



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

Updated: 16/03/2018

In partnership with:



#cemrbilbao2018
www.cemrbilbao2018.eu

With the financial support:



11 JUNE		12 JUNE			13 JUNE			
9:00								
9:30	CEMR Policy Committee (members only)	Registration conference participants	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						Differences unites us: A call for local equality, diversity and inclusion		
12:30						Closing plenary session Our "New Deal": sustainable transformation, real rights		
13:00						Light lunch and farewell		
13:30								Lunch
14:00	CEMR Policy Committee lunch (members only)		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			
14:30								
15:00								
15:30								
16:00	Opening plenary session Setting the scene for a fairer future		Workshop 2 Why gender is essential to decentralised cooperation					
16:10								
16:20								
16:30								
16:40								
16:50								
17:00								
17:10								
17:20	Basque presentation							
17:30								
17:40								
17:50	Welcome reception							
18:00								
18:30								
19:00								
19:30								
20:00	Visit Guggenheim Bilbao							
20:30								
21:00								
21:30				Gala cocktail				

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 - 17:30	<p style="text-align: center;">Opening plenary session Setting the scene for a fairer future Room A1</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>Moderators: TBD</p> <p>Words of welcome: Basque authorities (TBD)</p> <p>Keynote address: Rigoberta Menchú, Nobel Peace Prize laureate</p> <p>Roundtable discussion:</p> <ul style="list-style-type: none"> • Gudrun Mosler-Törnstrom, President Council of Europe's Congress of Local and Regional Authorities • Virginija Langbakk, Director European Institute for Gender Equality (EIGE) • Benedetto Zacchioli, President European Coalition of Cities Against Racism (ECCAR) • Stefano Bonaccini, President CEMR, President Emilia-Romagna Region <p>Q & A (<i>possibilities: video questions from European elected officials, audience questions</i>)</p>	
17:30 - 18:00	<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	

Project & good practice HUB 1
Towns and regions for everyone, today!

Room A4

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.

9:00 - 11:00

Please note that interpretation will not be provided during this session. It may be possible to coordinate a certain number of table where presentations are given in English and another language (to be coordinated on case by case basis and in function of the practices featured in the session).

Proposed table topics (list of possible presentations can be found on page 12)

1. Citizen participation, intergenerational dialogues
2. Anti-racism, Migration and integration
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

Parallel session 1
Part I: Participation, Politics, POWER
Part II: Safe public spaces: online and in town

Room A1

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.

9:00 - 11:00

The equal representation and influence 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.

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 how public spaces can be managed and put to work in favour of gender equality and the actions that local and regional governments can take to prevent and address harassment.

	<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"> • Céléstine Ketcha epse Courtes, President REFELA and Mayor of Bangangté • Marianne Overton, Vice-Chair of LGA and Councillor for Lincolnshire • María Eugenia Rufino Morales, Mayor of Salobreña, Chair of FEMP Gender Equality Commission • Begona Lasagabaster, UN Women, Chief of Leadership and Governance Section • <i>Good practice</i>: Eudel-Emakunde, presented by Izaskun Landaida (TBC), Director of Emakunde-Basque Institute for Women, Josune Irabien, Mayor of Amurrio (TBC), “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 (TBC) • 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
9:00 - 13:30	<p style="text-align: center;">Outside session 1: Local alliances for greater inclusion in the labour market</p> <p style="text-align: center;">Pre-registration required – limited to 50 participants Transportation to and from locations included</p> <ol style="list-style-type: none"> 1. Departure from Euskalduna conference centre to Ellacuria Foundation (Arrupe Etxea) – travel time 15 minutes by coach. 2. Presentation Sareen Sarea about its experience of collaboration with municipalities. (15-20 minutes). Followed by discussion and exchange of experiences from across Europe that involve collaboration between municipalities and regions and civil society organisations (60-90 minutes). <p>Moderation: Fundación Ellacuria</p> <ol style="list-style-type: none"> a. Pablo González, Sareen Sarea b. VNG & City of Tilburg (joint presentation), Social innovation as a new tool for addressing societal challenges c. Oslo, Cooperation between municipality and civil society <ol style="list-style-type: none"> 3. Transfer by coach to Lantegi Batuak Getxo (30 minutes) 4. Presentation by representative of Lantegi Batuak Getxo, followed by on-site visit (60-90 minutes). 5. Return to Euskalduna conference centre by coach (15 minutes)
11:00 - 11:30	Health break
11:30 - 13:30	<p style="text-align: center;">Project & good practice HUB 2 The European Charter for Equality: One Charter, many ways to engage Room A4</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.</p> <p>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>Please note that interpretation will not be provided during this session. It may be possible to coordinate a certain number of table where presentations are given in English and another language (to be coordinated on case by case basis and in function of the practices featured in the session).</p> <p><u>Proposed table topics (list of possible presentations can be found on page 13)</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) 8. Transformative power of art (Article 6)
<p>11:30 - 13:30</p>	<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</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, 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? • 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 means 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: Ricardo Rio, Mayor of Braga, International Observatory on Participative Democracy (UCLG)</p> <p>Keynote: Robin Hodess, Group Director, Research and Knowledge at Transparency International & Steering Committee Member of the Open Government Partnership (TBC)</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Manuela Carmena, Mayor of Madrid, “e-democracy and the CONSUL initiative” (TBC) • Mercè Conesa i Pagès, President of the Diputació Barcelona and Mayor of Sant Cugat • Michaël Quernez, First Vice-President of the County Council of Finistère, Mayor of Quimperlé, President of the Employment and Social Inclusion Commission of AFCCRE • Jan Van Zanen, Mayor of Utrecht and President of the Association of Netherlands Municipalities (VNG) • Alina Tatarenko, Council of Europe, Head of the Center of Expertise for Local Government Reform, “12 principles of good governance” (TBC)
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</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 (TBC)</p> <ul style="list-style-type: none"> • Penny Clarke, Deputy General Secretary European Federation of Public Service Unions, “CEMR-EPSU framework for well-being at work for local and regional governments” • Charlotta Undén, Department of Employers Policy, SALAR, “Gender equality from an employer perspective in 8 points”
16:00 - 18:00	<p style="text-align: center;">Workshop 2</p> <p style="text-align: center;">Why gender is essential to decentralised cooperation</p> <p style="text-align: center;">Room A4</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> <ol style="list-style-type: none"> 1. Gunilla Westerberg-Dupuy, Deputy Mayor of Suresnes, Chair AFCCRE Commission on

