

Cities Promoting Equality and Solidarity



Uppsala | 18 – 19 November 2010

Conference Documentation

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Preface

The General Conferences of the European Coalition of Cities Against Racism (ECCAR) are intended to offer an opportunity for local authorities, for experts and representatives of non-governmental organisations to discuss key challenges in the struggle against racism and discrimination in Europe, to develop strategies how to combat these serious human rights violations effectively at a local level and to promote equality and solidarity in our urban societies. In order to achieve these goals, the conferences are also intended to pool knowledge on racism and discrimination, to share experiences as well as good practices in implementing ECCAR's Ten-Point-Plan of Action, and to build partnerships at a local, a national and a European level.

In recent years, we have had to observe an alarming development in Europe: right-wing populist parties with their racist and xenophobic agitation are getting stronger and are increasingly successful in elections. We therefore must fear that the growing political influence of right-wing populist parties with their agitation against immigrants, against ethnic and religious minorities will have an effect on the way we live together in our cities. And we must fear that racism and discrimination, xenophobia and intolerance will increase, that an atmosphere of fear among immigrants will be boosted and that our integration efforts will be made more and more difficult.

The 2010 General Conference of ECCAR, which took place in the City of Uppsala on 18 and 19 November 2010, was therefore entitled "Cities Promoting Equality and Solidarity", and was focused on the question of how to challenge the rise of populist racism in European cities and to promote the development of an inclusive urban society based on equality and solidarity. The conference programme included a Round Table and five working groups. The Round Table provided an opportunity to draw a picture of the worrying development of populist racism in European municipalities and to discuss strategies how to counteract this danger. In this context, particular attention was paid to the current situation of the Roma and Muslims. Three working groups were dealing with main challenges cities are facing today, as for example how to co-operate with other local stakeholders in the struggle against racism and discrimination, how to develop a local action plan, and how to combat discrimination in health care treatment for persons without a health insurance including people without a legal residence status. Two further working groups were intended to promote ECCAR's co-operation with young people and non-governmental organisations.

In the name of the Steering Committee the Vice-Presidents and the President would like to thank the City of Uppsala and particularly Mayor Gunnar Hedberg for having hosted this conference as well as for his kind words of welcome to the participants and for the warm-hearted hospitality we were granted so kindly in this beautiful city. We would also like to express our sincere thanks to

- Erik Ullenhag, Swedish Minister for Integration, for his opening speech,
- all the speakers, moderators and rapporteurs,
- all the organisers of the working groups,
- all the participants for having taken part in this important event and for their valuable contributions,
- Caroline Knies from the professional congress organisation Meetagain and Cecilia Jordan from Uppsala Konsert & Kongress for the excellent service they provided for us.

All of them contributed considerably to the success of the conference.

Nuremberg, February 2011

Dr. Hans Hesselmann
President of ECCAR

Jean-Paul Makengo
Vice-President of ECCAR

Helena Rojas-Lundgren
Vice-President of ECCAR



Conference Programme

Cities Promoting Equality and Solidarity

Wednesday, 17 November 2010

14.00 – 16.00 h: Meeting of the Steering Committee

17.00 – 19.00 h: Closed Session of Member Cities

Thursday, 18 November 2010

09.30 – 12.30 h: **Opening Session of the General Conference**

Erik Ullenhag

Minister for Integration, Ministry of Employment (Sweden)

Gunnar Hedberg

Mayor of Uppsala

Marcello Scarone Azzi

Chief of Fight Against Racism and Discrimination Section a.i.,
Division of Human Rights, Human Security and Philosophy,
UNESCO (Paris)

Irena Guidikova

Head of Division on Cultural Policy, Dialogue and Diversity,
Council of Europe (Strasbourg)

Dr. Hans Hesselmann

President of ECCAR (Nuremberg)

Presentation of a Film on Populist Racism in Europe

Moderator:

Helena Rojas-Lundgren

Vice-President of ECCAR (Botkyrka)

10.30 – 12.30 h: Round Table

Challenging the Rise of Populist Racism in European Cities

Introductory Statement:

John Kellock

Head of the External Relations and Networking Department,
European Union Agency for Fundamental Rights (Vienna)



Panel debate and plenary discussion with

- **Ágnes Daróczy**, Vice-President of the Phralipe Independent Roma Organisation; Scientific Associate of the Hungarian Institute for Culture (Budapest)
- **Liz Fekete**, Director of the Institute of Race Relations (London)
- **John Kellock**, Head of the External Relations and Networking Department, European Union Agency for Fundamental Rights (Vienna)
- **Paul Lappalainen**, Head of Equality Promotion, Office of the Swedish Equality Ombudsman (Stockholm)
- **Dr. Rifa'at Lenzin**, Islamic Scholar, Federal Swiss Commission Against Racism (Zurich)

Moderator:

Soledad Piñero Misa

Founder of the Consultancy and Training Firm Diferencia (Stockholm)

12.30 – 14.00 h: Lunch

14.00 – 15.15 h: **Assessing Racism and Discrimination and Monitoring Municipal Policies: ECCAR's Human-Rights-Centred Model of Indicators**

Presentation:

Dr. Klaus Starl, European Training and Research Centre for Human Rights and Democracy (Graz)

Moderator:

Marcello Scarone Azzi

Chief of Fight Against Discrimination and Racism Section a.i.,
Division of Human Rights, Human Security and Philosophy,
UNESCO (Paris)

Discussion

15.30 – 18.00 h: **First Session of Parallel Working Groups**

Working Group 1: **Implementing the Ten-Point-Plan of Action Against Racism: Building Local Partnerships**
Coordination: Botkyrka, Gent, Karlsruhe

Working Group 2: **Implementing the Ten-Point-Plan of Action Against Racism: How to Develop a Local Action Plan**
Coordination: Bologna, Graz

Working Group 3: **Combating Discrimination in Health Care Treatment for Persons without a Health Insurance**
Coordination: Nuremberg, Liège



Working Group 4: **Constituent Assembly of the Youth Council for ECCAR**
Coordination: Botkyrka, Cair, Nuremberg, UNESCO (Paris)

Working Group 5: **Cooperation for Change - Moving Towards a Non-Discriminatory Society**
Forum for Non-Governmental Organisations
Coordination: Uppsala, Botkyrka, Office of the Swedish Equality Ombudsman (Stockholm)

Friday, 19 November 2010

09.00 – 12.00 h: **Second Session of Parallel Working Groups**

12.00 – 13.30 h: Lunch

13.30 – 15.30 h: **Closing Session of the General Conference**

13.30 – 14.30 h: Presentation of the Recommendations of the Working Groups
Discussion

14.30 – 15.00 h: Film Spots Against Racism and Discrimination

15.00 – 15.15 h: Presentation of a Conference Declaration
Discussion and Decision

15.15 – 15.30 h: Final Words

Gunnar Hedberg
Mayor of Uppsala

Dr. Hans Hesselmann
President of ECCAR (Nuremberg)

Moderator:
Jean-Paul Makengo
Vice-President of ECCAR (Toulouse)

15.30 h: End of conference

Saturday, 20 November 2010

10.00 – 12.00 h: Steering Committee Meeting



Statements at the Opening Session of the Conference

Opening Speech by Erik Ullenhag, Swedish Minister for Integration:

Ladies and Gentlemen,

It is an honour for me to be here today.

Sweden is and shall continue to be an open and inclusive society, a country where people with roots in various parts of the world and of different religions can live side by side.

Sweden today is a diverse country. Some 13 percent of the Swedish population was born abroad. A further 10 percent were born here with at least one parent born in another country. Sweden also acknowledges five national minorities: the Jews, the Roma, the Sámi, the Swedish Finns and the Tornedalers. This is shaping the multicultural Sweden we are proud of today.

We have not, however, been very successful in integrating all refugees and their relatives. In the last 20 years, we have seen more and more neighbourhoods with high unemployment, low participation in elections and unsatisfactory school results, areas inhabited by high proportions of immigrants. In spite of these problems, a rising share of the population says that they are positive to immigrants. But many are concerned about the troubles they see, and there is a small but steady core of people opposing immigration.

