



Local & Regional
Europe



Bilbao

EUDEL

ASSOCIATION OF BASQUE MUNICIPALITIES
EUSKADIKO UDALEN ELKARTEA

BILBAO 2018

CEMR CONFERENCE
EQUALITY, DIVERSITY & INCLUSION
11-13 JUNE 2018
EUSKALDUNA CONFERENCE CENTRE

Programme

In partnership with:



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With the financial support:



11 JUNE		12 JUNE			13 JUNE			
9:00								
9:30	CEMR Policy Committee (members only)		Project & good practice HUB 1 Towns and regions for everyone, today!	Parallel session 1 Part I: Participation, Politics, POWER Part II: Safe public spaces: online and in town	Outside session 1 Local alliances for greater inclusion in the labour market	Workshop 3 Using management processes to drive social justice	Parallel session 4 Migrant integration: testing our commitment to equality, diversity and inclusion	Outside session 3 Integration and diversity through culture
10:00								
10:30								
11:00	Health break		Health break					
11:30	CEMR Policy Committee (members only)	Registration conference participants	Project & good practice HUB 2 The European Charter for Equality: One Charter, many ways to engage	Parallel session 2 Innovative democracy and open government: driving active and inclusive citizenship		Health break		
12:00								
12:30								
13:00						Closing plenary session Our "New Deal": sustainable transformation, real rights		
13:30						Light lunch and farewell		
14:00	CEMR Policy Committee lunch (members only)		Lunch					
14:30								
15:00								
15:30			Workshop 1 Tackling discrimination: as employers, what can towns and regions do?	Parallel session 3 Living together in diversity	Outside session 2 How to improve the health of at-risk populations			
16:00	Opening plenary session Setting the scene for a fairer future		Workshop 2 Why gender is essential to decentralised cooperation	Side event A Multilevel approach to the intercultural paradigm: the experience of Intercultural Cities				
16:10								
16:20								
16:30								
16:40								
16:50								
17:00								
17:10								
17:20	Basque presentation							
17:30								
17:40								
17:50								
18:00								
18:30								
19:00								
19:30								
20:00	Welcome reception		Visit Guggenheim Bilbao					
20:30								
21:00			Official cocktail					
21:30								

11 JUNE

9:30 - 11:00	CEMR Policy Committee (members only)	
11:00 - 11:30	Health break	
11:30 - 14:00	CEMR Policy Committee (members only)	Registration conference participants
14:00 - 16:00	CEMR Policy Committee lunch (members only)	
16:00 - 17:45	<p style="text-align: center;">Opening plenary session Setting the scene for a fairer future Room A1 Interpretation – EL, EN, ES, EUS, DE, FR, IT, RO</p> <p>In this plenary session, participants will be inspired by a keynote address by Nobel Peace Prize laureate and K'iche' activist from Guatemala, Dr. Rigoberta Menchú. Following the keynote address, a range of stakeholders from local, regional, European and international levels will introduce and provide their perspectives on the conference topics of equality, diversity and inclusion. The interconnections among the themes and the importance of addressing them at every level of governance, especially local and regional levels, will be a focal point. Speakers will then form a roundtable, share their distinct experiences and respond to questions.</p> <p>Moderator: Vanessa Sanchez, Journalist</p> <ol style="list-style-type: none"> 1. Auresku of honour 2. Words of welcome: Juan Mari Aburto, Mayor of Bilbao <ul style="list-style-type: none"> • Stefano Bonaccini, President of CEMR, President of the Region of Emilia Romagna • Abel Caballero, President of the Spanish Federation of Municipalities and Provinces (FEMP) and Mayor of Vigo • Imanol Landa Jauregi, President of the Association of Basque Municipalities (EUEDEL) and Mayor of Getxo 3. Address: Iñigo Urkullu, President of the Basque Government 4. Keynote address: Rigoberta Menchú, Nobel Peace Prize laureate 5. Roundtable discussion: <ul style="list-style-type: none"> • Gudrun Mosler-Törnstrom, President Council of Europe's Congress of Local and Regional Authorities and Vice-President of the State Parliament of Salzburg • Irena Moomova, Director for Equality and Union citizenship, European Commission • Virginija Langbakk, Director European Institute for Gender Equality (EIGE) • Benedetto Zacchiroli, President European Coalition of Cities Against Racism (ECCAR) 	
17:45 - 18:15	<p style="text-align: center;">Presentation: Basque model of multi-level governance Room A1</p> <ul style="list-style-type: none"> • Beatriz Artolazabal, Minister for Employment and Social Policies of the Basque Government 	