	<p>the European Charter for Equality, member CEMR Standing Committee for Equality</p> <ol style="list-style-type: none"> 2. Pauline Chabbert, Associate Director, Groupe Egae (TBC) 3. Example from the publication (peer-learning – ex/ Catalan Cooperation Agency and/or VVSG) 4. Q&A exchange with participants
15:00 - 17:00	<p style="text-align: center;">Parallel session 3 Living together in diversity</p> <p style="text-align: center;">Room A1</p> <p>Local and regional governments play an important role in promoting and protecting the human rights of all citizens, encouraging intergenerational dialogue and tackling poverty, among others.</p> <p>How do we ensure that the human rights of all citizens are respected in our municipalities and regions? What can we do to create environments where people of all ages, backgrounds, sexual orientation, ability, etc. feel that they are valued and their needs are taken into account?</p> <p>Moderator: TBC</p> <ul style="list-style-type: none"> • Harald Furre, Mayor of Kristiansand, “City as an agent for change” • Lydia Dietrich, City Councillor Munich, “City infrastructure supporting the LGBT community” • Iñigo Pombo, Councillor of Bilbao, “Age and child-friendly City” • <i>Good practice:</i> 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: How to improve the health of at-risk populations</p> <p style="text-align: center;">Pre-registration required – limited to 50 participants Transportation to and from locations included</p> <ol style="list-style-type: none"> 1. Departure from Euskalduna conference centre to Bilborock Hall 2. Presentation by representative of Módulo Auzolan at Bilborock Hall (15-20 minutes) 3. Debate and exchange of experiences <ul style="list-style-type: none"> • Representative Auzolan module • Cllr Steven Heddle (COSLA), Tackling health inequalities in Scotland - Policies of integrative and preventative care • Raija Kovanen, International Coordinator, City of Kuopio, Kake programme cooperation with NGOs to produce innovative solutions for groups needing support 4. Return to Euskalduna conference centre by coach (15-20 minutes)
20:00 - 21:30	Visit Guggenheim Bilbao
21:30	Gala cocktail

Workshop 3

Using management processes to drive social justice

Room A4

9:30 - 11:30

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.

Sub-national authorities do not just need to consider employing a diverse workforce, but also to assess the impact of policy decisions they take.

They are expected to provide services aimed at fostering inclusive communities, in response to the needs of an increasingly diverse local population. Change management and transformation of the way municipalities function and how they provide services are the order of the day. So how can local government actors adopt administrative and management processes to attain social justice goals at the local level? This issue will be at the heart of discussions during this workshop.

- **Marie Trollvik**, SALAR Project Manager, "Benchmarking for gender equality"
- **Martin Haidvogl**, Head of the urban administration of Graz, "Balanced Score Card: Strategic Management Tool and handling Gender Equality"
- **Natasa Okilj**, Gender equality and human rights advisor at Standing Conference of Towns and Municipalities, "Organisational change towards gender equality"

Parallel session 4

Migrant integration: testing our commitment to equality, diversity and inclusion

Room A1

9:30 - 11:30

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.

