



SALZBURG
GLOBAL
SEMINAR
75th Anniversary

The Salzburg Statement on Creating Inclusive Public Policy

PUBLIC POLICY INNOVATIONS FOR INCLUSIVE COMMUNITIES

Across Europe, the profiles, backgrounds, and demographics of public policy professionals often fail to reflect the growing pluralism and multiculturalism of our societies. As governments, corporations, and communities grapple with regional and global challenges, we need diverse perspectives and bold innovative ideas to reimagine and redesign the future of public policy in ways that are more equitable, inclusive, and effective.

However, to build this leadership pipeline and increase diversity in the field, more must be done to ensure public policy is an inclusive and viable career path for minorities, and to create opportunities for emerging and new voices in public policy to practice leadership through their projects, institutions, and communities.

Why Salzburg Global?

We firmly believe the inclusion of diverse views in public policy debates produces better outcomes for societies. Early-career professionals from diverse backgrounds have the talent, creative vision, and energy to offer the kinds of innovative and radical ideas needed to create change but are not greatly represented in the public policy sector. This program attempts to bridge that gap by creating a talent pipeline for unique and diverse voices to join the public policy space.

This program reflects the priority Salzburg Global assigns to Diversity, Equity, and Inclusion (DEI) as we seek to advance social justice across all aspects of our work.

Read more online: salzburgglobal.org/go/743-01

CASE FOR ACTION

When marginalized communities are excluded from policymaking processes, it contributes to the continuation of social and economic disparities that keep them marginalized. However, by implementing inclusive policymaking practices, the government can actively engage with and prioritize the perspectives of marginalized communities. This leads to the development of effective and sustainable policies that benefit these communities while also creating a more fair, equitable, and inclusive society for everyone. Let us work towards a society where everyone has the opportunity to succeed and no one is left behind.

RECOMMENDATIONS

In the spirit of inclusivity, our recommendations are tailored to be applicable to governments and policymakers at various levels, including local, regional, and national jurisdictions. These focus on making policy processes more inclusive by empowering local communities:

Empowering “Experts by Experience”: To ensure that the perspectives and ideas of those directly affected by an issue are effectively incorporated into decision-making, policymakers should empower individuals with direct experience and those affected by an issue, known as “experts by experience”, in decision-making processes. This approach prioritizes lived experiences and shifts away from traditional forms of “expertise”. To achieve this, policymakers should rethink leadership through an inclusive and innovative lens, create impartial roles, and increase representation of affected communities.

Addressing Biases and Inequalities: Inclusion and equality must be a driving force within public policy, a necessary step towards effective policy and policymaking in all sectors. It must be treated as a fundamental and passionate principle that fuels policy and its creation, rather than just a factor. To create a more equitable and inclusive process for community engagement and decision-making, policymakers should take steps to address biases and inequalities within the process of community engagement and decision-making. This includes addressing unconscious biases and unequal structures, building trust with traditionally marginalized groups, and engaging in meaningful outreach to improve diversity and representation within decision-making bodies.

Providing Material Support: Public policy can provide material support to people through schemes such as Universal Basic Income, and living wages as a legal minimum wage. By providing material support, governments can help build a more inclusive society where everyone has equal opportunities to access basic necessities and the ability to contribute

DEFINITIONS

Public Policy:

Public policy refers to the actions taken by the government to address a public issue or problem. It includes the development, implementation, and evaluation of laws, regulations, programs, and funding initiatives aimed at addressing specific social, economic, and political issues. Public policy can also refer to the principles, goals, and values that guide those actions.

Government:

Government is the system by which a country or community is governed, including the institutions, laws, and officials that make and enforce decisions on behalf of the people. There are different forms of government, such as democracy, autocracy and monarchy.

Inclusive communities/inclusive societies:

Inclusive societies refer to communities where all individuals, regardless of their background or circumstances, have equal opportunities to participate and benefit from social, economic, and political life. Inclusive societies are characterized by a culture of tolerance, mutual respect, and understanding, and a commitment to addressing and eliminating discrimination and inequality. They promote equal access to education, healthcare, employment, and other opportunities, and support the participation of marginalized and disadvantaged groups in decision-making processes. Inclusive societies foster a sense of belonging and civic engagement among all members of the community, and work to build a sustainable and equitable future for all.

Social innovation and social entrepreneurship:

Social innovations are new solutions (products, services, models, markets, processes, etc.) that simultaneously meet a social need more effectively than existing solutions and lead to new or improved capabilities and relationships and better use of assets and resources. Various actors can drive social innovation processes, including social entrepreneurs. Social entrepreneurs identify and address societal issues such as poverty, inequality, and environmental degradation, using the principles and practices of business and entrepreneurship. They focus on creating social impact and/or solving pressing societal problems as their main goal, rather than maximizing profit. Instead, profit is perceived as a means and not as its main end.

to the economy. To ensure that all voices and perspectives are included in the decision-making process, regardless of an individual's financial or logistical constraints, policymakers should provide material support to individuals and groups who may not have the resources or support to participate in public engagement and decision-making processes. This support could include providing compensation or stipends to individuals for participating in meetings or providing childcare and food at in-person events.

Promoting Alliances and Networks: To enhance information-sharing and collaboration among communities and groups, policymakers should support the formation and maintenance of alliances and networks. Such connections allow individuals and organizations to work more efficiently, share knowledge and resources, and learn from one another, resulting in improved outcomes and increased community building.

Supporting Social Entrepreneurship: Public policy should support socially innovative initiatives aiming to build inclusive communities by means of a specific social entrepreneurship policy. This support can take various forms, such as providing financial support through grants and subsidies or raising public awareness about the impact of social entrepreneurs through public campaigns. It is crucial to ensure that social entrepreneurship policies are rooted in, and supported by, institutional frameworks that are coherent, transparent and inclusive. To this end, effective coordination mechanisms should be built to coordinate action across policy domains and different levels of government. Additionally, strategies and programs should be developed to allow social entrepreneurs and other relevant stakeholders of the social entrepreneurial ecosystem to collaborate with government institutions in drafting and delivering policy deliverables.

Becoming Tech-Savvy: To future-proof inclusive public policy in the digital age, it is imperative that policymakers embrace the use of technology to facilitate citizen engagement. By utilising a comprehensive toolkit, especially for the younger generation, including modern technologies such as social media, policymakers can bridge the divide between online and offline engagement. This toolkit should also include innovative methods such as digital twins, which allow for seamless participation in discussions and decision-making, both online and in-person.

It is of critical importance to understand that these policy recommendations are intricately intertwined, and their collective implementation will significantly impact the formation of public policy. In addition, adapting and evolving policies in response to the knowledge gained from evaluations and accountability mechanisms is crucial. By taking this approach, we can establish and implement strategies to ensure that our policymaking processes are comprehensive, forward-thinking, and sustainable, resulting in policies that are both inclusive and enduringly effective.