

Barcelona, 25 September 2013

BARCELONA REPORT ON IMPLEMENTING THE 10-POINTS PLAN OF ACTION OF THE EUROPEAN COALITION OF CITIES AGAINST RACISM

OBJECTIVES

MEASURES AND ACTIVITIES

<p>Commitment 1: Greater Vigilance Against Racism To set up a monitoring, vigilance and solidarity network against racism at city level.</p>	<p>Agreements with key organisations in Barcelona's civil society working for the fight against racism and discrimination to gather detailed information about infringements of civil rights taking place in Barcelona. (SOS. Racisme; Unió Romaní, FAGiC; Bayt Al-Thaqafa, etc.) in coordination with Barcelona City Council's Office for Non-Discrimination.</p>
<p>Commitment 2: Assessing Racism and Discrimination and Monitoring Municipal Policies To initiate or develop further the collection of data on racism and discrimination, establish achievable objectives and set common indicators in order to assess the impact of municipal policies.</p>	<p>LOCAL STRATEGY FOR ROMA PEOPLE</p> <p>An initiative by the Department of Women and Civil Rights of the Barcelona City Council, which takes action aimed at promoting integration, social cohesion, awareness and understanding of Roma culture, from the point of view of equality and non-discrimination, favouring measures to put the Roma community on an equal footing with the rest of the Barcelona community.</p> <p>A strategy totally in line with:</p> <ul style="list-style-type: none"> a.- European framework of national strategies for Roma inclusion until 2020. b.- Spanish proposal for a national strategy for Roma inclusion with a view to 2020. c.- Complements the Integral Plan of the Roma Community 2014. <p>Fields of action:</p> <ul style="list-style-type: none"> • Education, housing, employment and health, four specific tables for participation, with experts on the subject of the Roma and GENDER as a cross-cutting concept present at each table.



	<p>MUNICIPAL COUNCIL OF THE ROMA PEOPLE</p> <p>The Municipal Council of Roma brings together 20 Roma ethnic organisations. This advisory body is open to social participation and promotes measures to defend and promote Roma culture and encourages initiatives to combat racism and discrimination. To achieve its goals, different programmes on Roma culture are carried out.</p> <p>Examples of specific actions are:</p> <ul style="list-style-type: none"> • Production of DVDs like ‘Gitanos de Barcelona avui’ (Barcelona Roma Today) and ‘Kalo d’Aki’, a 21st-century Roma story, which have been a considerable hit. • Presentation of Good Experiences with Roma Culture. • 8 April, International Romani Day, an event that pays tribute to Roma who have suffered discrimination. Celebrating this event has meant recognition of the history, language and culture of Roma to make Romani culture known to our citizens. The different activities have taken the form of talks, workshops, exhibitions, performances, concerts, contests, theatre and dance.
<p>Commitment 3: Better Support for the Victims of Racism and Discrimination To support victims and contribute to strengthening their capacity to defend themselves against racism and discrimination.</p>	<p>OFFICE FOR NON-DISCRIMINATION (OND)</p> <ul style="list-style-type: none"> • Observatory of possible rights violations. • Personal and confidential attention to people who feel their rights have been violated. • Management of conflict-solving, dialogue and mediation, negotiated conflict-solving. • Psychological and legal assistance. • Exchange of experiences, leadership and innovation: participation by the OND in different European projects in the fight against discrimination. • Information and training for understanding and respecting rights. <p>Subsidised projects in 2012:</p> <ul style="list-style-type: none"> • Roma People, to guarantee non-discrimination on ethnic grounds. • Jewish People, eradication of racism, anti-Semitism, xenophobia. • LGTB collective, to guarantee non-discrimination on grounds of sexual orientation