In the election in September this year, a xenophobic party made its way into the parliament. The party in question, the Sweden Democrats, is a part of a xenophobic trend all over Europe, which has gained extra strength from the financial crisis. Unemployment and poverty always carry with them a risk for stronger feelings of group against group, us against them.

So far, I'm happy to say, all other parties have declared that we will not cooperate or compromise with the Sweden Democrats. All major media are still clearly positive to immigration. But we have seen the development in many other European countries, with more outspoken xenophobia, anti-islamism, anti-Semitism, anti-ziganism and so on, and we do not believe ourselves immune to this.

Swedish integration policy aims at ensuring equal rights, obligations and opportunities for all, irrespective of their ethnic and cultural background. The objectives of the integration policy are to be achieved primarily within the framework of general policy. The general policies are complemented with specific measures to support and facilitate the reception and introduction of immigrants during their first years in Sweden. The starting point is the immigrants' individual needs and preconditions.

At the moment, the average time, for refugees and their relatives, from residence permit to their first job is seven years. This is a sign of failure not primarily for those persons, but for our integration policy. Our system has focused too much on helping, instead of empowering. Those who come here want to be able to contribute to society and to support themselves, not to be supported. They have been seen as weak, even though it often is the most ambitious people who break up from their home. We have also failed at appreciating the diversity in those who arrive. Immigrants have of course different needs concerning language training, complementary education. They have different backgrounds, dreams and needs. Therefore, in just a few weeks, on December 1st, the most comprehensive reform of Swedish integration politics for 25 years will enter into force. Key elements are: incentives for individuals with focus on work and active participation in introduction activities, the Public Employment Services takes overall responsibility for coordinating the introduction activities



for new arrivals, greater diversity of service providers for enhancing introduction of new arrivals and better utilization of individual skills.

A large percentage of the newly arrived immigrants choose to settle in metropolitan areas. However, the larger cities are segregated and also suffer from a great shortage of housing, which means that most of the newly arrived end up in the more deprived neighbourhoods, where it is easiest to find housing. To break or at least decrease segregation, measures focused on the individuals, like increased employment and education need to be complemented with area-based approaches. Such approaches concern the feeling of safety and the attractiveness of the deprived areas. There is also a need to better connect these areas with other parts of the cities. The Swedish government has recently announced two measures to contribute to a positive development in deprived neighbourhoods. Special resources will be given to schools in deprived areas that achieve good results. And the government will investigate whether special economic free zones for entrepreneurs (nystartszoner) can be a possibility to strengthen development in these neighbourhoods.

The fight against all forms of discrimination remains one of the key human rights objectives of my Government. Effective legislation and its use by the judicial system, forms an important basis for the work to counteract and prevent discrimination, racism and other forms of intolerance. The Government's most extensive initiative is the new Discrimination Act that is in force since the first of January 2009. No matter how necessary anti-discrimination legislation is, laws can never be enough to enable us to combat actions that directly or indirectly violate the principle of equal worth of all people.

Our work is a continuous process. I say our work – because all of us here today and all others, who have joined in the cause to combat intolerance and hatred must stand united. No matter how hard governments struggle against discrimination and intolerance we can not win the battle alone, not without the grassroots. We need each other. Only by focusing on these issues from different settings will we be able to reach long-term improvements. Therefore the Government sets aside adequate finances, every year, for support to NGO's engaged in combating racial discrimination as well as other forms of intolerance. This support is aimed especially at activities against racism, homophobia and similar forms of intolerance and for local activities against discrimination, commonly referred to as anti-discrimination offices. Non-profit organisations and foundations that carry out work within these fields can apply for these subsidies.

Dialogue and constructive scrutiny, such as we are about to take part in today, contribute to furthering the values which our society is built on. In this work the crucial role of the civil-society and non-governmental organisations can not be underlined enough. My Government sees these occasions – and the constructive dialogue that they entail – as a good way of dealing with difficult matters, and as a means of discussing and addressing various concerns, in our common endeavour to create an open and inclusive society.

So I thank you for coming here, and I hope this meeting will be fruitful.

Thank you for your attention!



Statement by Marcello Scarone Azzi, UNESCO:

Ladies and Gentlemen,

First of all, on behalf of UNESCO's Director General, Irina Bokova, whose greetings I convey to you, and of the entire organization, I would like to thank the City of Uppsala and the ECCAR Administrative Secretariat for the organization of this important Conference.

UNESCO, as the "intellectual" and educational organization within the UN system is of course an integral part of this initiative and has spared no efforts to this effect. Let me then give you a brief account of what is being done and how the Organization has gone about this process of furthering the struggle against racism and discrimination.

As many of you know, the Preamble of UNESCO's Constitution clearly states that (and I quote): "since wars begin in the minds of men, it is in the minds of men that the defenses of peace must be constructed".

As defined by the Constitution, the purpose of the Organization is: "to contribute to peace and security by promoting collaboration among nations through education, science and culture in order to further universal respect for justice, for the rule of law and for the human rights and fundamental freedoms which are affirmed for the peoples of the world, without distinction of race, sex, language or religion, by the Charter of the United Nations".

Our actions to combat racism and all forms of discrimination has been at the core of UNESCO's activities and in recent years UNESCO has dedicated most efforts in this area in working with municipal authorities. Following the adoption by the General Conference in 2003 of a UNESCO Integrated Strategy to combat discrimination, racism, xenophobia and related intolerance, the Organization has developed a programme of action to fight these evils (which of course include anti-Semitism and education on tolerance values) in cooperation with municipal authorities, bearing in mind that very often these problems and evils occur at the urban level and therefore it is best to find solutions at this level as well, working together with the authorities which have the most direct contact with the population, that is the municipal level authorities.

It was in this context that the initiative to create an International Coalition of Cities against Racism and Discrimination was first conceived, just after the World Conference against racism and all forms of related discrimination, held in Durban in 2001, and in which UNESCO actively participated. The project aims at assisting municipalities in developing and strengthening their policies for greater urban social inclusion. This network should be mobilized to encourage partnership building in the struggle against discrimination and exclusion in cities around the world.

In a few years time, 50 per cent of humanity will be living in cities. It is in cities that the greatest diversity prevails. Migrants, when they come to a country, go not to rural areas, but to cities. Cities are places where people from different backgrounds, different origins, different religions, different social classes, different ethnic groups and different nationalities live together and work together. It can be a place where fear, hatred and discrimination prevail or can be a place of inclusiveness, harmony and mutual respect. Therefore, even though governments have responsibilities and legal obligations, cities can play a major role in building inclusive societies.



Cities around the world are increasingly becoming international actors and developing their own international relations. They also have growing capacities to formulate their own policies in the social sphere, in education, policing, housing, mass transit, etc. Municipal policies can affect the lives of people and the nature of the interaction between people living in the same place. Therefore, action taken by cities, along with action taken by government, non-governmental organizations, teachers, universities, etc., can take us a long way in building inclusive societies.

Starting in 2004, and given the specificities of each region, UNESCO first proceeded to facilitate development of the initiative in different regions of the world.

The *European Coalition of Cities against Racism*, created in 2004 in its lead city, Nuremberg, with all the symbolism it represents, has so far brought together 104 municipalities in Europe. It is very encouraging to see that the European Coalition project receives good echo from many committed local authorities.

In North America, the *Canadian Coalition of Municipalities against Racism and Discrimination* has been launched in 2005 in close collaboration with the Canadian Commission for UNESCO and the Federation of Canadian Municipalities. Over 30 municipalities have officially joined the network.

The *African Coalition of Cities against Racism and Discrimination* has been launched in Nairobi, Kenya, in September 2006 during the Africities 4 Summit and more than 55 municipalities have already joined the network. The City of Durban, in particular, has been very active in helping the Coalition to develop this network and has taken over the role of leader in further strengthening the Coalition in the Southern part of the African continent, where interest has been strongest.

In Latin America and the Caribbean, an official launching of the *Latin American and Caribbean Coalition of Cities against Racism, Discrimination and Xenophobia* took place in October 2006 under the auspices of the City of Montevideo that plays the role of the Lead City. More than 200 municipalities joined this network which already includes its own internal statutes, steering and technical committees and projects aimed at fighting racism and discrimination.

