

## WKG 4: Implementation of the Ten Point Plan of Actuon. Analysing the Local Situation, Developing Strategies and Evaluating their impact



*Foto: Javier Arcenilla*

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## CONTEXT AND MAIN OBJECTIVES OF THE WORKING GROUP 4



- To provide a picture of the local situation as regards the causes, extent and consequences of exclusion and discrimination based on grounds of ethnicity, nationality, religion, gender, language, etc. thus preparing the ground for sound and fact-based anti-discrimination and diversity policies and strategies.
- To assess whether those policies and strategies have met their objectives or need to be reviewed

## MADRID PLAN FOR SOCIAL AND CROSS- CULTURAL COEXISTENCE (2004-2007)------(2008-2011)

The Centre for Migration and Intercultural Coexistence (oMci) is an initiative established in the **Madrid Plan for Social and Cross Cultural Coexistence** which aims to accurately "analyse and understand social reality".

The **Madrid Plan** develops a variety of mechanisms and organisations needed to build a society conducive for all residents in Madrid.

1.  
ACCURATE  
ANALYSIS AND  
UNDERSTANDING  
OF  
SOCIAL REALITY

2.  
ADAPTATION OF  
MUNICIPAL  
SERVICES TOWARDS  
DIVERSITY  
ENCOURAGEMENT

3.  
STRENGTHENING  
AND  
REINFORCEMENT OF  
RESOURCES FOR  
PUBLIC SERVICE  
ORGANISATIONS

4.  
ESTABLISHMENT  
OF SPECIFIC  
PROGRAMMES  
DEDICATED TO  
SOCIAL  
INTEGRATION

5.  
INCREASE SOCIAL  
AWARENESS AND  
MULTICULTURAL  
ENRICHMENT

6.  
ENCOURAGEMENT  
OF CITIZEN  
PARTICIPATION  
AND MUTUAL  
RESPONSIBILITY

7.  
CONFLICT  
MEDIATION,  
MANAGEMENT  
AND PREVENTION

8.  
COMBAT  
DISCRIMINATION,  
RACISM AND  
XENOPHOBIA

9.  
FOSTER  
EMPLOYMENT  
OPPORTUNITIES

10.  
IMPLEMENT  
NEIGHBOURHOOD-  
SPECIFIC  
PROGRAMMES

11.  
DEVELOPMENT AND  
EXECUTION OF  
MUNICIPAL  
PROJECTS

12.  
COORDINATION  
WITH NATIONAL  
AND  
INTERNATIONAL  
ORGANISATIONS

## Context and Preliminary Work

- **May 2005.** Madrid joined ECCAR
- **January 2006.** Was created the Working Committee for the fight against racism.
- **June 2006.** Annual Meeting of ECCAR in Madrid.
- **June 2006.** Was founded the Spanish Coalition (supported by ECCAR)
- **March 2007.** Was constituted the Madrid Forum on Dialogue and Coexistence, and the Committee Against Racism and Intolerance.
- **April 2008.** Madrid Plan of Action against Racism and Intolerance

