech sector.

The meeting highlighted the importance of **integrated and collaborative actions** to achieve the goals of the TechDiversity project and, as homework, all participants were provided with tools, so as to give feeds for a detailed plan for each action.

**Bielsko Biala, 05/02/2025**

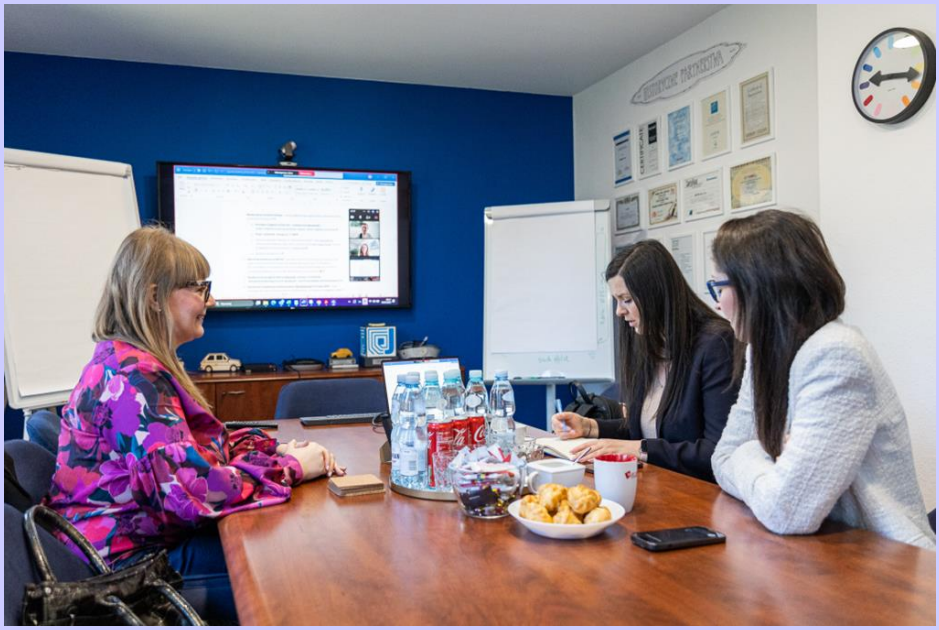


Key discussions during **the 6th ULG meeting:**

- Summary of the 2nd edition of the TechDiversity Testing Action organized on 16.01.2025 in the form of HerStory in IT: Spotlight event

The ULG members worked to:

- **Refine** the actions – the **division** of the short term and long term actions, **adjustments** to the initial Concepts



- **Prepare** Transnational Network Meeting in Bielsko-Biała in May 2025:
  - o Planning the roles of ULG members and their engagement in the meeting
  - o Setting the local agenda – study visit, good practice examples

## NKUA, 14/03/2025

**Using the URBACT "Refining an Action" URBACT tool,** the participants worked in groups to identify the activities under the seven Actions that were defined in the former 5th ULG, that took place late 2024.

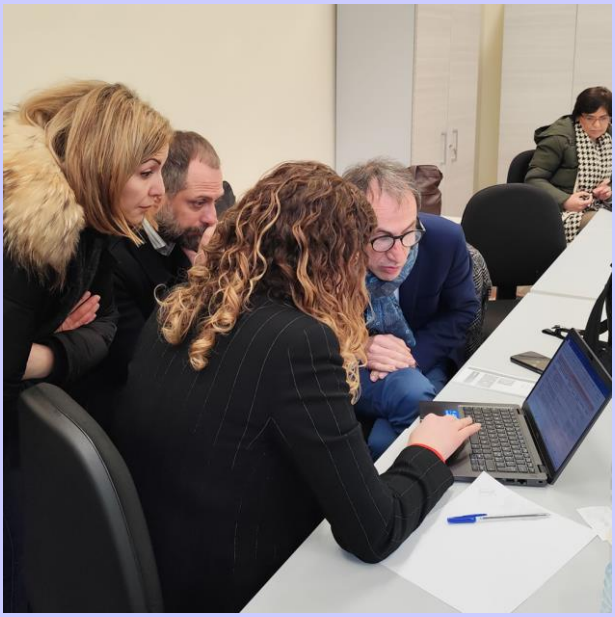
**A total of 25 Activities were identified,** for each of them the following aspects have been defined:

- Title
- Dates
- Target Outputs
- Related Activities (if applicable)
- Concerns

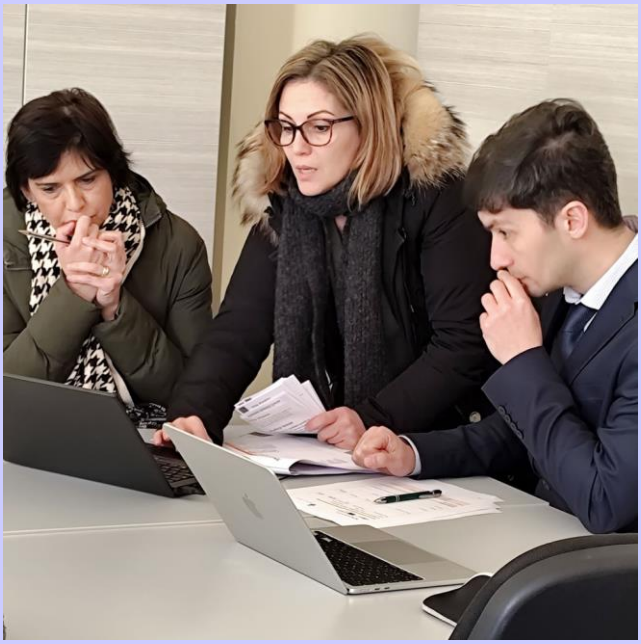
## Larnaka, 25/02/2025

**The 6th meeting of the ULG in Larnaka** was held on February 25, 2025. The discussion opened with a recap of what was discussed so far at the previous ULG meetings, an update on the Testing Activity as well as the final tuning of the actions and possible funding sources. Additionally, a succinct report on the project meeting in Larnaka in December 2025 and the partners' opinions of the local content were presented to the ULG members.

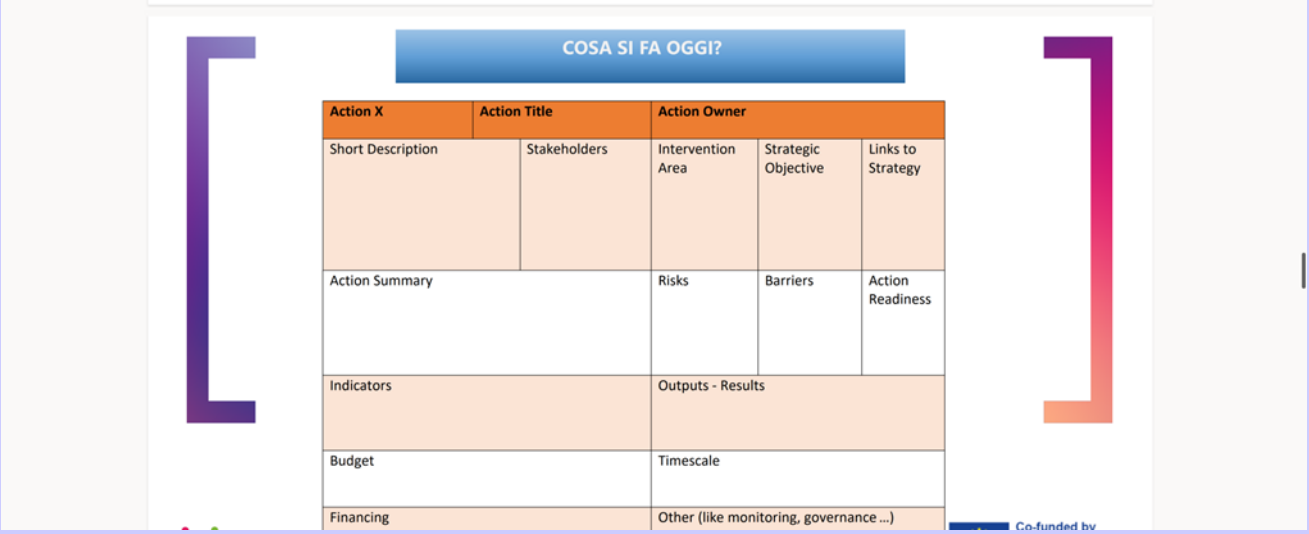
**Arezzo, 21/02/2025**



**At the 6th ULG meeting Arezzo** 12 members worked mostly to define the IAP Actions Detail in Tables prepared by the city project team. Based on the Actions' planning tables, the ULG members were divided in small groups and worked on the definition of the five Actions detail tables (template suggested by the Project Lead Expert).



**Tools used during the meeting:** Action detail tables.



**The Arezzo ULG group also took stock of the final stages of the Testing Action's organization which took place on March 12th, 2025.**

The mid-scale matchmaking event, with representatives of young NEETs and companies in the tech and digital sector of the region, was successfully delivered, resulting in the following participation figures:

- **Over 45 NEETs,** including young people from vulnerable categories.

- **7 cutting-edge** tech & digital companies from the area.