20:00	Welcome reception at Azkuna Zentroa <i>Plaza Arriquirar, 4 - 48010 - Bilbao</i>
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12 JUNE

9:00 - 11:00	<p>Project & good practice HUB 1 Towns and regions for everyone, today!</p> <p>Room A4 No interpretation</p> <p>The HUB sessions in the 2018 CEMR conference on equality, diversity and inclusion will feature elements of the World Café methodology, with a twist. At each table projects and good practices from European towns, cities and regions will be presented. The short presentations will be followed by discussion with participants. The HUB space provides local and regional governments with the opportunity to present their work, learn from each other and to network through dynamic dialogue. More information on how the HUB sessions will be conducted is available in the detailed background note.</p> <p><u>Proposed table topics (list of presentations can be found on page 13)</u></p> <ol style="list-style-type: none"> 1. Citizen participation, intergenerational dialogues 2. Diversity 3. Networks 4. Men and gender equality 5. Human rights, an international perspective 6. Decentralised cooperation 7. Localising the SDGs 8. Social inclusion 9. Anti-discrimination 10. Migrant integration
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9:00 - 11:00	<p>Parallel session 1 Part I: Participation, Politics, POWER Part II: Safe public spaces: online and in town</p> <p>Room A1 Interpretation – EN, ES, EUS, DE, FR</p> <p>Gender equality is not only a democratic principle and a human right, it is also a fundamental requirement for the equal sharing of power and justice and for the well-being of our societies in general. This 2-part session focuses on two topics that impact the lives of women at local and regional level. Each part will last one hour.</p> <p>The <u>equal representation and influence</u> of women and men in political life, at all levels of governance, is a prerequisite for a democratic society. It is critical to the progress of gender equality and for effective decision-taking and policy-making. The speakers in Part I of this session will address women's political participation and empowerment and share their specific experiences as elected officials and experts.</p> <p>In Part II of this session, issues linked to public space and safety, both online and on the ground, will be explored. It is clear that urgent action must be taken at all levels of governance to prevent violence against women and girls, assist victims and survivors, hold perpetrators accountable, and raise awareness about all forms of violence against women, with a view to changing attitudes and behaviours. Panellists will share their perspectives on <u>how public spaces can be</u></p>
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	<p><u>managed and put to work in favour of gender equality</u> and the actions that local and regional governments can take to prevent and address harassment.</p> <p>Moderator: Viviane Teitelbaum, Deputy Brussels Parliament, Alderwoman Ixelles Commune, President Council of Francophone Women of Belgium</p> <p>Part I: Participation, Politics, POWER</p> <ul style="list-style-type: none"> • Célestine Ketcha epse Courtès, President REFELA and Mayor of Bangangté • María Eugenia Rufino Morales, Mayor of Salobreña, Chair of FEMP Gender Equality Commission • Marianne Overton, Vice-Chair of LGA and Councillor for Lincolnshire • Begona Lasagabaster, UN Women, Chief of Leadership and Governance Section • <i>Good practice</i>: Eudel-Emakunde, presented by Izaskun Landaida, Director of Emakunde-Basque Institute for Women, Idurre Bideguren, Mayor of Bermeo, “Virginia Woolf Basqueskola for women elected representatives” <p>Part II: Safe public spaces: online and in town</p> <ul style="list-style-type: none"> • Sibel Uyar, Mayor of Urla • Laura Capobianco, UN Women, Global Advisor, Safe Public Spaces, Ending Violence against Women and Girls Section • Sally Kneeshaw, URBACT, Gender equal cities • <i>Good practice</i>: Éva Kail, Executive Group for Construction and Technology Competence Centre Overall Urban Planning, Smart City Strategy, Participation, Gender Planning Vienna, Safety for women in Vienna’s public spaces
<p>9:00 - 13:30</p>	<p style="text-align: center;">Outside session 1:</p> <p style="text-align: center;">Local alliances for greater inclusion in the labour market</p> <p style="text-align: center;">Pre-registration required – limited to 50 participants</p> <p style="text-align: center;">Transportation to and from locations included. Meet at the REGISTRATION DESK 10 minutes prior to departure time. Interpretation – EN, ES</p> <p>The Europe 2020 strategy for smart, sustainable and inclusive growth sets targets to lift at least 20 million people out of poverty and social exclusion and to increase employment of the population aged 20-64 to 75%. But the financial crisis has pushed unemployment, poverty and social exclusion levels to record highs. Many cities have also been subject to budgetary cuts, pressuring them to respond to escalating needs with fewer resources.</p> <p>City governments need to be involved in the development and implementation of national and EU social policies. The local alliances presented during this session demonstrate that, as the level of governance closest to people, city governments are exposed to social challenges and have substantial experience in shaping effective responses by creating strong partnership with local stakeholders. We will also discuss to what extent municipalities are already carrying out some of the SIP’s recommendations, delivering innovative and integrated programmes in accordance to the principles of active inclusion.</p> <ol style="list-style-type: none"> 1. Departure from Euskalduna conference centre to Ellacuria Foundation (Arrupe Etxea) 2. Presentations followed by discussion and exchange of experiences from across Europe that involve collaboration between municipalities and regions and civil society organisations. <p>Moderation: Miguel González Martín, Director Ellacuria Foundation</p> <ol style="list-style-type: none"> a. Representative City of Tilburg, Social innovation as a new tool for addressing societal challenges b. Pablo González, Sareen Sarea c. Ellen Merethe Magnus, Oslomet and Inger Elisabeth Salvesen, City of Oslo:

	<p>Cooperation between municipality and civil society: A comprehensive approach to settlement, education and employment for refugees</p> <ol style="list-style-type: none"> 3. Transfer by coach to Lantegi Batuak Getxo 4. Presentation by representative of Lantegi Batuak Getxo, followed by on-site visit 5. Return to Euskalduna conference centre by coach
11:00 - 11:30	Health break
11:30 - 13:30	<p style="text-align: center;">Project & good practice HUB 2</p> <p style="text-align: center;">The European Charter for Equality: One Charter, many ways to engage</p> <p style="text-align: center;">Room A4 No interpretation</p> <p>Participants are invited to discover the many ways signatories of the European Charter for Equality are taking action to make gender equality a reality in their territories.</p> <p>The HUB sessions in the 2018 CEMR conference on equality, diversity and inclusion will feature elements of the World Café methodology, with a twist. At each table projects and good practices from European towns, cities and regions will be presented. The short presentations will be followed by discussion with participants. The HUB space provides local and regional governments with the opportunity to present their work, learn from each other and to network through dynamic dialogue. More information on how the HUB sessions will be conducted is available in the detailed background note.</p> <p><u>Proposed table topics (list of presentations can be found on page 14)</u></p> <ol style="list-style-type: none"> 1. Action plans and assessments (Article 4, Article 9) 2. Gender mainstreaming 3. Gender mainstreaming 4. Multiple discrimination (Article 10) 5. Violence against women - technical focus (Article 22) 6. Violence against women - political focus (Article 22) 7. Employer role (Article 11) -- FRENCH presentations 8. Transformative power of art (Article 6) 9. Equality in small towns – SPANISH presentations 10. On the way to signing the Charter
11:30 - 13:30	<p style="text-align: center;">Parallel session 2</p> <p style="text-align: center;">Innovative democracy and open government: driving active and inclusive citizenship</p> <p style="text-align: center;">Room A1 Interpretation – EN, ES, EUS, DE, FR</p> <p>The proximity of local and regional authorities to citizens requires that cities, regions and towns continue innovating in the way they engage with them as well as in the provide services, design public policies and ensure inclusiveness and openness. The aim is very simple: preserve representative democracies by assessing innovative tools and methods to enhance open governance, participation and accountability, both offline and online.</p> <p>The aim of this session is to exchange on good practices, assess the state of play and point out the challenges ahead.</p> <p>Questions to be addressed:</p> <ul style="list-style-type: none"> • Which are the most innovative methods of participatory democracy (direct and indirect,