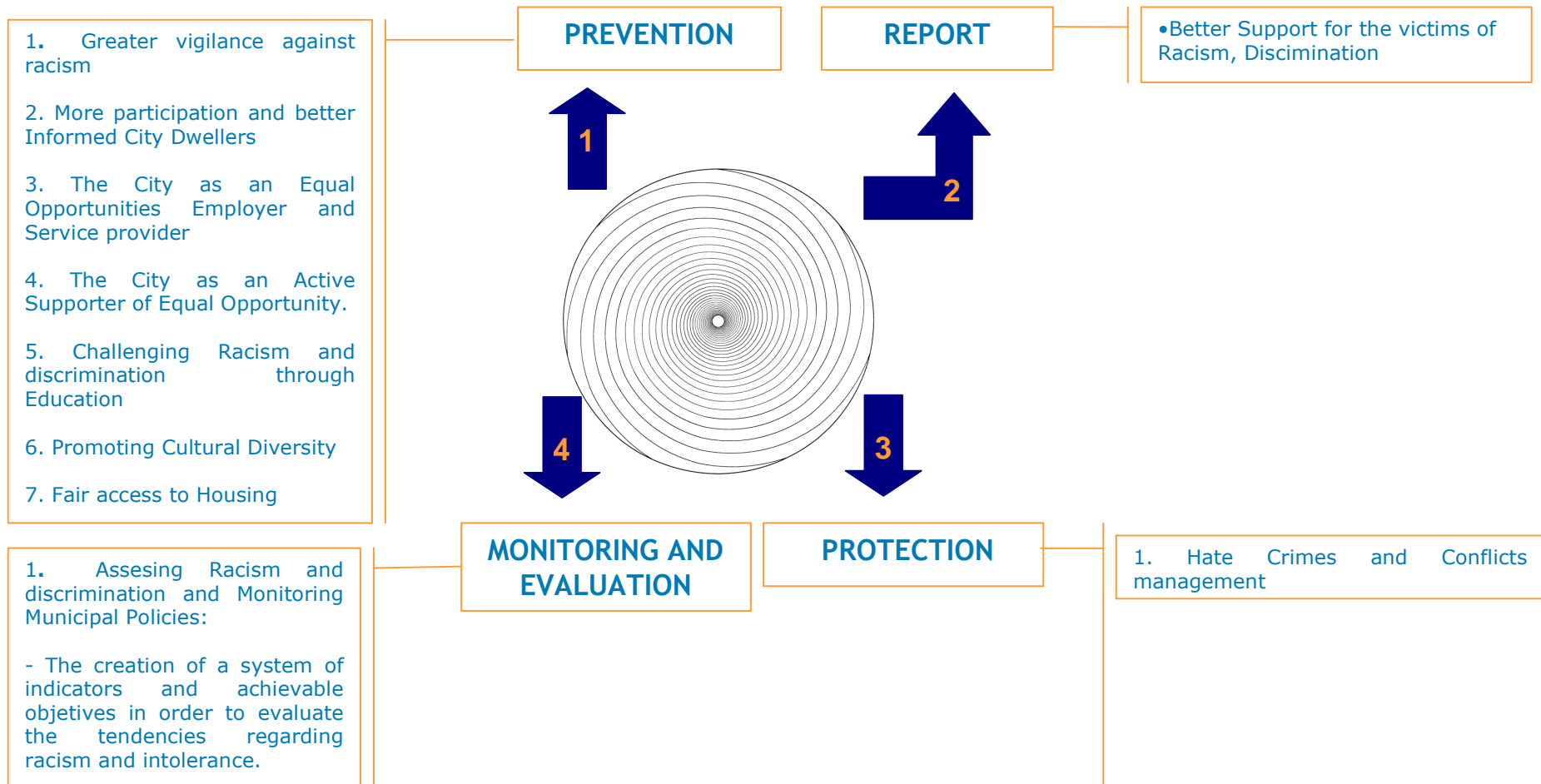


## THE COMMITTEE AGAINST RACISM AND INTOLERANCE

- 12 meetings work (march 2007-april 2008)
- 45 Recommendations and proposals.
- Working from and **holistic concept**.
- 4 fields of the local plan: Prevention, Report; Protection; Monitoring and evaluation.
- **Madrid Plan of Action against racism and intolerance: Indicators Proposal (18-20 September Bologna)**



## PLAN OF ACTION




## Proposal of indicators aimed at fighting racism.



- ***Indicators of direct results***, meaning those set of indicators that their compliance will directly be a responsibility of the General Department of Immigration and Cooperation towards Development, that we have detailed in each strategic field.
- ***Indirect indicators of implementation***, referring to those that will require institutional cooperation from the municipal, regional or state institutions.