In Asia and the Pacific, the *Coalition of Cities against Racism and Discrimination in Asia and the Pacific* was launched on the occasion of the 2nd World Congress of UCLG in the Republic of Korea in October 2007. So far almost 30 cities and regional organizations from 13 countries have come on board, including Bangkok, the lead city. A series of consultations on regional priorities and joint action were carried out during 2008.

Finally, for the Arab Region, the *Arab Coalition of Cities against Racism, Discrimination Xenophobia and Intolerance* was launched in June 2008, in Casablanca, Morocco, which has taken over the role of lead city.

UNESCO has now, therefore, achieved the first phase of the initiative, that of establishing regional coalitions in every region of the world.

The *International Coalition of Cities against Racism, Discrimination, Xenophobia and Intolerance* which will federate the six regional coalitions was created on June 30th 2008, on the occasion of the 3rd World Forum on Human Rights in the French city of Nantes.

The coalitions are regional or even sub-regional because each region or sub-region has its own specificity and challenges to be addressed within a certain cultural and political context



and this will continue to be so, but the creation of the International Coalition will add the bigger dimension of being able to share experiences and information between and across the regions as well. All of them are based on the commitments they adopt by way of a 10-Point plan of action, specific to each region, but in all of them the notion of promoting education and remembrance of great mistakes of the past, on examples of intolerance and of genocide, is prominently included.

The coalition allows cities to exchange experiences and information, to learn from one another, to see what works and what does not, to evaluate together the impact of certain policies, and to commit to undertake certain actions collectively. If cities are together in a coalition that enables joint action, they would have more incentive to keep on developing, implementing and evaluating policies that will ensure peaceful coexistence between different groups in society. Education and remembrance is the cornerstone of such action.

ECCAR has shown to be an excellent vehicle for promoting UNESCO's fight against racism and discrimination. We are very proud of our partnership with all of you, the local governments and municipalities and it goes without saying that you can count on UNESCO's technical, scientific and intellectual support and cooperation to further develop this exciting and important initiative.

I thank you very much for your attention.



Statement by Irena Guidikova, Council of Europe:**An Intercultural Approach to Diversity Management**

Social exclusion is the perpetuation penetration of cultural exclusion into the structures and institutions of society. Exclusion begins with the refusal to accept the other – the person from another social background, language, religion, ethnicity, as a carrier of equal human dignity. Starting in the mind, exclusion is reinforced and perpetuated in the labour market and the workplace, in education, in the neighbourhoods, in public space, in the institutions of power. To address successfully social exclusion and the structural causes of racism, it is not enough to deal with their effects, it is crucial to deal with its cultural routes. Identifying and testing ways of doing this is the objective of Intercultural cities – a joint action of the Council of Europe and the European Commission. Intercultural cities focuses in particular on diversity management and the prevention of exclusion linked to ethnicity and other types of cultural difference.

Intercultural cities began as a pilot action seeking to identify ways in which urban integration policies could be made more culturally sensitive and therefore more effective. Unfortunately, many countries and cities have failed to reap the benefits of diversity, face conflicts and disintegration of the social fabric because of failing to take the cultural dimension of integration seriously. A simplistic or biased understanding of culture and diversity, an over-emphasis of community identity (as in assimilation) or a hypertrophy of cultural difference (as in multiculturalism) have led to the marginalisation of migrant cultures and the perpetuation of poverty and exclusion through the ghettoisation of public life.

11 pilot cities spread across the greater Europe – from Lyon and Oslo to Patras and Izhevsk, have worked together to develop and validate a comprehensive approach to diversity management called intercultural integration. Social change takes a vision and strategic action: to build a cultural perspective into integration and inclusion, the governance systems and key urban policies need all be reviewed through an intercultural lens – sporadic actions or small-scale, isolated changes will not do. Inclusion, integration and diversity management are not a matter for one department but need to be brought to the core of all city functions.

Several axes of action underpin the intercultural integration model:

* Leadership and public discourse. The culture of diversity can only emerge survive adversity if the political leadership, across the party spectrum, supports actively and outspokenly the value of diversity for community development. The public statements of the Mayor of Reggio Emilia in favour of “cultural contamination” are in this sense exceptional and emblematic. All political leaders of cities involved in the Intercultural cities programme are encouraged to “come out” as strong defenders of the value of diversity for the local community. The development of a sophisticated diversity discourse, and associating media professionals to it, has been one of the main elements of the programme.

* Public consultation and participation. The representative institutions and processes, as we know them, are often insufficiently adapted to capture the diversity of views and needs in the community and deal with cultural conflict. Intercultural cities has explored the changes in governance structures, consultation mechanisms and participation modes necessary to make the political process inclusive, and fit for diverse communities. One lesson from the programme is that Intercultural governance is most effective at the neighbourhood level. Empowering the neighbourhood council to decide on the funding of local projects as in Berlin Neukölln, to define the targets and success measurements for public services (Tilburg) or to manage cultural conflicts (Reggio Emilia) is a solid way of creating links between people, a sense of community.



* Policy review through the intercultural lens. Interculturality recognises the need to enable each culture to survive and flourish but underlines also the right of all cultures to contribute to the cultural landscape of the society they are present in. Interculturality derives from the understanding that cultures thrive only in contact with other cultures, not in isolation. It seeks to reinforce inter-cultural interaction as a means of building trust and reinforcing the fabric of the community. The development of a cultural sensitivity, the encouragement of intercultural interaction and mixing is seen not as the responsibility of a special department or officer but as an essential aspect of the functioning of all city departments and services. Intercultural cities has come up with guidelines and many examples of how culture, education, urban rehabilitation, public services and many other areas can contribute to intercultural integration.

* Addressing identity. An intercultural community cannot be sustainable if fundamental issues of identity, inter-cultural and inter-religious conflict are not dealt with openly in the media sphere and the public debate in an effort to encourage the emergence of a pluralistic identity of the urban community, or in Putnam's terms, a "broader sense of we" which includes all communities living in an urban territory. The Intercultural city programme has revealed the crucial importance of addressing explicitly identity fears in the community. Extensive campaigns such as the ones organised regularly in Neuchâtel involving citizens, artists, universities, organisations, public authorities focusing explicitly in the changes of the city ethnoscape and lifestyles and helping people to voice their concerns are a powerful way to deal with "identity stress". But identity fears can also be addressed on an every-day level too, as in the small city of Vic in northern Spain, by specialised street mediators who discuss informally and continuously with residents, especially the elderly, the small disturbances of diversity such as noise and see them disappear through the very act of being openly discussed.

Diversity can be a resource for the city if it is perceived and managed as such. Working on the perception of the other and learning how to manage diversity are the two key pillars of Intercultural cities. In contrast with most city projects in the integration field, it does not content itself with fact-finding, the design of concepts, benchmarks or charters. All these are all elements of the programme's toolbox but Intercultural cities goes much further. It actually accompanies cities in a comprehensive and deep process of change and development involving a broad range of stakeholders, including policy-makers, professionals, civil society, businesses and media.

Peer mentoring is a key aspect of Intercultural cities' methodology, along with expert advice. Cities act as a community of knowledge, supporting and learn from each other in an area with few certainties and beaten paths.

Intercultural cities is about learning to better manage diversity and benefit from the diversity advantage. Its challenge for the future is to spread the intercultural integration approach broader – which is beginning to happen with the creation of national intercultural cities networks and the enlargement of the international network. A bigger challenge is to demonstrate the sustainability of the approach and its lasting impact on cohesion and city development. We need the help of more cities – large and small, centrally located or peripheral – to work on this agenda and transform diversity from a threat and nuisance into a factor for social cohesion and inclusion.



Statement by Dr. Hans Hesselmann, President of ECCAR:

It gives me great pleasure to welcome you all here today to the 2010 General Conference of the European Coalition of Cities Against Racism.

On behalf of the Coalition's Steering Committee, I would like to express my thanks to you, Mr. Mayor, for hosting this conference. We are convinced that it will make an important contribution to promoting our network of municipalities and its goals. We would also like to thank you for the warm-hearted hospitality you have so kindly extended to us in your beautiful and admirable city.