	<p>as well as online and offline) at the local and regional levels and how they could be implemented in other cities/towns and levels of government? Which are the main risks in this respect?</p> <ul style="list-style-type: none"> • How can we find the right balance between direct mechanisms and traditional mechanisms of representative democracies at the local level? • What does open government and data mean at the local and regional levels from an accountability perspective and how we can mainstream it? Which are the most successful examples? • Which balance between offline and online democratic tools to strengthen active participation and civic engagement? <p>Moderator: Emilia Saiz, Secretary General United Cities and Local Governments (UCLG)</p> <p>Keynote: Alina Tatarenko, Council of Europe, Head of the Centre of Expertise for Local Government Reform, “12 principles of good governance, European Label of Governance Excellence (ELoGE)”</p> <ul style="list-style-type: none"> • Philippe Laurent, Mayor of Sceaux, President of AFCCRE • Ricardo Rio, Mayor of Braga on behalf of the International Observatory on Participative Democracy (OIDP-UCLG) • Jan Van Zanen, Mayor of Utrecht and President of the Association of Netherlands Municipalities (VNG) • Pablo Soto Bravo, Councillor of the government of Madrid, responsible of citizen participation, transparency and open government
13:30 - 15:00	Lunch
15:00 - 16:00	<p style="text-align: center;">Workshop 1</p> <p style="text-align: center;">Tackling discrimination: as employers, what can towns and regions do?</p> <p style="text-align: center;">Room A4 Interpretation – EN, FR</p> <p>This workshop will offer insights and practical tips on how local and regional governments, in their role as employers, can take to tackle discrimination and achieve equality in the workplace.</p> <p>Moderator: David Simmonds, Deputy Leader, London Borough of Hillingdon, CEMR Spokesperson for local and regional governments as employers</p> <ul style="list-style-type: none"> • Presentation of the CEMR-EPSU ‘Joint guidelines on migration and strengthening anti-discrimination in local and regional governments’ and the ‘Joint guidelines on gender equality’ <ul style="list-style-type: none"> ○ Malin Looberger, Chair of CEMRs expert group as employers ○ Penny Clarke, Deputy Secretary General of EPSU • Presentation of the publication ‘Gender equality from an employer perspective in 8 points’ <ul style="list-style-type: none"> ○ Emil Broberg, Councillor Östergötland Region, 3rd Vice President of the Swedish Association of Local Authorities and Regions ○ Charlotta Undén, Department of Employers Policy (SALAR)

<p>16:00 - 18:00</p>	<p style="text-align: center;">Workshop 2 Why gender is essential to decentralised cooperation</p> <p style="text-align: center;">Room A4 Interpretation – EN, FR</p> <p>Equality between women and men, girls and boys, is a fundamental right and a core value of the European Union. It is a prerequisite and constitutive condition for sustainable development. Gender equality and the empowerment of women and girls is one of the 2030 Sustainable Development Goals set by the United Nations and promoting gender equality beyond its borders within the framework of its foreign policy is also a high priority for the European Union. Equality between women and men is a major development challenge as it is both a goal in itself and a development tool.</p> <p>This workshop will present the key findings and tools of the study <i>“Promoting gender equality: towards a gender-based approach in decentralised cooperation projects”</i> which was carried out by the French section of the Council of European Municipalities and Regions (AFCCRE) in the framework of PLATFORMA. One of the case studies featured in the publication will be invited to share their experience with participants, followed by a brief question and answer period.</p> <p>Moderator: Pauline Chabbert, Associate Director, Groupe Egae</p> <ul style="list-style-type: none"> • Gunilla Westerberg-Dupuy, Deputy Mayor of Suresnes, Chair AFCCRE Commission on the European Charter for Equality, member CEMR Standing Committee for Equality • Andreas Wolter, Deputy Mayor of Cologne • <i>Good practices from publication:</i> <ul style="list-style-type: none"> ○ Karlien Gorissen, Association of Flemish Cities and Municipalities (VVSG) ○ Carne Gual, Director Catalan Agency for Development Cooperation (ACCD) • Q&A exchange with participants
<p>15:00 - 17:00</p>	<p style="text-align: center;">Parallel session 3 Living together in diversity</p> <p style="text-align: center;">Room A1 Interpretation – EN, ES, EUS, DE, RO</p> <p>Eleanor Roosevelt explained that universal human rights begin in “small places, close to home – so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighbourhood he lives in; the school or college he attends; the factory, farm or office where he works. (...)” Unless these rights have meaning there, they have little meaning anywhere”. As employers and service providers, local and regional governments are the ones in charge of making of these rights a reality for each one of us, young, old, woman, man, heterosexual, lesbian, gay, bisexual, trans- and inter-gender, catholic, atheist, or Muslim, Black or White, whoever we are and whatever our abilities may be.</p> <p>This session is intended to inform and give examples of how a local or regional government can move things forward but, beyond all of this, the goal is to share. Share inspiration, political courage and aspirations, so that universal human rights mean something in every neighbourhood, school or college, factory, farm or office.</p> <p>Moderator: TBC</p> <ul style="list-style-type: none"> • Harald Furre, Mayor of Kristiansand, ““Change-friendly city” • Marvin Rees, Mayor of Bristol, “Aspirations-friendly city” (TBC) • Lydia Dietrich, City Councillor Munich, “LGBT-friendly city”