# 1. Prevention framework.

18 actions; 6 points of the ECCAR; 18 indicators

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- A decorative graphic on the left side of the slide, consisting of two overlapping semi-circles: a blue one on top and an orange one on the bottom.
1. Number of meetings of Madrid Forum in which the subject of racism and intolerance will be discussed.
  2. The ongoing commitment of the Work Commission against Racism and intolerance.
  3. Number of meetings of the Commission against Racism.
  4. Participants and experts in the Working Commission against racism and intolerance.
  5. Documents and recommendations prepared by the working Commission.
  6. Recommendations and documents discussed and approved in the Madrid Forum plenary sessions.
  7. Number of meetings of the Madrid City Council with local NGO's
  8. % (percentage) of specialized organizations in the fight against racism and intolerance summoned.
  9. Activities carried out jointly with the social initiatives.
  10. Number of disseminated reports from the social organizations.
  11. Number of meetings of the Territorial Councils and Security Councils that the situation regarding racism and intolerance will be discussed in the city of Madrid.
  12. Number of actions of information campaigns developed.
  13. Number of persons informed.
  14. Number of awareness campaigns developed on a permanent basis.
  15. Existence of a formal commitment visible to the Madrid citizenship.
  16. Number of International days celebrated by the Madrid City Council.
  17. Number of informative and awareness actions from the social initiative supported.
  18. Number of subsidized actions to promote cultural diversity.


## 2. Report framework.

2 actions; 1 point of the ECCAR; 7 indicators

1. Number of users seen by the Legal Support Unit
2. Number of complaints presented.
3. Number of helpdesk for victims in the Madrid municipality
4. Number of legal actions taken into account
5. Number of sentences that takes into accounts the aggravating circumstance of racism and discrimination.
6. Number of actions of dissemination and awareness developed.
7. Number of formative actions developed.

### 3. Protection framework.

5 actions; 1 point of the ECCAR; 6 indicators

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- 1.Number of prepared reports on the analysis of models of protection of victims of hate crimes.
  - 2.Presentation and approval by the local institutional authorities of a comprehensive model of protection to victims of racist and intolerance acts.
  - 3.Number of the group experts of judges and prosecutors established.
  - 4.Number of recommendations set by experts.
  - 5.Number of training actions on racism and intolerance oriented to social agents and police forces.
  - 6.Number of participants in the training actions on racism, specially the police forces and security organisms.

## 4. Evaluation and Monitoring.

1 actions; 1 point of the ECCAR; 34 indicators

The core method for this framework, are the indicators aimed to fight racism that we present in this report.