In the past few years, we have had to observe a worrying development in Europe: right-wing populist parties with their racist and xenophobic agitation are getting stronger and are increasingly successful in elections. They have found their way into the parliament and government of many European countries. In Denmark, Austria, Norway and Finland they are represented in parliament; in Italy and Switzerland they participate in government; and in Hungary they managed to gain a two thirds majority in the April elections. Since the middle of this year alone, right-wing populist parties have prevented clear government majorities in three EU states: in Belgium, in the Netherlands and in Sweden, our host country.

The rise of right-wing populism in Europe has deep-rooted causes. Social problems and conflict in our societies have significantly increased, while at the same time, the power of the traditional major parties to integrate the public and give direction has been decreasing. More and more people are experiencing a feeling of political powerlessness and no longer believe in values such as equal rights and solidarity, values which are the pillars of any functioning society. The most recent financial and economic crisis has further intensified this development. As the population increasingly loses direction, the pressure on minorities increases, and the more the fertile soil is prepared for right-wing extremism and mainly right-wing populism.

The economic crisis of the past years has unsettled many people. They are worried about their futures and they are afraid of social decline. But those who are afraid that they will no longer be able to participate in social life, in work and education, and those who are afraid of losing social recognition, increasingly tend to denigrate minorities in order to make themselves look better. This mechanism has always been a factor in strengthening racism, discrimination, xenophobia and intolerance.

The theme of "immigration" plays the most important role in the success of right-wing populists. For a long time, many societies in Europe had neglected integration policies. They omitted explaining to the public the reasons for and opportunities of immigration, and have failed to convey the idea that diversity enriches the life of any society.

Right-wing populism thrives on the stereotype of the enemy. Its protagonists skilfully use the social problems which undoubtedly go along with immigration, cashing in on this for their political benefit. They fan people's fears: fears such as losing their jobs, of losing their identity and of alleged foreign domination; and so they increase anxieties. They oversimplify complex problems; they promote supposed solutions and offer scapegoats: the usual targets are immigrants, religious and ethnic minorities. The ethnic group of the Roma is just one example. The stigmatization, the discrimination, the racist violence which many of the members of this group have experienced in several European countries in recent times is appalling and conjures up memories of the worst periods of the past century. The darkest chapter of German history is a stern warning: it started with a search for supposed scapegoats, then continued by depriving them of their rights in a step-by-step process. This



was followed by destruction of property and then violence against people, the final consequence being mass genocide.

The right-wing populist parties have now found a common enemy stereotype which makes them ideological allies: Islam. The wide-spread fear in many European countries that Muslim immigrants might change the values European societies are based on, and the increasing xenophobia are clear indications of the growing influence of right-wing populist thinking. This was also shown by a scientific study in Germany which was published a few weeks ago. Its results are alarming: According to the study, in 2010, racist, xenophobic and anti-democratic attitudes have increased considerably. Every third German thinks that his country is "overrun by foreigners", and argues that there are too many foreigners who should be sent back to their home countries particularly when there is a scarcity of jobs. More than half of the people surveyed admitted to being anti-Islamic and demanded that the practice of the Muslim faith in Germany should be curbed.

Right-wing populists justify their fight against Islam as a defence of freedom and of European values. They do not care that in doing so they are fighting against the right of freedom of religion. In doing so, they are violating a fundamental human right which is enshrined in numerous conventions and in the constitutions of the European states. For the right of the freedom of the individual also includes his or her personal creed. It is the job of the state to safeguard the exercise of this freedom, as long as it does not violate the legal order or human rights. Religious tolerance is indispensable for a peaceful coexistence amongst people. And finally: those who maintain that Islam is not part of Europe seem to have forgotten their own history. Islam has been part of the history of this continent for centuries and, with its achievements in science, literature, art and architecture, it has undoubtedly contributed to the development of European culture.

We must fear that the growing political influence of right-wing populist parties with their agitation against immigrants, against ethnic and religious minorities will have an effect on the way we live together in our cities. We must fear that racism and discrimination, xenophobia and intolerance will increase, that an atmosphere of fear among immigrants will be boosted and that our integration efforts will be made more and more difficult.

For this reason, the Steering Committee of the European Coalition of Cities Against Racism has included the topic "Challenging the Rise of Populist Racism in European Cities" on the agenda of this year's annual conference. The participants of the Round Table Discussion which will follow shortly will mainly deal with the question of what municipalities can do to counteract this danger. Particular attention will be paid to the current situation of the Roma and Muslims.

Change never happens from the top down. Change happens from the bottom up. Cities are therefore the appropriate place for promoting equal rights and solidarity, for developing a culture of togetherness and not of exclusion, thus taking the ground from under the feet of right-wing populist agitation.

The European Coalition of Cities against Racism, with its Ten Point Action Plan, provides a framework for activities which can make an important contribution to creating an urban society which is based on the core idea of human rights: equal dignity, equal value and equal rights for all people.

I hope for a successful conference.

Thank you very much for your attention.



Results and Recommendations of the Working Groups

Working Group 1:

Implementing the Ten-Point-Plan of Action Against Racism: Building Local Partnerships

Coordination: Botkyrka, Gent, Karlsruhe

Summary Report and Recommendations:

During two days the participants in the working group discussed important but difficult issues on building local partnerships. This working group was moderated by the city of Botkyrka (Helena Rojas Lundgren) and the city of Gent (Anja Van den Durpel).

Five local practices were presented:

- Research-circles project (René Leòn Rosales- City of Botkyrka);
- Interreligious dialogue (Manu Perez –Unesco Catalonia);
- Ambassadors project in the field of employment (Ahmed Omar –City of Gent);
- ‘Toleranz Edikt’ programme (Daniel Wetzel – City of Potsdam);
- Anchoring partnerships and networks in Sweden (Carlos Rojas).

Setting the scene: introductory statement

The working group started from an introductory statement which was adopted by the participants at the end of the General Conference:

“To combat racism or, to put it in a more positive way, to promote equality, solidarity and diversity, cities have to resort to different approaches. Their policies always depend upon a mixture of positive and negative incentives. Cities’ competence to build strong local partnerships will be decisive in attaining anti-racist goals.”

The working group remarked that it is not only important to build local partnerships, **the real challenge is to build sustainable local partnerships.**

Six-steps model for building and establishing local sustainable partnerships

The first session of the working group focused on ‘creating conditions for participation and involvement’ of all people in local society. We discussed step one, two and three of the model:

- 1) Gathering information. The city must collect information about potential internal and external potential partners (these city partners are necessary to effect on the local policy); key figures (**cities must be aware of the diversity within minority groups**, various key figures must be recruited); (common) fields of interest (in order to address to the right partners, cities must get an overview of the joint fields of interest).
- 2) Getting into contact with partners. With this second step ideas get streamed and a platform or action group is formed.
- 3) Getting into contact with stakeholders, financiers and policymakers. This third step is a fundamental condition for conducting actions and achieving the common goals.

The presented cases (research circles project, interreligious dialogue, ambassadors’ project in the field of employment) and the debates with the participants gave us next analysis:

- **Strengths:** the cities’ willingness to include different partners enhances the participation level in local policy processes and empowers (groups of) people, the addressed citizen feel more respected, appreciated and involved.



- **Weaknesses:** cities must succeed to find and involve enough 'right' stakeholders, citizen and financers (umbrella organisations and advocacy NGO's are not always active on the local level, youngsters should always be involved but are often difficult to recruit as well as the media, stakeholders, financers and policy makers must be aware of their joint responsibilities).

The second session 'creating local networks through actions' focused on steps four and five of the model:

- 4) From contacts to action. "Out together, home together": the importance of collaboration when realising actions.
- 5) From action to networks that are sustainable. Cities must create space for networking: bonding and bridging (both formal and informal networks are usefully).