	<ul style="list-style-type: none"> and gender identity and fight homophobia and transphobia. • SOS Racisme, in defence of equal rights and the eradication of all forms of racism. • Fundació ACSAR, in defence of the rights of refugees and of asylum. • Bayt Al-Thaqafa, right of immigrants to access to housing.
<p>Commitment 4: More Participation and Better Informed City Dwellers</p> <p>To ensure better information for city dwellers on their rights and obligations, on protection and legal options and on the penalties for racist acts or behaviour, by using a participatory approach, notably through consultations with service users and service providers.</p>	<p style="text-align: center;">CITIZENS' CHARTER</p> <p>Citizens' Charter. Barcelona's charter of rights and duties. The Charter was approved by the Municipal Plenary Session of Barcelona City Council on 17 December 2010. This is an informative and educational text outlining the rights of people living in the city with the accent on elements of cohabitation based on the feeling of belonging, of collective space and of dignity.</p> <p style="text-align: center;">THE RIGHT TO INFORMATION AND COMMUNICATION</p> <p>The Department of Women and Civil Rights of Barcelona City Council collaborates with the Associació de Lectura Fàcil (Easy-to-Read Association) to guarantee everyone's right to Information and Communication, and also for people with reading comprehension difficulties.</p> <p>Much of the material we publish has this format to make it accessible and easy to understand for all segments of the population; books, documents, web pages, etc.</p> <p>The objects of publishing the material in Easy-to-Read are, among others:</p> <ul style="list-style-type: none"> • To facilitate access to reading for everyone (30% of the population has reading difficulties). • To foster access to reading because it is a social need and a right enshrined in several national and international legal texts. • To bring the chance to read within everyone's reach, as it is a pleasure through which to share ideas, thoughts and experiences. <p>Published material</p> <ul style="list-style-type: none"> • United Nations Universal Declaration of Human Rights. • European Charter for the Safeguarding of Human Rights in the City. • Municipal Plan for the Lesbian, Gay, Transsexual and Bisexual Collective.



	<ul style="list-style-type: none"> • European Charter for Children in Hospital. • Directive for equal treatment in employment and occupation. • Directive for equal treatment between people irrespective of racial or ethnic origin. • Other material under review.
<p>Commitment 5: The City as an Active Supporter of Equal Opportunity Practices To facilitate equal opportunities employment practices and support for diversity in the labour market through exercising the existing discretionary powers of the city authority.</p>	<p>Barcelona City Council has no specific powers in terms of the employment market, but, through Barcelona Activa, part of the Department of Economy, Business and Employment, the body that executes Barcelona City Council's economic promotion policies, it drives an ample package of measures aimed at unemployed people and/or people wanting to improve their employability in Barcelona.</p> <p>Social and Occupational Integration Programmes</p> <ul style="list-style-type: none"> • PISL, the programme for social and occupational integration aimed primarily at people at risk of exclusion. • Proper, personalised programme for job hunters. • Dona Impuls, a social and occupational integration programme for Sub-Saharan women, promoted by ABITS (Agency for a Comprehensive Approach to Sex Work). • Pilot Integration and Employment Programme for transsexual people. • Neighbourhood employment project. <p>Barcelona has chosen a model of competitiveness articulated around the qualification of human capital, the quality of employment and a labour market with equal opportunities for everyone, without any kind of discrimination on grounds of sex, age or country of origin or physical or intellectual abilities.</p>