- **Local** training and education institutions, job agencies and youth service providers.

## Bucharest - District 6, 10/02/2025

**The 5th meeting of the local URBACT group** for the TechDiversity project took place at the EfDeN headquarters in the Impact Hub Bucharest headquarters.
It brought together diverse participants from the URBACT local group and planned the testing action, which took place in the last week of March 2025.

The testing action consisted of workshops for students from technological high schools and from the Polytechnic University, following a shared structure of activities.

To ensure maximum participation, registrations were carried out through the educational institutions, one week before the event.

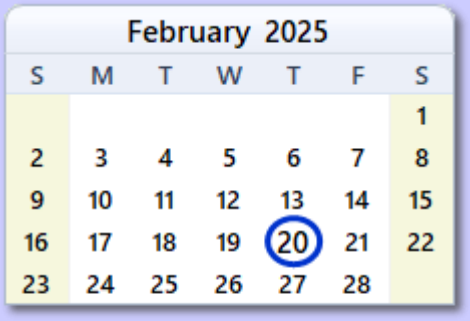
The process was managed via an online form, which allowed the allocation of 25 spots per workshop, 10 of which will be reserved to cover potential withdrawals. The Sector 6 City Hall provided the necessary forms for consent and the processing of participants' personal data.

## Idrija, 31/03/2025

**At the 6th ULG meeting in Idrija** the participants discussed the status of TechDiversity project by March 2025, and worked in detail on the 9 defined actions, and specifically on the Actions Details Tables.

The ULG team also reviewed the IAP update and mostly focused on all actions that are expected to contribute to reach the city's vision in the TechDiversity policy issue.

## Chapter 3 –
## 3rd Online webinar based on partners specific learning needs …




Thursday, Feb 20th 2025

This 3rd online webinar was organised by NKUA, that is an academic level partner of the project.

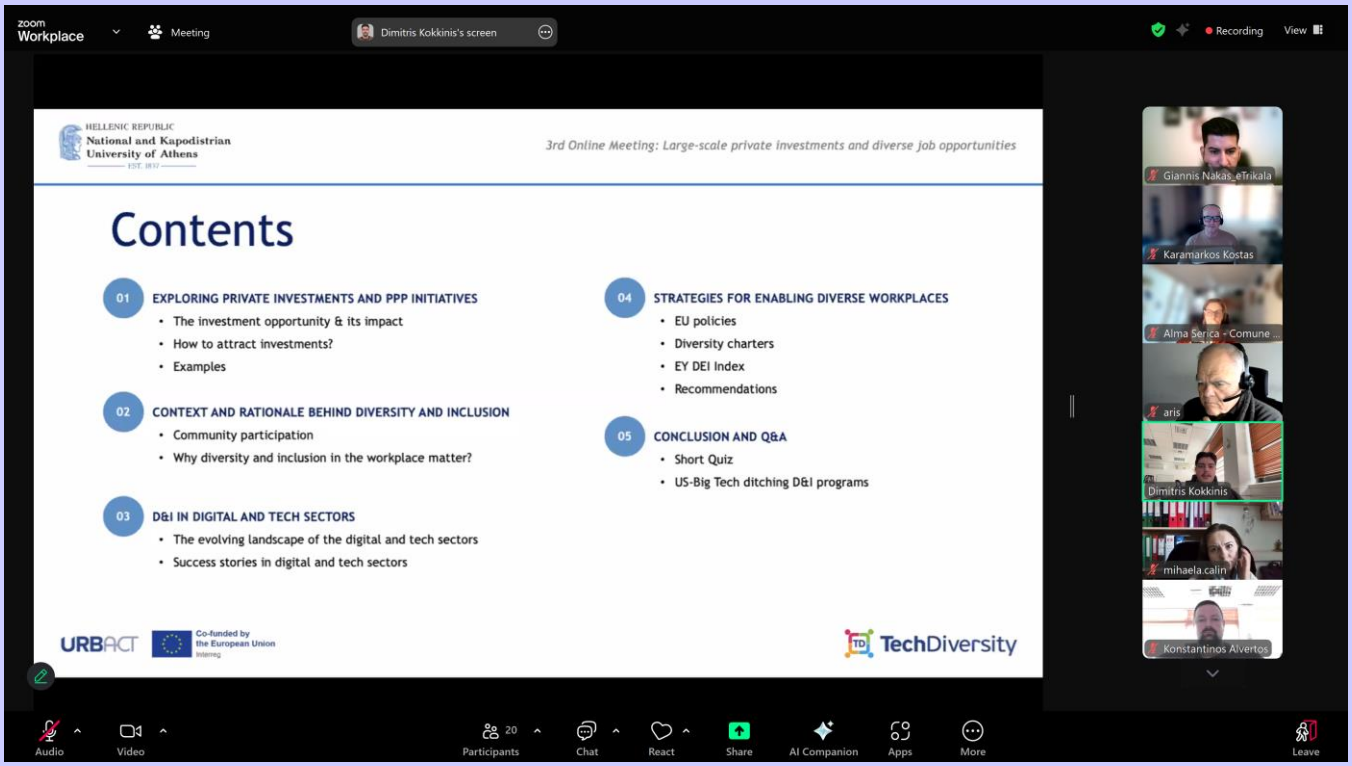
As included in the Baseline Study the Lead Expert and NKUA representatives selected the specific topics of the webinar, that organised on the 20th of February 2025.