The presented case ('Toleranz Edikt' programme) and the input of the participants brought cities next attention points and tips. From the city it is important to:

- **determine goals of the actions together** with all the people that are involved;
- encourage the possibility of **spontaneous action** and to allow **bottom-up initiatives**;
- collaborate through **visible actions** to effect the public (opinion) and to target media attention;
- develop **creative actions or do something different/ unseen**. People will start talking about it, might feel engaged and willing to join the actions;
- **create a win-win situation for the whole (local) society**, not only for the people that are involved and/ or addressed;
- foresee time and space for **bonding and bridging**, not only between organisations and institutions (formation of **formal networks**), but also between individual people (formation of **informal networks**).

The third session focused on the sixth and final step of the model. This step of implementing and anchoring networks we discussed on the example of Gringo and the youngsters movement that was established in Sweden.

- 6) Implementing and anchoring networks in order to combat racism effectively and structurally: these networks must be embedded in the city administration, local policy and in all-day life of citizen.

Recommendations on building sustainable local partnerships

It became clear that this most difficult step is often forgotten or not undertaken by cities, though it is the most important step in realising aims at long(er) term. Therefore the working group on 'building sustainable local partnerships' recommends cities and the ECCAR:

- always involve the target groups;
- use democratic and transparent structures;
- look for a variety of financial resources;
- involve all the stakeholders especially the media;
- use different methods in accordance to the local context;
- create a win – win situation.

To gain long-term sustainable networks:

- grassroot mobilisation is needed;
- top down initiatives must support the initiatives;
- measure and follow-up the actions with the involved citizens.

Summary Report: Anja Van den Durpel (Gent)



Working Group 2: Implementing the Ten-Point-Plan of Action Against Racism: How to Develop a Local Action Plan

Coordination: Bologna, Graz

Since no recommendations were presented by the Working Group, its programme was included in the documentation.

Working Group Description

The working group aimed at presenting some good practice examples of cities in developing a local action plan based on the Ten-Point-Plan of Action Against Racism of the European Coalition of Cities Against Racism, and at giving the opportunity to analyse and discuss these examples as well as the experiences resulting from them.

The speakers explained how the local action plan against racism was developed in their city, they named the local partners who were involved, and they analysed the difficulties they encountered and the results they achieved. Ample space was given to the questions from the floor and to the debate in order to make the session as interactive as possible.

P r o g r a m m e

Thursday, 18 November 2010

Moderation: Thomas Rajakovics (Graz)

15:30 h **Introduction to the Session by the Moderator**

15:40 h **Presentation of Good Practice Examples**

City of Berlin Local Action Plan

Dr. Sonja Dudek
Anti-Discrimination Office (Berlin)

16:00 h **Toronto's Strategic Plan of Action Against Racism and Discrimination**

Cassandra Fernandes
Diversity Management and Community Engagement Consultant, Strategic and Corporate Policy Division / Diversity Office (Toronto)

16:20 h Debate

17:45 h Preliminary Conclusions by the Moderator

18:00 h End of the Session

Friday, 19 November 2010

Moderation: Thomas Rajakovics

09:00 h **Introduction to the Session by the Moderator**

09:15 h **Presentation of Good Practice Examples**



City of Graz Local Action Plan

Dr. Klaus Starl

European Training and Research Centre for Human Rights and Democracy,
Scientific Advisor to the European Coalition of Cities Against Racism (Graz)

- 09:35 h **City of Barcelona Local Action Plan: *Barcelona Against Racism***
Rosa Bada
Director, Civil Rights Department (Barcelona)
- 09:55 h Debate and Discussion of Recommendations
- 11:45 h Conclusions by the Moderator
- 12:00 h End of the Working Group



Working Group 3:

Combating Discrimination in Health Care Treatment for Persons without a Health Insurance

Coordination: Nuremberg, Liège

Summary Report and Recommendations:

The working group was moderated by Martina Mittenhuber (City of Nuremberg).

The following three presentations were made:

- Differing approaches to medical care of the undocumented in Europe – an overview by Professor Philip Anderson (University of Regensburg)
- How to reach the hard to reach? Providing access to basic services for undocumented migrants in Munich by Dr. Margarete Spohn (City of Munich)
- CHR de la Citadelle – A hospital for all, health for everyone. More than words ... by Nathalie Duliba (City of Liège)

The working group participants recalled that:

- The right to access to the best health services is laid down in a number of human rights instruments, such as the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child, etc. The right to health must not be linked to the legal, social or economic status of an individual;
- National governments do not support local governments and their civil society in their efforts to resolve the daily problems of vulnerable persons in accessing health services.

In the light of the above, we recommend:

- At European level, to **effectively** apply the existing conventions on human rights;
- At national level, to **effectively** apply the ratified international conventions on human rights, in particular those relating to the right of individuals to access and benefit from health services;
- All concerned stakeholders at local level should meet in round table talks in order to share good practices concerning urgent medical aid and to find solutions together;
- National or central governments should **financially** support local governments and civil society in providing medical aid;
- At local level, assistance provided to vulnerable persons should include both medical aid and social assistance, and also legal assistance, in particular for undocumented immigrants;
- To health professionals: urgent medical aid but also medical treatment and care must be made obligatory and accessible to all and everywhere;
- Concerning the provision of medical aid and social assistance, the persons providing this have to take into account the dimension of intercultural mediation, i.e. also provide interpreters and medical care that takes into account the culture of the treated persons.

Summary Report: Jeanne-Marie Omari (Liège)



Working Group 4:

Constituent Assembly of the Youth Council for ECCAR

Coordination: Botkyrka, Cair, Nuremberg, UNESCO (Paris)

Summary Report and Recommendations:

The fourth ECCAR Youth Forum took place as one of the working groups of the 2010 General Conference "Cities Promoting Equality and Solidarity" in Uppsala from 18 - 19 November 2010.

Eleven young people from seven European cities - Barcelona (Spain), Botkyrka (Sweden), Çair (Macedonia), Gent (Belgium), Nuremberg (Germany) and Stockholm (Sweden) - took part in the Forum.

The primary objective of the working group was to discuss the possibility of extending the annual Youth Forum to a Youth Council serving as a formal body within ECCAR. The discussions focused not only on the relevance of the participation of the youth in the struggle against racism but also on providing a firm conceptual framework for the structure of the future Youth Council.

In addition, two members of the Steering Committee (Doris Gross / Nuremberg, and Teuta Demjaha / Cair) participated in the working group and observed the decision-making process of the Youth Forum.

After having worked hard for two days, the members of the Youth Forum revised their final recommendations and presented them to the participants in the General Conference during the closing plenary session.

Among the final recommendations of the 2010 Youth Forum were the following:

- Establishing a permanent Youth Council for ECCAR can benefit the Coalition by facilitating the implementation of objectives 1, 4 and 8 of the Ten-Point-Plan of Action.
- After having returned to their home towns, the participants in the 2010 Youth Forum will try to recruit additional enthusiasts for combating racism at municipal level.
- All of these new members will be eligible for representing their respective cities at the ECCAR General Conference if they are between 16 and 25 of age.
- Regarding their future efforts to combat racism the members of the Youth Council will target schools and youth clubs/councils where this social ill is common among children and youth.
- The members of the Youth Council will also attempt to engage in co-operation with local NGOs as well as local political authorities.

The presentation of the recommendations of the Youth Forum was made by two young delegates at the closing plenary session of the 2010 General Conference of ECCAR in Uppsala on Friday, 19 November 2010.

Summary Report: Dritero Demjaha (Cair)



Working Group 5:

Cooperation for Change - Moving Towards a Non-Discriminatory Society

Forum for Non-Governmental Organisations

Coordination: Uppsala, Botkyrka, Office of the Swedish Equality Ombudsman (Stockholm)

Summary Report and Recommendations:

Background

Working group 5 had two key concepts that were explored – “co-operation” and “work for change”. A special area of interest of WG 5 was to investigate how and why the civil society and those subjected to discrimination should be included in the implementation of the ECCAR ten point plan. What is the role of civil society in (1) getting new laws and regulations in place (2) implementation of laws and regulations (3) overseeing the effects of laws and regulations. Other topics that were discussed were for example where the power lies and pros and cons with top-down/ bottom-up perspectives.