<p>Commitment 6: The City As An Equal Opportunities Employer and Service Provider The city commits itself to be an equal opportunities employer and equitable service provider, and to engage in monitoring, training and development to achieve this objective.</p>	<p>In relation to municipal contracting, Barcelona City Council legislates the fulfilment of social and environmental clauses in all the contracts for the purchase of services and products. This is a pioneering initiative in Spain and also involves all the municipal companies. The order states that the contractor must reserve at least 5% of the employment contracts needed for executing the project for people at risk of social exclusion or with physical or mental disabilities. In addition, it will have to subcontract 5% of the contract budget to special work centres or social integration companies.</p> <p>Barcelona City Council's web site www.bcn.cat, in the section 'Contractor profile', provides information on current tenders and provisional and definitive awards. It also contains the portfolio of particular administrative clauses regulating contracts. Clause 2, Social and environmental clauses, refers to the wish to include the contractor's obligation to hire at least 20% of new personnel required to execute the contract from one or more of the following profiles, for example: women victims of gender violence, people who have practised prostitution, transsexual people, people with disabilities, people with problems of drug addiction or alcoholism who are in the process of rehabilitation or social reintegration, etc.</p>
<p>Commitment 7: Fair Access to Housing To take active steps to strengthen policies against housing discrimination within the city.</p>	<ul style="list-style-type: none">• Barcelona City Council has specific budget allowances for fighting against eviction. These allowances are managed by the Social Services Centres in each neighbourhood in the city's ten districts.• To protect those sectors of society most vulnerable to situations of discrimination, Barcelona City Council reports these cases to the Prosecutor's Office and to the courts.• The 2008-2016 Barcelona Housing Plan lays out the sheltered housing promotional aims in Barcelona city.• Barcelona City Council collaborates with different bodies and organisations working for social and residential integration and against housing discrimination.• Municipal actions has always been directed at preventing and avoiding any form of social discrimination, designing policies and resources directed at the population as a whole to attend to the needs of society.• Barcelona City Council's policies are based on the promotion of social integration and



	<p>mixing. The measures taken over the situation of vulnerable population groups are therefore approached from the perspective of integration in society as a whole.</p> <ul style="list-style-type: none"> • The Consell de l'Habitatge Social (Social Housing Council) is an advisory and participative body in which all the administrations take part. It also includes representatives of all the different associations of immigrants, women, disabled people, etc., as well as social housing promoters and social cooperatives. • Barcelona City Council's Office for Non-Discrimination is working with estate agents, property managers and organisations to publicise the regulation in force for fighting against all types of discrimination on grounds of race, ethnic origin or nationality. • Barcelona's 2008-2016 Housing Plan, whose guiding principles, based on a social mix in housing, are to cater for the needs mainly of people in sub-standard housing, disadvantaged people or those with special difficulty in access to accommodation. This plan will consider the adoption of specific programmes aimed at the weakest sectors, like old or disabled people, among others, as well as integration programmes.
<p>Commitment 8: Challenging Racism and Discrimination Through Education To strengthen measures against discrimination in access to, and enjoyment of, all forms of education; and to promote the provision of education in mutual tolerance and understanding, and intercultural dialogue.</p>	<p>To build a city with greater equality, solidarity and respect for difference through education in rights, Barcelona City Council, through its Department of Women and Civil Rights, is carrying out initiatives aimed at Barcelona's school population, among them:</p> <p style="text-align: center;">FILM CYCLE ON HUMAN RIGHTS. THE RIGHTS OF THE CHILD</p> <p>The basic aim of the film cycle is to educate in Human Rights, a process by which children and young people discover and acknowledge their rights and those of others, in an interactive and participative learning framework, practising empathy and respect for difference. The object is to develop critical thinking and raise students' awareness about the importance of defending it, spurring them to participative action.</p> <p>The films are selected on the basis of plots and subject matter that encourage reflection and put the emphasis on the transmission of values such as cohabitation, solidarity, acceptance of the other and respect for difference and on the promotion of the culture of peace.</p>