Questions to be addressed:

- 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: Elizabeth Collett, Founding Director of Migration Policy Institute Europe (TBC)</p> <p>Keynote speech: Member of European Refugee Board and Fellow of the Open Society Foundations (TBC)</p> <ul style="list-style-type: none"> • Bart Somers, Mayor of Mechelen • Michael Müller, Mayor of Berlin, Partnership on the Inclusion of Refugees and Migrants of the Urban Agenda of the EU (TBC) • Anja Hagenauer, Deputy Mayor of Salzburg • <i>Good practice:</i> Merja Svensk, Development Consultant Helsinki, "Egalitarian City"
9:30 - 11:30	<p style="text-align: center;">Outside session 3: Integration and diversity through culture</p> <p style="text-align: center;">Pre-registration required – limited to 50 participants Transportation to and from locations included</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 of the Culture Committee, UCLG</p> <ol style="list-style-type: none"> 1. Departure from Euskalduna conference centre to Azkuna Zentroa – travel time 10 minutes by coach. 2. Introduction and brief visit of facilities (30 min maximum) 3. Debate and exchange of experiences (approx 1 hour) <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" • TBD 4. Return to Euskalduna conference centre by coach (10 minutes)
11:30 - 12:00	Health break
12:00 - 12:30	<p style="text-align: center;">Differences unites us: conference inspirations Room A1</p> <p>Presentation of reflections, inspirations drawn from the conference. CEMR Standing Committee for Equality of Women and Men in Local Life: Heading from South to North.</p> <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

	<ul style="list-style-type: none"> • 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
12:30 - 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</p> <ol style="list-style-type: none"> 1. Short video with conference impressions, extracts from interviews conducted on-site 2. Keynote: Angel Gurría, Secretary General OECD (TBC) 3. High-level roundtable and Q & A <ul style="list-style-type: none"> • Tiina Astola, Director-General, DG Justice, European Commission (TBC) • Karl-Heinz Lambertz, President Committee of the Regions • Friso Roscam Abbing, Head of Fundamental Rights Promotion Department of the EU Agency for Fundamental Rights • Representative EU Presidency – Austria (TBC) 4. Closing remarks <ol style="list-style-type: none"> a. Gunn Marit Helgesen, CEMR Co-President b. Basque authorities (TBD)
13:30 - 15:00	Light lunch and farewell

HUB 1

1. Citizen participation, intergenerational dialogues
2. Anti-racism, Migration and integration
3. Networks
4. Men and gender equality
5. Human rights, an international perspective
6. Decentralised cooperation
7. Localising SDGs
8. Social inclusion
9. Anti-discrimination

<p>1. CITIZEN PARTICIPATION, INTERGENERATIONAL DIALOGUES</p> <ul style="list-style-type: none"> • Sing-Loon Cheung, Equal Opportunities service of Differdange, Meeting centre and guidance for associations • PLATFORMA, EDLS event educating citizens on solidarity 	<p>2. ANTI-RACISM, MIGRATION AND INTEGRATION</p> <ul style="list-style-type: none"> • Mia Luhtasaari, Project Coordinator, Finnish Ministry of Justice, Good Relations model for municipal actors • Genk, Managers of Society (TBC) 	<p>3. NETWORKS</p> <ul style="list-style-type: none"> • The Bizkaia Coordinating Federation for Persons with Physical and Organic Disabilities (FEKOOR) • Donostia, Women's House (TBC)
<p>4. MEN AND GENDER EQUALITY</p> <ul style="list-style-type: none"> • Laura Griese, Charter Expert, Municipality University Town Marburg, Groups for migrant men/boys, new ideas of masculinity • Love Nordenmark, Project Manager, SALAR, Focus on men in gender equality • EMAKUNDE, Gizonduz initiative to involve men in gender equality (TBC) 	<p>5. HUMAN RIGHTS, AN INTERNATIONAL DIMENSION</p> <ul style="list-style-type: none"> • Halldóra Gunnarsdóttir, Gender Equality Advisor, Reykjavik, Human Rights Policy • Raul Del Rio, Fundación Triangulo, Merida Declaration 	<p>6. DECENTRALISED COOPERATION</p> <ul style="list-style-type: none"> • PLATFORMA, Role of diaspora communities in co-development • Network of Associations of Local Authorities of South-East Europe (NALAS), Promoting gender responsive policies in South-East Europe and the Republic of Moldova (TBC)
<p>7. LOCALISING SDGS</p> <ul style="list-style-type: none"> • Federación Española de Municipios y Provincias (FEMP), Focus on Goal 5: Gender equality, Goal 16: Peace, Justice and Strong institutions, Goal 17: Partnerships for the goals 	<p>8. SOCIAL INCLUSION</p> <ul style="list-style-type: none"> • Cemal Baş, Expert, Union of Municipalities of Turkey, Istanbul Declaration on Social Inclusion (TBC) • Lotta Dahlerus, EU Coordinator, SALAR, Inclusion: Responsibilities, challenges and support for a national association 	<p>9. ANTI-DISCRIMINATION</p> <ul style="list-style-type: none"> • Fuenlabrada, Fight against discrimination • Ghent, Anti-discrimination action plan (TBC)

HUB 2

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)
8. Transformative power of art (Article 6)

<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 • Diputacion Forales, 'Berdinbidean' advisory service to small municipalities (TBC) 	<p>3. GENDER MAINSTREAMING</p> <ul style="list-style-type: none"> • EUDEL & EMAKUNDE, gender impact assessment • Heidelberg, 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 • 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 	<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"> • Jönköping, "Normstorm" photo project • Silvia Baraldi, Deputy Mayor, Legnago Municipality, Street art 	