Vision for cities of the future

- All people feel that “this is my city” and share an identity as members of the city
- All people feel that they belong
- All people have got a positive role to play and feel that they contribute
- The power scene is open to anybody which makes it possible for the city to represent the diversity of its inhabitants at all levels
- All people can influence the decision-making agenda so that all voices and problems are heard
- Equal possibilities and access has become a reality
- Policy documents are more than nice words

Action-plan for cities of the future

To make the vision stated above reality cities must...

start to...

- Change how we talk about diversity. Diversity exists already and we must see it as an asset that gives opportunities and richness. We must also highlight individual diversity to a greater extent. It is not just some groups that bring diversity to society, we all contribute to the diversity by being equally different.
- Educate decision-makers and civil servants about discrimination, equal rights and possibilities, and which tools we have to implement change.
- Spend public resources better through making an inventory of all projects and activities going on in the field. What is being done and what is not being done? Which projects and groups need support? What needs to be improved?
- Follow up on laws, regulations and ten point plans to see if they have intended effects.
- Increase the use of practical methods such as situation testing.

For people with power (i.e. employers, contractors and license givers) it is crucial that they start to use their power in a positive way. Some examples could be the possibility to attach demands for anti-discrimination policies or plans to winning contracts, obtaining licenses etc.

avoid to...

- Waste existing talent by using anonymous application forms for jobs and internships.
- Base assumptions on prejudice and generalizations, for example having low expectations on children from ethnic minority groups, thus putting up obstacles or neglecting opportunities for these children to show individual capabilities.



continue to...

- Share experiences and good practice within civil society as well as between sectors (civil/public/private).
- Build links between civic organisations, politicians and civil servants.
- Support intercultural activities in order to promote understanding among inhabitants and to celebrate diversity.

Summary Report: Frida Karlson, Anti-Discrimination Office (Uppsala)



Uppsala Declaration

adopted by the participants in the 2010 General Conference of the European Coalition of Cities Against Racism in Uppsala on 19 November 2010

Cities Promoting Equality and Solidarity

The European Coalition of Cities Against Racism (ECCAR), as a network of cities committed to challenging the existence of racist ideologies and their expression in discrimination against individuals and communities, exists as an assertion of the rights of all to equal dignity and the enjoyment of common human rights. Through its actions it seeks to assert the viability of equality and solidarity in contemporary diverse societies. In its collaborative work it is a practical expression of the commitment to equality and mutual respect that are the basis for civility and the mutual enjoyment of life.

As an association of cities ECCAR recognizes the key role played by the urban environment in providing the physical and social context for co-existence. It recognizes the power and responsibility of civic authorities to intervene in shaping the context and providing the resources that will facilitate an equitable co-existence of their multi-ethnic residents, and notes that this responsibility applies to both the defence of human rights principles, and their expression in local policy. In this context local authorities, national and local NGOs and members of the public are mobilised in the pursuit of shaping their society in order to accurately reflect, serve and celebrate the diversity present in their city.

The struggle to achieve these aims remains real. Whilst there have been notable achievements in recent decades in making routine a recognition of the challenges of ethnic diversity, and of understanding the challenge of racism in its many forms, the discriminatory processes that marginalize minority ethnic communities remain widespread. At the same time the ideologies of race that feed a politics of hatred and exclusion continue to mutate and thrive.

In the current environment of national financial crisis, with deep cuts being made in government spending, the pressures on civic authorities will become intense. A national politics of austerity will produce real tensions at the local level as the affluent feel their privileged life under threat, and the poor and marginalized find their systems of support eroded or removed. A basis for in-group self-interest and inter-group resentment will become increasingly the norm. Opportunistic racists will find this a fertile ground for their populist politics.

It is in this context that ECCAR calls upon civic authorities to hold their resolve and commit themselves to sustaining the struggle for equality and solidarity at a time when more than in the past this will be challenged; and at a time when more than ever the moral authority of civic leadership will be crucial. The collaborative resources that have been, and are being developed, within ECCAR are a resource to be tapped and developed as a means of addressing the challenges all cities will face.

The General Conference of the European Coalition of Cities Against Racism, meeting in Uppsala from 18 – 19 November 2010, therefore calls upon all European municipalities to strengthen their resolve to challenge racism and discrimination and to promote equality and multi-ethnic solidarity as defining features of their civic life.



Appendix 1

List of Speakers and Moderators

Mahnaz Afkhami is Founder and President of Women's Learning Partnership for Rights, Development, and Peace (WLP), Executive Director of Foundation for Iranian Studies and former Minister of State for Women's Affairs in Iran. She founded the Association of Iranian University Women and served as Secretary General of the Women's Organization of Iran prior to the Islamic revolution. In exile in the United States, Ms. Afkhami has been a leading advocate of women's rights for more than three decades, have founded and headed several international non-governmental organizations focused on advancing the status of women. She is a Co-Chair of the Women Leaders Intercultural Forum and the Global Women's Action Network for Children and she serves on the boards and steering committees for a number of international organizations. Ms. Afkhami has led numerous task forces on democratization, leadership, and women's human rights in the Global South including multinational delegations to the UN Human Rights Conference in Vienna (1993) and the Fourth World Conference on Women in Beijing (1995).

Philip Anderson was born in Kingswinford, England. He studied History at the University of York, England and Modern History at the University of Munich. In 1990 he habilitated on the topic "Withdrawal with Honour: The Middle Eastern Policy of the British after the Suez Crisis, 1957-1960". During the time from 1994 to 2007 he has been involved in several projects and studies that linked the topics of the situation of Muslims in Germany, the social and human rights of the undocumented migrants in cooperation with the Jesuit Refugee Service and the Migration of older and disabled people in cooperation with the Munich City Council. Today he is professor of migration community organisation and intercultural social work at the University of Applied Sciences in Regensburg.

Dr. Ágnes Daróczi studied at the University of Budapest and has her degree as a Hungarian language and literature teacher, as a cultural manager and as a journalist. Her main work and her studies are dedicated to the situation of the Roma in the past until today. In this context she had organised various events such as "Commemorations of Roma Holocaust" or official "Roma Days" for the community. She published various articles and films on this topic. Today she works for the Hungarian Institute for Culture as a scientific associate. In 2002 she won the Göncz Árpád Prize of the US Embassy in Budapest for her human rights movement work. She is also a member and founder of the European Roma Information Office (ERIO) and in several other committees.

Bojan Brstina moved to Sweden in 1995 as a result of the Yugoslav wars. There, he finished grade school and high school in the city of Linköping. Then he served for the Swedish Army and enlisted at the Law School in Uppsala. Bojan has been an active member of the civil society through SIOS (The Cooperation for Ethnic Organisations in Sweden) and also through membership in different sports clubs. His commitment to integration work includes presidencies and board memberships in a wide array of youth organisations in Sweden, as well as heading numerous projects within this field. He currently works as a legal counsel for the Anti-Discrimination Bureau for Southern Stockholm, which is an independent effort and a part of the civil society organised by SIOS.

Miquel Àngel Essomba Gelabert graduated as Doctor in Pedagogy, Master in Psychology of Education and Postgraduate in Intercultural Pedagogy. He is associated with the Department of Applied Pedagogy of the Autonomous University of Barcelona as Professor. He is the current director of the UNESCO Centre of Catalonia (Unescocat). From that position he is meanwhile president of Linguapax and director of the research group ERDISC



(Research Group on Diversity and Inclusion in Complex Societies). Also former careersteps of Miquel Àngel Essomba Gelabert made him a real expert in diversity and education issues, not only as officially indicated and recognised by the OECD, the Barcelona City Council and the Catalan Government. Several years he was visiting professor at several European and South American universities, visiting research fellow of the Institute of Policy Studies in Education at London Metropolitan University, and director of Teachers' Training on intercultural education for the Council of Europe.

Liz Fekete is Executive Director of the Institute of Race Relations, an educational charity in London and a member of the editorial collective that produces the international quarterly journal, *Race & Class*. For the last seventeen years, she has written and lectured widely on issues of migration, racism and security and in 2009 a collection of her essays entitled 'A Suitable Enemy: racism, migration and Islamophobia in Europe' was published by Pluto Press. She has been a consultant on refugee and immigration issues to a number of organisations and was an expert witness at the Basso Permanent People's Tribunal (Session on the right to asylum, 1994) and at the closing session of the World Tribunal on Iraq (Session on racism and the anti-terrorist laws) held in Istanbul in 2005.