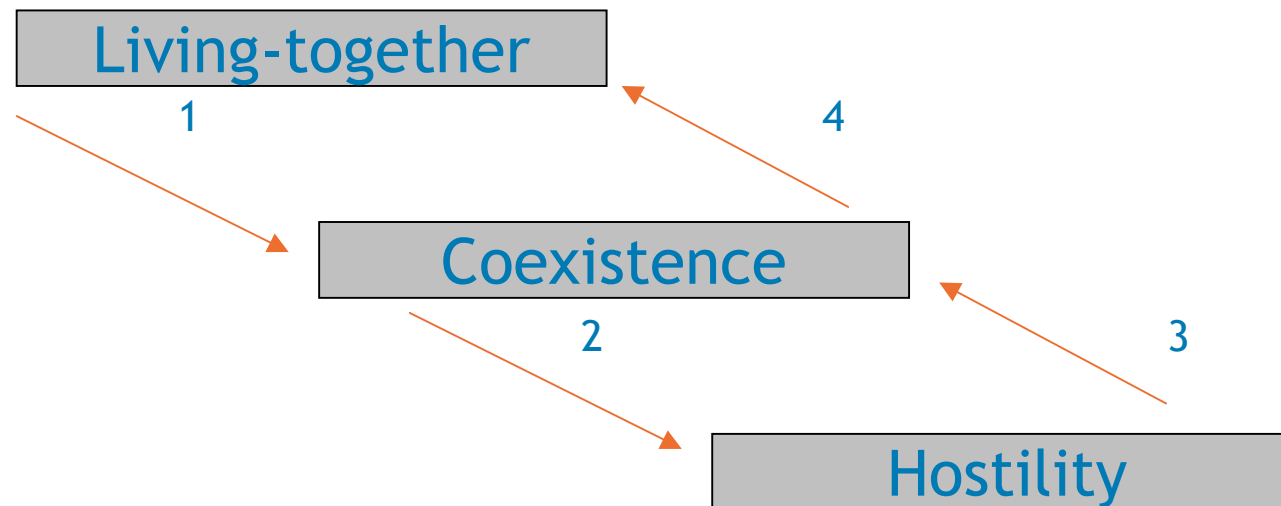


## 5. Institutional Coordination.

3 indicators

1. Establishment of agreements with Madrid City Council Employment Agency to offer the principle of equal opportunity.
2. Establishment of agreements with the Madrid City Council Housing and Land Agency to strengthen antidiscrimination policies regarding the access to housing.
3. Establishment of agreements with the Education Advisory Board of the Madrid Regional Authority to implement the proposed measures in the Madrid Plan of action against Racism.

## TYPE-SITUATION'S\* PROCESS OF TRANSFORMATION



(\*) C.Giménez: Published in Points of View nº 1- Report of the Centre for Migration and Intercultural Coexistence - Area for Employment and Citizen Services - Madrid's Municipal Government Council's. (April - May 2005)

## II Plan Madrid: Indicators of living-together (2008-2011)

1. Indicators of racism and intolerance.
2. Indicators of living-together/ "open-ness": Relational, Normative, Axiological, Participative, Communicational; Conflictual, Attitudinal, Identity's; Integration; Interculturality.....