The partners that initially asked for specific inputs on the TechDiversity sub-theme **"Large scale private investments and diverse job opportunities" were Bucharest District 6 and Larnaka.**

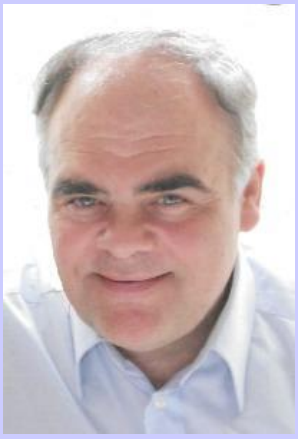
All partner cities participated including some of their stakeholders for whom the web meeting sub-theme was relevant.

**Aristides Chipouras, Dimitris Katsianis & Dimitris Kokkinis on behalf NKUA introduced to the 20 participants (partners and stakeholders) the following topics:**

- EXPLORING PRIVATE INVESTMENTS AND PPP INITIATIVES
- CONTEXT AND RATIONALE BEHIND DIVERSITY AND INCLUSION
- D&I IN DIGITAL AND TECH SECTORS
- STRATEGIES FOR ENABLING DIVERSE WORKPLACES.



Dimitris Katsianis is Assistant Professor at Department of Digital Industry Technologies of the NKUA with a demonstrated history of working in the higher education industry. Strong research professional skilled in Analytical Skills, Computer Science, Lecturing, Fundraising, and Proposal Writing.



Aristides Chipouras is a Laboratory Teaching Staff of NKUA, experienced in the design, procurement, installation & ensuring the proper operation of telecommunications network infrastructures, taking measurements and related applications. His scientific interests are in the field of optical and microwave communications.

Dimitris Kokkinis is a Research Associate | PhD candidate in 6G Networks Techno-Economics. His research interests and activities include technology economics (techno-economics), network design, IoT, engineering & innovation management, strategic planning, digital transformation and web applications.

## The investment opportunity & its impact

Small and medium-sized cities across the globe are increasingly using large-scale private investments to drive urban renewal.

## Context & rationale behind diversity & inclusion

Setting the context of diversity and inclusion
Why diversity and inclusion matter in the workplace





## Why Diversity and Inclusion Matter

PRACTICAL IMPLICATIONS FOR COMMUNITY PARTICIPATION

COMMUNITY

**BENEFITS OF DIVERSITY**

- Enhances creativity and problem-solving.
- Leads to better financial performance and innovation.

**SOCIAL & ECONOMIC ADVANTAGES**

- Reduces inequality.
- Expands the available talent pool.
- Builds stronger, more resilient communities.

## Strategies for enabling diverse workplaces

EU policies
Diversity charters
EY European DEI Index
Recommendations

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National and Kapodistrian University of Athens
EST. 1837

*3rd Online Meeting: Large-scale private investments and diverse job opportunities*

# QUIZ 1

REALITY CHECK

## Which sector do you believe has the highest uptake in D&I in Europe?

**TECHNOLOGY & IT SECTOR**

Technology fields attract younger, more diverse workers - especially foreigners in places like Germany who "don't need to speak German"

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Source: European Commission

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*3rd Online Meeting: Large-scale private investments and diverse job opportunities*

# QUIZ 2

REALITY CHECK

## What is the overall gender employment gap?

**10.7%**

In the labour market, women are over-represented in lower paid sectors, and under-represented in decision-making positions

URBACT Co-funded by the European Union Interreg

Source: European Commission

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*3rd Online Meeting: Large-scale private investments and diverse job opportunities*

# QUIZ 3

REALITY CHECK

## How many people in the EU have a disability?

**101 million**

**some form of disability that makes their life difficult**

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Source: European Commission

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*3rd Online Meeting: Large-scale private investments and diverse job opportunities*

# QUIZ 4

REALITY CHECK

## How many disabled people in the EU are in employment?

**51%**

**of 42.8 million persons with disabilities of working age in the EU are employed**

URBACT Co-funded by the European Union Interreg

Source: European Commission

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# Chapter 4 – Next steps and more …

- **The next meeting is planned for early May 2025 in Bielsko Biala, Polland.** The Lead Expert will continue to work bilaterally with each partner to support them as they work on their Integrated Action Plans (last section, No 6).