	<ul style="list-style-type: none"> • Iñigo Pombo, City Councillor Bilbao, “Age and child-friendly City” • Gunta Anca, Executive Secretary and Board member of the European Disability Forum, Chair of the Latvian Umbrella Body for Disability Organisations (Sustento), “Disability-friendly city” • <i>Good practice:</i> <ul style="list-style-type: none"> ○ Johanna Loukaskorpi, Deputy Mayor Tampere, Welfare Services: “Promoting Rainbow Rights and Equality” ○ Johanna Laaja, Project Expert, Finnish Local and Regional Authorities (AFLRA), “Promoting Rainbow Rights and non-discrimination by the Finnish local authorities”
15:00 - 17:00	<p style="text-align: center;">Outside session 2</p> <p style="text-align: center;">How to improve the health of at-risk populations</p> <p style="text-align: center;">Pre-registration required – limited to 50 participants</p> <p style="text-align: center;">Transportation to and from locations included. Meet at the REGISTRATION DESK 10 minutes prior to departure time. Interpretation – EN, ES</p> <p>For many years, overall health has been improving in Europe. However, significant differences persist across the region, both between and within Member States. For example, there is a gap in life expectancy of about 16 years between some countries and the differences are even greater when gender and other inequalities are taken into account. Income and wealth disparities lead to differences in the “social determinants of health” as well as the direct health care that individuals receive.</p> <p>Local government, as a provider of education, housing, and other social and care services, is well-equipped to put in place preventative measures and to tackle the consequences of health inequalities.</p> <p>This session will explore the strategies local governments are putting in place to improve the health of citizens, in particular those who are at heightened risk of exclusion. Speakers will also highlight the necessity of partnerships and cooperation with civil society and other actors to improve health and reduce health inequalities.</p> <ol style="list-style-type: none"> 1. Departure from Euskalduna conference centre to Bilborock Hall 2. Presentations, followed by debate and exchange of experiences <p>Moderator: Goizane Mota Gago, Immigration Expert of the Bilbao City Council</p> <ul style="list-style-type: none"> • Steven Heddle, City Councillor Orkney Islands and COSLA Spokesperson for Environment and Economy, “Tackling health inequalities in Scotland - Policies of integrative and preventative care” • Ana Fdz. Garayalde Ulacia, Director Auzolan Module • Raija Kovanen, International Coordinator, City of Kuopio, “Kake programme cooperation with NGOs to produce innovative solutions for groups needing support” <ol style="list-style-type: none"> 3. Return to Euskalduna conference centre by coach
17:10 – 19:00	<p style="text-align: center;">Side event</p> <p style="text-align: center;">A Multilevel approach to the intercultural paradigm: the experience of Intercultural Cities</p> <p style="text-align: center;">Room A1 Interpretation – EN, ES, EUS</p> <p>Moderator: Gemma Pinyol, Coordinator of the RECI – Intercultural Cities. ICC Expert (Council of Europe)</p>

	<ul style="list-style-type: none"> • Ivana d’Alessandro, Head of the Intercultural Cities Unit (Council of Europe) • Imanol Landa Jauregi, Mayor of Getxo, President EUDEL • Ernesto Sainz de Lanchares, Director of Family and Diversity of the Basque Government • Diana De Marchi, City Councillor of Milan-Intercultural Cities
20:30 - 21:30	Visit Guggenheim Bilbao
21:30	Official cocktail

13 JUNE

Workshop 3

Using management processes to drive social justice

Room A4

Interpretation – EN, FR

Local governments are faced with a host of challenges in the 21st century. These include rising demand for services of better quality and quantity and provision of services, managing staff, engaging citizens, rapidly evolving technologies. At the same time, local governments continue to face important budget restrictions. Nevertheless, as key actors driving public policy goals, local governments play a key role in achieving non-discrimination and gender equality.