Cassandra Fernandes is the City of Toronto's Diversity Management and Community Engagement Consultant in the City's Manager's Office. She has led and championed organizational change in the public sector resulting in accessible programs for minorities, advancement of human rights within the municipal sector as well as in the community sector. Her activities and participation with the United Nations World Conference against Racism led to the development of the City of Toronto's Plan of Action against Racism and Discrimination which is implemented by all city departments. Cassandra Fernandez is the recipient of the Public Sector Quality Award of Excellence, Rubena Willis Remarkable Woman Award, Human Rights Race Relations Centre Human Rights award, Mayor's Recognition award for Outstanding Performance.

Karin Fernstedt has been working within the field of healthcare and childcare in Botkyrka and is now working at the Islamic Alliance in Botkyrka, which is a NGO founded by her and her husband in the early nineties. She is a past-time artist and an avid reader. Pro-society activism has been an important drive in her life. Besides the Islamic Alliance she is also a board member of the Alby NGO Council and the Cooperation Council. Karin Fernstedt is a candidate for several positions within the Botkyrka Municipality. Working in Alby and having a multicultural family has given her many experiences and tools for building bridges between people and understanding different cultures, as seen in the Dialogue project.

Lina Gidlund has a master degree in Euroculture and bachelor degrees in Social Psychology and Computer Science. She is the project leader of the ACT (-without discrimination)-project. The ACT (-without discrimination)-project is the Swedish EU-funded PROGRESS-project. It is a co-operation between four of Sweden's largest NGO's in the field of non-discrimination. The main objectives for the ACT-project are to improve the implementation of Swedish legislation on non discrimination; develop Swedish policy to combat discrimination and promote equality beyond legislation; and foster the dissemination of information on EU and Swedish policy and legislation in the anti discrimination field. Before Lina Gidlund became the project leader of the ACT (-without discrimination)-project she had been the manager of Diskrimineringsbyrå Uppsala (the Uppsala Anti-Discrimination Office) since 2005. She has participated in several international conferences such as the Fundamental Rights Conference and Equality Summit, both in 2009.

Irena Guidikova graduated in Political Science and Political Philosophy from the Universities of Sofia (BG) and York (UK). Her carrier has taken her from the Directorate of Youth and Sport where she developed and carried out a large research programme, through a



transversal 3-year project on the future of democracy in Europe, the Private Office of the Secretary General where she was a policy advisor, to her present job as Head of Division of Cultural Policy, Diversity and Dialogue and manager of the Intercultural cities programme. She has been working at the Council of Europe since 1994. Her professional interests in all of the above fields cover areas at the intersection of public institutions and society: public policies and social change, technological development and policy innovation, policy review and advice, strategy development and implementation.

Dr. Hans Hesselmann is president of the European Coalition of Cities Against Racism. After graduating from secondary school, he went on to study English, history and legal sciences at Munich University. He then worked as secondary school teacher, teaching English and history in various schools in Bavaria. Since 1984 he has a PhD in History. In 1995, he joined the project team in the mayor's office preparing events for Nuremberg's memorial year 1995, and the first presentation of the Nuremberg International Human Rights Award. From 1997 until his retirement on January 1, 2010, he was head of the city's Human Rights Office in the Mayor's Office, whose tasks include planning, organising and co-ordinating the city's human rights activities. Since November 2007, he has been President of the European Coalition Against Racism. On December 10, 2009, he was awarded with the Human Rights Prize of the City of Graz for his contributions to the promotion of local human rights work in Europe.

Frida Karlson has a degree in Political Science from the University of Uppsala. Before she became the substitute manager of Diskrimineringsbyrå Uppsala she, among other things, worked with norm-critical education in high schools through the project Alla Olika Alla Lika (All Different, All Equal). She is the substitute manager of Diskrimineringsbyrå Uppsala (the Uppsala Anti-Discrimination Office). Diskrimineringsbyrå Uppsala is a non-profit organization headed by Uppsala Föreningsråd (The Uppsala NGO Council). The commission of Diskrimineringsbyrå Uppsala can be divided into two parts; to give legal advice and support to individuals who feel discriminated against and to work proactively against discrimination through information and education.

Kjell Kampe has a Bachelor of Arts from the University of Uppsala in Russian language, Political Science and National Economy. Between 1969 and 1993 Kjell Kampe was employed as a teacher in Swedish as a second language for adult immigrants. He was particularly interested in how to support the process of integration as well as how to achieve a well-functioning communication between people who have, and do not have, Swedish as their mother tongue. Currently he is an eminent lecturer about Cross Cultural Communication and Intercultural Relations. His clients are mainly authorities/organizations, which request training and coaching in this area or need further preparation for development programmes in Africa, Asia and Eastern Europe. Kjell Kampe does a lot of consulting work where he conducts evaluation and writes independent reports. He has also worked in numerous development projects in Sweden and abroad.

John Kellock is currently the Head of Department, External Relations and Networking, at the European Union Agency for Fundamental Rights. He has over 22 years of experience working on human rights related issues. He is responsible for developing the Agency's engagement with stakeholders and more particularly ensuring that the Agency's work takes account of the expertise, experience, needs and priorities of its stakeholder base. He is responsible for the Agency's relations with the EU institutions, national and local governments, national human rights mechanisms, civil society and intergovernmental organizations. In addition, he is responsible for overseeing the development of the Agency's human rights education and training programme as part of the stakeholder capacity building activity.



Paul Lappalainen has law degrees from both Sweden and the US. During the time of 2000 to 2004 he was the Swedish member of two of the EU-Commission's independent expert groups concerning implementation of the EU anti-discrimination directives. The groups covered ethnicity and disability. From 2003 to 2005 he was commissioned to manage the government inquiry entitled *The Blue and Yellow Glass House: Structural Discrimination in Sweden* (SOU 2005:56). The 700 page inquiry includes an overview of discrimination in various fields as well as over 40 recommendations. He has been scientific advisor to the ECCAR steering group ever since ECCAR was initiated in 2004. He is also the Swedish deputy member for ECRI. Today he is the Head of Equality Promotion at the office of the Swedish Equality Ombudsman.

Dr. Rifa'at Lenzin studied Oriental Languages and Philosophy at the Jawaharlal Nehru University of New Delhi / India and Islamic Sciences, Oriental Languages and Comparative Religions at the Universities of Zurich and Bern (Switzerland). Besides her lecturing activities she has professional experience in various sectors of Human Resources, line and staff management. She is a lecturer at several universities in Switzerland and Co-director of the Interreligious Academy "Zürcher Lehrhaus" in Zurich. She is authoress of many publications and articles in the fields of islamic studies, gender studies and studies on muslim identity in Europe. She is a member of the Swiss Federal Commission against Racism, a member of the Interreligious Women's Think-Tank and also Vice-President of the Interreligious Association of Switzerland (IRAS COTIS).

Luis Lineo has studied amongst other courses social studies with practical journalism and specialized in Contemporary History at Södertörn University College. He has also attended several courses as leadership and educator training headed by RFSU. Currently he is working as a radio journalist in Alby, Stockholm in Sweden, sexuality educator as well as a trainer. Since 2006 he is the project leader for Fanzingo Radio and also the project leader for the RFSU Stockholm HIV-prevention project in DR Congo with a focus on sexuality, gender and stigma. Previously he has worked as a project leader for the RFSU Stockholm boys groups with a focus on sexuality, masculinity and violence prevention, as a reporter and presenter on several swedish radio stations and also as a sexuality educator and expert for various organisations. In addition to this, Luis Lineo has also been lecturing. Amongst other voluntary positions he is member of the Board for Men for Gender Equality and member of the Board of Children's Scholarship Fund.