Source: Wikipedia

- **All partners will organise at least one ULG meeting by end of June 2025** to agree on their final draft Action Plan.

- All partners will take part **in an online meeting with LE & LP** (April 2025) to be informed on the selected IAP peer review methodology. The partners are provided with all needed templates (suggested to use for their IAPs)

- All partners should **finalise their Testing Actions** inputs in their IAPs

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## URBACT APN: TECHDIVERSITY

**Lead Partner: e-Trikala for the City of Trikala**

**Partner Cities: Amarante, Arezzo, Bielsko Biala, Bucharest District 6, Idrija, Larnaka, Psahna.**

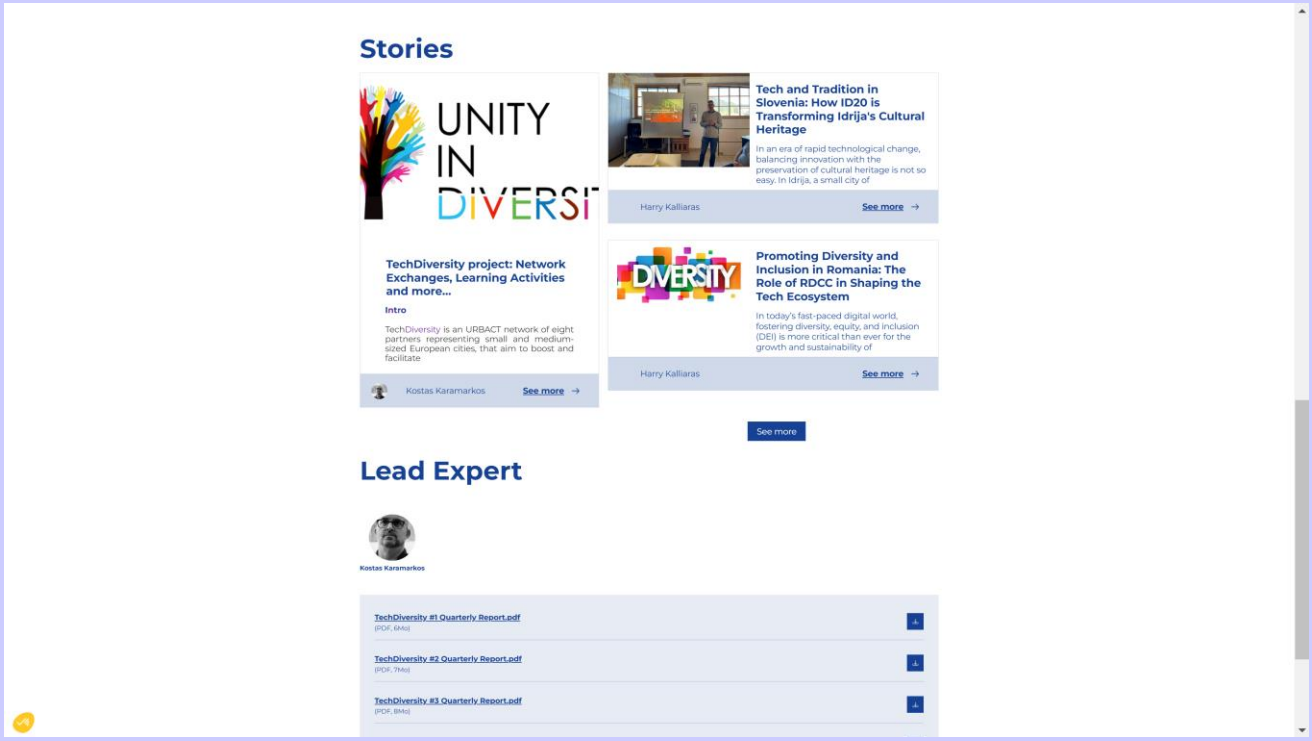
**Lead Expert: Kostas Karamarkos → kostas@kkc.gr**

**Lead Partner Contact: Christina Karaberi → xkaraberi@e-trikala.gr**

**Find more for TechDiversity achievements:**

**https://urbact.eu/networks/techdiversity**

**https://www.linkedin.com/company/techdiversityurbact/**




**April 2025**