Nevertheless, local governments are key actors driving public policy goals and have their part to play in promoting non-discrimination. They are called upon to provide services of equal value for girls and boys, women and men that foster inclusive communities, in response to the needs of an increasingly diverse local population.

So how can local government actors adopt administrative and management processes to attain social justice goals at the local level, whilst taking account of the many other demands placed upon them? What approaches yield the most efficient results at the local level when looking to promote non-discrimination and gender equality, whilst faced with squeezed local budgets? These are some of the issues that will be under the spotlight during this workshop.

9:30 - 11:30

- *“Benchmarking for gender equality – instruments and approaches to achieve success”*
 - **Marie Trollvik**, SALAR Project Manager, Sweden
- *“Balanced Score Card: Strategic Management Tool and handling Gender Equality”*
 - **Martin Haidvoogl**, Head of the urban administration of Graz, Austria
- *“Organisational change towards gender equality”*
 - **Natasa Okilj**, Gender equality and human rights Advisor at Standing Conference of Towns and Municipalities, Serbia
- *“Gender Mainstreaming in city management”*, Enskede-Årsta-Vantör District Council, Stockholm
 - **Lisa Palm**, District Councillor
 - **Lena Lundström Stoltz**, City Council Director

<p>9:30 - 11:30</p>	<p style="text-align: center;">Parallel session 4</p> <p style="text-align: center;">Migrant integration: testing our commitment to equality, diversity and inclusion</p> <p style="text-align: center;">Room A1 Interpretation – EN, ES, EUS, DE, FR</p> <p>The integration of migrants and refugees in Europe is a challenge. However, the recent influx of refugees and asylum seekers increased the pressure and highlights the need to establish a structured, organised and coordinated approach, assisting the local and regional actors to contribute to successfully create inclusive societies.</p> <p>Questions to be addressed:</p> <ul style="list-style-type: none"> • Which are the main challenges and bottlenecks concerning the integration of migrants and refugees at the local level and what it could be done from a multilevel governance perspective (at local, national and European levels) with respect to better funding, better regulation and better knowledge exchange? • How to design integrated and comprehensive strategies for successful inclusion policies at the local and regional levels and how to replicate them in other cities/towns and levels of government? Mainly, with respect to housing, language training, participation, education and integration in the labour market? • How can we improve the coordination and partnership between levels of government, civil society and the private sector in order to ensure successful strategies towards inclusion and integration? <p>Moderator: Ivana D'Alessandro, Head of Unit Intercultural Cities (Council of Europe)</p> <ul style="list-style-type: none"> • Bart Somers, Mayor of Mechelen • Rainer Haas, CEMR Co-President, President of the Ludwigsburg County, Vice-President of the German Association of CEMR (RGRE) • Anja Hagenauer, Deputy Mayor of Salzburg • OECD, "Working together for local integration of migrants and refugees" • <i>Good practice</i>: Merja Svensk, Development Consultant Helsinki, "Egalitarian City"
<p>9:30 - 11:30</p>	<p style="text-align: center;">Outside session 3:</p> <p style="text-align: center;">Integration and diversity through culture</p> <p style="text-align: center;">Pre-registration required – limited to 50 participants</p> <p style="text-align: center;">Transportation to and from locations included. Meet at the REGISTRATION DESK 10 minutes prior to departure time. Interpretation – EN, ES</p> <p>Organised in collaboration with the UCLG Committee on Culture, this session will commence with an on-site visit to the Azkuna Zentroa to present and explain the diverse programmes it carries out in coordination with the Bilbao City Council that encourage a vision of integration and diversity from the arts, culture and sports, as well as promoting gender equality.</p> <p>Bilbao is an increasingly diverse and intercultural city. Therefore, the Immigration Programme and the Local Immigration Council, represent key tools for the municipal management of immigration and diversity, contribute actively to the definition of the cultural policies of the city. The City of Bilbao works in collaboration with the private sector, civil society and other institutions to make culture and public spaces for cultural purposes accessible to all people with any kind of disadvantage.</p> <p>Moderator: Jordi Pascual, Coordinator Culture, UCLG</p> <ol style="list-style-type: none"> 1. Departure from Euskalduna conference centre to Azkuna Zentroa 2. Introduction and brief visit of facilities (30 min maximum)