	<p style="text-align: center;">THE VOICE OF CHILDREN IN THE INAUGURAL SPEECH OF THE FEAST OF SANTA EULÀLIA: BARCELONA CHRONICLES</p> <p>This is an educational and participative programme which gives boys and girls between the ages of eight and ten a chance to exercise their condition as citizens with full rights, as laid down in the Convention on the Rights of the Child, at the same time highlighting the responsibilities that come with rights.</p> <p>For some months, children, in the company of their teachers, reflect, exchange ideas and, in a framework of collaboration and teamwork, draw up a series of proposals on a specific topic. These proposals are then submitted to the City Council.</p> <p style="text-align: center;">NETWORK OF SCHOOLS FOR EQUALITY AND NON-DISCRIMINATION</p> <p>A programme aimed at primary and secondary schools to work on fomenting critical thinking and active citizenship in preventing abuse of power.</p> <p>It centres on actions aimed at reflection and awareness over acknowledgement of and respect for difference. All these measures are closely tied and form part of the school syllabus.</p> <p>It is foreseen that the programme will extend throughout the whole of the child's school life, assessing results twice a year. It also allows for a global assessment of the process once completed (ten years duration), as recommended by the World Health Organisation (WHO).</p>
<p>Commitment 9: Promoting Cultural Diversity To ensure fair representation and promotion for the diverse range of cultural expression and heritage of city dwellers in the cultural programmes, collective memory and public space of the city authority and promote interculturality in city life.</p>	<p style="text-align: center;">BARCELONA INTERCULTURALITY PLAN</p> <p>The year 2009 was the starting point for the Barcelona Interculturality Plan (Pla per la Interculturalitat de Barcelona). The plan was prepared that year with internal and external participation. The external participation was structured regionally and by sectors, taking into account all the organisations and associations carrying out activities in favour of newly arrived people and/or intercultural activity and the Municipal Immigration Council. The District Councils, neighbourhood associations and other social bodies were also invited to take part.</p>

The object of the Municipal Interculturality Plan is to define the city's own strategy for the way we interpret and deal with the challenges posed by the increase in sociocultural diversity. This strategy is based on an intercultural approach and, on the basis of the acknowledgement of cultural diversity, considers that we need to go beyond simply celebrating this activity. The point of departure for the idea of interculturality is that contact is a leading aspect for integration and involves the gradual, systematic integration of places and processes for positive interaction, generalising relations of trust, mutual recognition, effective communication, dialogue and debate, learning and exchange, peaceful conflict regulation, cooperation and cohabitation.

BCN ANTI-RUMOURS NETWORK

One of the pioneering, breakthrough projects to arise from the Intercultural Plan is the Xarxa Antirumors de Barcelona (Barcelona Anti-Rumours Network), set up in July 2010. Taking part are Barcelona City Council and more than 300 organisations, associations and individuals. This project started life as a strategy of communicative and social impact and forms part of the Barcelona Intercultural Plan 1, which, in guideline 8, 'From the stereotype to familiarity', proposes 'the design of a city strategy against harmful and unfounded rumours that are an obstacle to cohabitation in diversity, on the basis of networked activity with different actors and social organisations'.

The conceptual framework of the Anti-Rumours Network, the Barcelona Interculturality Plan and the intercultural model: in its definition and its practical application, the intercultural approach sets out to avoid highly damaging risks for cohesion, such as processes of social fragmentation and segregation, the persistence of prejudices and stereotypes that can lead to racist attitudes, discriminatory practices and populist discourses that foment fear and mistrust by blaming the culturally diverse population for social problems.

The BCN Anti-Rumours Network works on and contributes to an intercultural model of city based on the three fundamental principles that guide all its work and that can not be taken separately as they are fully interconnected:

- Principle of fairness
- Principle of recognition for diversity, and
- Principle of positive interaction.



**Commitment 10: Hate Crimes and Conflicts
Management**

To support or establish mechanisms for dealing with hate crimes and conflict management.

OFFICE FOR NON-DISCRIMINATION - OND

The Office for Non-Discrimination (OND) believes in dialogue and negotiated conflict-solving based on the principles of voluntariness, privacy, confidentiality, equality, security and freedom. The OND offers this solution, first of all, in the form of psychological support, which can lead on to more in-depth, longer-term psychological attention. The OND also provides legal advice for people who feel their rights have been violated. Depending on the gravity of the case, the OND even requests the City Council to file a private accusation, and monitors developments for the duration of the conflict.