## Data collection and analysis

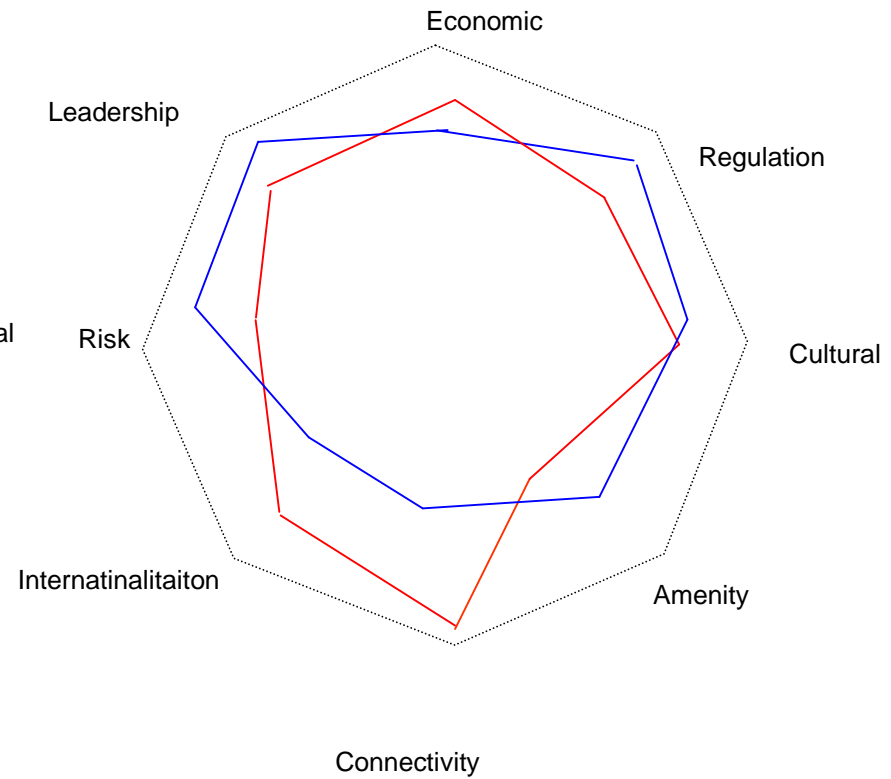
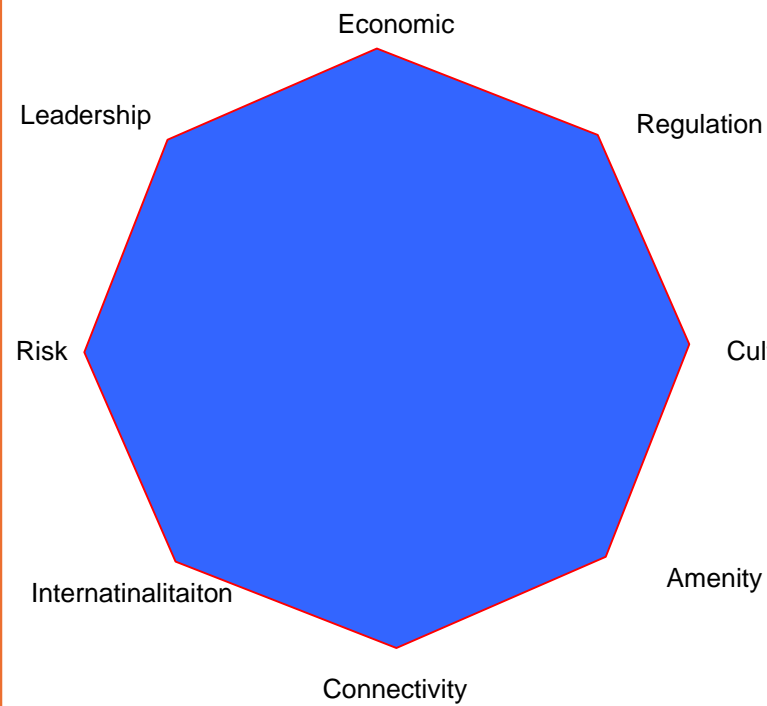
1. Indicators of racism and intolerance.
2. OMCI 2005 Survey- (replay)
3. Living together index



## Open-ness for a city(\*)

- **Economic factors:** such as the availability of jobs and incomes and access to affordable basic standards of living, and the comparable cost of living. Labour market and housing market flexibility and open-ness may be especially critical. Also important may be the approach of firms to innovation and co-operation and their willingness to embrace diversity as a potential source of future innovation.
- **Regulatory factors:** such as the overall immigration and asylum policies of the country, coupled with any specific labour market, welfare benefits, land/home ownership, service access, and other local/national regulations that may apply differentially to foreigners.
- **Cultural factors:** such as the level of enthusiasm for population diversity amongst existing populations, and the extent to which local culture and entertainment is attractive to diverse audiences, as well as the propensity of the local population to respect, celebrate, and enjoy diversity of culture.
- **Amenity factors:** including generic amenities such as housing, schools, hospitals, as well as more bespoke amenities such as places of worship, community organisations, specialist support services, entertainment and leisure choices, communities of interest, street signage, availability of interpretation/translation, and other specialist services.
- **Accessibility factors:** including how easy it is to get to the city concerned and the potential it offers for connection to other places that are important sources of opportunity or welfare.
- **Risk factors:** such as both the general perceptions of the stability of the local and political environment, coupled with other factors such as the perceived incidence of racial/ethnic persecution or discrimination, or more general concerns about how likely foreigners are to 'succeed' in the city concerned. A key variable may be the extent to which there are active anti-discrimination policies which appear effective in addressing many forms of disadvantage.
- (\*)*Opencities project (British Council-Madrid Global)*

## Initial profile of Madrid



## Data collection and analysis

1. Indicators of racism and intolerance.
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