	<p>3. Debate and exchange of experiences (approx 1 hour)</p> <ul style="list-style-type: none"> • Barbara Epalza, Marketing Manager Azkuna Zentroa • Annabelle Laborier-Saffran, Gender equality commissioner and Local coordinator for welcoming and supporting asylum seekers and 1st generation migrants Dudelange commune, "Women and Migration: Adaptation and Integration Project for Women at the Local Level" • Representative from Medellin (TBC) <p>4. Return to Euskalduna conference centre by coach</p>
11:30 - 12:00	Health break
12:00 - 13:30	<p style="text-align: center;">Closing plenary session Our "New Deal": sustainable transformation, real rights</p> <p style="text-align: center;">Room A1 Interpretation – EL, EN, ES, EUS, DE, FR, IT, RO</p> <p>The closing session will start with visual impressions from the conference: a video capturing highlights over the three days. Following all the inspiring interventions, it is time to talk about the future: what actions to take to achieve real transformation?</p> <p>Panellists with key positions in the European institutions are invited to provide ideas, proposals and commitments to contribute to a sustainable transformation of our societies, making them more equal, diverse and inclusive.</p> <ol style="list-style-type: none"> 1. Short video with conference impressions, extracts from interviews conducted on-site 2. Messages from the CEMR Standing Committee for Equality: <ul style="list-style-type: none"> • Ibon Uribe, Chair of CEMR Standing Committee for Equality of Women and Men in Local Life, Mayor Galdakao, Representative EUDEL • Emil Broberg, Vice Chair CEMR Standing Committee for Equality of Women and Men in Local Life, Councillor Östergötland Region, 3rd Vice President of the Swedish Association of Local Authorities and Regions 3. High-level roundtable and Q & A <ul style="list-style-type: none"> • Karl-Heinz Lambertz, President Committee of the Regions • Edité Estrela, President of the Committee on Culture, Communication, Youth and Sports, Assembly of the Republic of Portugal • Marvin Rees, Mayor of Bristol (TBC) • Friso Roscam Abbing, Head of Fundamental Rights Promotion Department of the EU Agency for Fundamental Rights 4. Presentation of conference conclusions by CEMR Secretariat 5. Thank you and parting words <ul style="list-style-type: none"> • Natividad López de Munain, EUDEL Executive Committee member and Mayor of Elburgo • Juan Mari Aburto, Mayor of Bilbao • Christine Oppitz-Plörer, Chair of CEMR Financial Management Committee (TBC) 6. CEMR Innsbruck Congress teaser video
13:30 - 15:00	Light lunch and farewell

HUB 1

<p>1. CITIZEN PARTICIPATION, INTERGENERATIONAL DIALOGUES</p>	<p>2. DIVERSITY</p>	<p>3. NETWORKS</p>
<ul style="list-style-type: none"> • Sing-Loon Cheung, Equal Opportunities service of Differdange, Meeting centre and guidance for associations • Mudīte Priede, Secretary General, Latvian Association of Local and Regional Governments (LALRG), PLATFORMA European Days of Local Solidarity: educating citizens on solidarity 	<ul style="list-style-type: none"> • Mia Luhtasaari, Project Coordinator, Finnish Ministry of Justice, Good Relations model for municipal actors • Jessie Van Den Heuvel, Head of Diversity and Equal Opportunities, Genk, Managers of Society 	<ul style="list-style-type: none"> • Izaskun Jiménez Gonzalez, Equality Expert, Bizkaia Coordinating Federation for Persons with Physical and Organic Disabilities (FEKOOR) • Ekain Larrinaga Muguruza, Immigration and Interculturalism Expert, Getxo municipality, Tackling prejudices and “rumours” against minorities
<p>4. MEN AND GENDER EQUALITY</p>	<p>5. HUMAN RIGHTS, AN INTERNATIONAL DIMENSION</p>	<p>6. DECENTRALISED COOPERATION</p>
<ul style="list-style-type: none"> • Love Nordenmark, Project Manager, SALAR, Focus on men in gender equality • Ander Bergara, Chief of Institutional Cooperation, Basque Institute for Women (EMAKUNDE), Gizonduz initiative to involve men in gender equality 	<ul style="list-style-type: none"> • Halldóra Gunnarsdóttir, Gender Equality Advisor, Reykjavik, Human Rights Policy • Raúl del Río González, Vice President Fundación Triangulo, Merida Declaration 	<ul style="list-style-type: none"> • Maria Dina Tozzi, Director of International Relations, Tuscany Region (PLATFORMA), Role of diaspora communities in co-development • Jelena Janevska, Knowledge and Communications Manager, Network of Associations of Local Authorities of South-East Europe (NALAS), Promoting gender responsive policies in South-East Europe and the Republic of Moldova
<p>7. LOCALISING SDGS</p>	<p>8. SOCIAL INCLUSION</p>	<p>9. ANTI-DISCRIMINATION</p>
<ul style="list-style-type: none"> • Spanish Federation of Municipalities and Provinces (FEMP), Focus on Goal 5: Gender equality, Goal 16: Peace, Justice and Strong institutions, Goal 17: Partnerships for the goals 	<ul style="list-style-type: none"> • Cemal Baş, Expert, Union of Municipalities of Turkey, Istanbul Declaration on Social Inclusion • Lotta Dahlerus, EU Coordinator, SALAR, Inclusion: Responsibilities, challenges and support for a national association 	<ul style="list-style-type: none"> • Javier Ayala, Mayor of Fuenlabrada, Fight against discrimination • Bieke Dobbelaere, Ghent, Anti-discrimination action plan
<p>10. MIGRANT INTEGRATION</p>		
<ul style="list-style-type: none"> • Jone Pariza, Immigration Technician, Municipality of Barakaldo, Telephone interpreting service for immigrants • Laura Griese, Charter Expert, Municipality University Town Marburg, Groups for migrant men/boys, new ideas of masculinity • Basque municipality, Pilot project to reinforce protocols for hosting refugees (TBC) 		

HUB 2

<p>1. ACTION PLANS AND ASSESSMENTS (Article 4, 9)</p> <ul style="list-style-type: none"> • Gabriele Wenner, Department Head, Frankfurt am Main, Campaigning for gender equality in Frankfurt am Main • Roswitha Bocklage, Head of Equality office, Wuppertal and BAG, Learning from each other – a good start for the implementation of the European Charter of Equality 	<p>2. GENDER MAINSTREAMING</p> <ul style="list-style-type: none"> • Marianne Nilsson, Project Manager, Värmland region, Gender mainstreaming regional development funds • TBD 	<p>3. GENDER MAINSTREAMING</p> <ul style="list-style-type: none"> • EUDEL & EMAKUNDE, gender impact assessment • Marie-Luise Löffler, Heidelberg Equal Opportunities office, Unique, diverse, equal: the European Charter on Equality in Heidelberg
<p>4. MULTIPLE DISCRIMINATION (Article 10)</p> <ul style="list-style-type: none"> • Anders Eriksson, Development Secretary, Malmö, Implementing the Charter and incorporating larger anti-discrimination focus • Mireia Espiau, Head of Equality, Vitoria-Gasteiz, 4th gender equality action plan 	<p>5. VIOLENCE AGAINST WOMEN - technical focus (Article 22)</p> <ul style="list-style-type: none"> • EUDEL & EMAKUNDE, 'Berdinsarea' network of municipalities in favour of gender equality • Pamplona municipality (Navarra), gender action plan 	<p>6. VIOLENCE AGAINST WOMEN - political focus (Article 22)</p> <ul style="list-style-type: none"> • Monica Cerutti, Regional Assessor of Piedmont, Regional law to prevent discrimination and violence against women • Maria Do Ceu Albuquerque, Mayor of Abrantes, Specialised network on violence intervention - impact, empowerment, innovation
<p>7. EMPLOYER ROLE (Article 11) FRENCH language</p> <ul style="list-style-type: none"> • Barbara Krattiger, Manager, Berne, Using the Charter of Equality to advance pay equity in the city of Berne • Gunilla Westerberg-Dupuy, AFCCRE, the Employer's role for equality of women and men 	<p>8. TRANSFORMATIVE POWER OF ART</p> <ul style="list-style-type: none"> • Åsa Thörne Adrianzon and Joanna Isaksson, Jönköping municipality, "Normstorm" photo project • Silvia Baraldi, Deputy Mayor, Legnago Municipality, Street art 	<p>9. EQUALITY IN SMALL TOWNS SPANISH language</p> <ul style="list-style-type: none"> • Diputaciones Forales, 'Berdinbidean' advisory service to small municipalities -Araba -Bizkaia -Gipuzkoa
<p>10. ON THE WAY TO SIGNING THE CHARTER</p> <ul style="list-style-type: none"> • Tamar Taliashvili, National Association of Local Authorities of Georgia (NALAG), promotion of gender equality in the Georgian association • TBD 		