Helena Rojas-Lundgren is the Head of Development at the Municipality of Botkyrka. She has a degree in Behavioral Sciences and specialized on cross-cultural and immigrant issues (social psychology and social anthropology). Her professional experience also touched the fields of Human Rights and Anti-Racism work in countries like Paraguay, Haiti and the Dominican Republic. Throughout her career she gained a lot of experience in several youth projects and tutoring students especially in fields like awareness and dialogue teaching, diversity and xenophobia. In 2003 she won the FEED Bronze Award by the Equality Foundation in UK for her systematic work of diversity against discrimination on the County Administrative Board. In 2005 she became the Mentor for university students in education internship. Since 2009 she is the Vice-President of ECCAR.

Jean-Paul Makengo is the Deputy Mayor of Toulouse. Next to this position he has various other important tasks such as Vice President of the Committee for Solidarity, Handicap and Struggling against the Discriminations as well as being the Vice President of ECCAR Europe. He is also the General Secretary of the "Collectif des Associations Africaines pour la promotion de la sante et de prevention du Sida", an association, which has the purpose to help migrant people with sanitary and social conditions. He is also the Co-Founder of the "Conseil Representatif des Associations Noires" (CRAN) and of the "Organisation pour la Memoire des Noirs" (OMN), two organisations, which concentrates on the situation of black



people living in France and their rights as well as the acknowledgement of slavery as a crime against humanity.

Gustavo Nazar has a degree in Sociology from the University of Lund, Sweden. He specialized in cultural youth related topics. Since 1999 he is working for the Pedagogical Centre, at the Department of Education, of the City of Malmö. He represents Malmö City in a joint project with Malmö FF against racism within football. Gustavo has been working both theoretically and practically in the field of the Department of Education in both primary schools and college. The main goal has been to develop and improve knowledge and methods in various fields such as; participation and influence, common value base, equal treatment and intercultural communication. Gustavo is currently working as a team leader in a project called Democracy Ambassadors, which is headed by the Municipality. Moreover, Gustavo is co-operating with the Emergency Services and the Police Authority, within the City of Malmö, to create new forms of meeting and dialogue between these institutions and young citizens of Malmö.

Diana Nyman is an activist involved in several government inquiries concerning discrimination against Roma. From 2002 to 2008 Diana Nyman was a member in the Swedish governments' expert group concerning special efforts in order to implement human rights for Roma. She is a member of The Swedish Equality Ombudsman's Advisory Council and is also involved in a reference group that provides advice to the Swedish Equality Ombudsman concerning how the law can be an effective tool in order to combat discrimination against Roma. This work will result, among other things, in a report on Roma rights.

Ahmed Mohammed Omar graduated in social sciences at the University of Alexandria. In 2001 Ahmed moved to Belgium where he attended Dutch lessons at the University of Gent. In 2003 he studied political science. In 2008 he worked in the textile industry as a laboratory worker for the quality control of Domo. He is now responsible for the kitchen (bio-planen) at a local branch of the Colruyt Group. At the same time Ahmed was busy running a company, which deals with the import of exotic trees and also teaching Arabic to schoolchildren as a volunteer. Having experienced the difficulty that migrant workers must go through, Ahmed became engaged in the Gent "Latent Talent" project, where he tries to motivate young people to study and fully integrate in Belgian society.

Heidi Pikkarainen is a development officer at the Swedish Equality Ombudsman (DO), which is a government agency that seeks to combat discrimination on grounds of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. Heidi Pikkarainen is one of the authors of a forthcoming report by the DO concerning how the law against discrimination can be an effective tool in combating discrimination against Roma. She is also one of the authors of a report by the former Ombudsman against ethnic discrimination on discrimination against national minorities within the education system. Her professional focus is on the importance of implementing human rights at the national and local levels.

Carlos Rojas founded Epigon magazine in 2000. The magazine Epigon led into a national network for "media-gonnabes" and channeled many of today's most established eighties-born journalists into major positions. In 2003 he started freelancing on his own, especially as columnist and feature-reporter on Sweden's biggest daily, Metro. He also founded the magazine Gringo, which is addressed to young people and led to a national movement, which brought out festivals as Hoodsfred and the Sweden Parade. In 2008, Medborgaranalysen, Citizen Analysts, was founded by Carlos Rojas and Sofia Wiberg. The initiative is taken to inspire municipalities all around Sweden to involve their citizens in dialogue to ensure quality and results of their municipal processes. He is also an active



member of MIKLO, an initiative to help Swedish companies and governmental organizations work with diversity.

René León Rosales graduated as a Ph. D in ethnology at the University of Södertörn. Since 3 years he is in the position of Researcher, Knowledge Manager at the Multicultural Center of Botkyrka (Mångkulturellt centrum). He does research on the effects of segregation and discrimination on how young people in stigmatized areas can understand themselves. He has a lot of experience in working with reseach circles. Beside his job, René is an active member of the Antirasist Academy in Sweden. Before his Ph. Degree he worked as education coordinator at the Multicultural Center of Botkyrka (Mångkulturellt centrum). From 1999 till 2001 he did the Project Secreterary for the project “Lärande bland ungdomar i mångkulturell miljö” (Learning among young People in a Multicultural Environment).

Marcello Scarone Azzi holds a Double Master of Arts degree in International Relations and International Business from Webster University, USA, and a Bachelor of Arts in Political Science from McGill University, Montreal, Canada. Today he is the Chief of the Struggle against Racism and Discrimination Section, Division of Human Rights of UNESCO, based at the Organization’s headquarters in Paris. He has been in this area since 2006 dealing with all aspects of promotion of human rights and the fight against discrimination. Previously, since joining UNESCO in 1997 he was in charge of matters related to freedom of expression and its relationship to democracy and peace, in particular, media and press legislation, relationships between media and parliamentarians/legislators, contributions to pluralism and independence of media in conflict and post-conflict zones, etc. He has written and published studies and documents on several of these subjects. He is also Professor of international relations and international communication at the university level.

Dr. Margret Spohn has a degree in Intercultural-communication and Sociology and holds a PHD on male identities on first generation Turkish migrants. She worked as a researcher for Universities and international organisations in Essen, London, Freiburg, Geneva, Ankara, Christchurch and New-Zeeland. Since 2002 she has been employed as researcher at the office for Intercultural Affaires by the city of Munich. She is responsible for interreligious dialogue, intercultural opening of the administration and undocumented migrants. In 2005 she founded the organisation "anakonde", which deals with the Analysis and Concepts to migration, integration, community development and evaluation.

Dr. Klaus Starl holds a PhD in Economics and Social Science. Since 2003 he works for the European Training and Research Centre for Human Rights and Democracy at the University of Graz (ETC-Graz) as a managing director, a senior scientist, trainer and consultant in the fields of human rights at local level, equality, non-discrimination and fight against racism, as well as to the right to education. In the field of consulting he works for several local and municipal governments to implement human rights at local level in practice. He is co-author of several studies for the European Coalition of Cities against Racism (ECCAR) – recently on the human rights centred approach of equality indicators at municipal level. In 2009 he was appointed as the third scientific advisor of ECCAR. Since 2006 he is member of the Human Rights Council of the City of Graz. At the moment he coordinates a research on the *Impact of Human Rights education in School* and on *Locating Intersectional Discrimination in Practice and Jurisprudence* for the ETC in Graz.

Simeneh Tamirat was born in 1948 in Ethiopia. After completing high school he attended a two year Teachers Training College Program and worked as a teacher for more than ten years in junior high school. While he was a teacher, he also took active part in Scout- and Red Cross Associations. He has been working in different administrative sectors and party offices in his country. In 1991 when a new government, which was based on ethnical ruling, came to power, he was politically persecuted, prisoned and exiled to Sweden, where he lives



since 8 years. In his residential municipality, Botkyrka, he is the member of OPAD (Organization for Poverty Alleviation & Development) and also the head of the Anti-Discrimination Committee named Say No To Discrimination (SNTD).

Staffan Tapper was a student at the University of Lund. He has academic grades in Education, History, Political Science and Economics. He is employed by Malmö FF since 2005. He was the initiator of the Football Academy of Malmö FF. Today he is working with youth and development issues within football and Malmö FF. He represents the third generation, out of four, that has played for Malmö FF in the highest division in Sweden, Allsvenskan. He played 400 matches for Malmö FF, including a European Cup final against Nottingham in 1979. In total he made more than 70 appearances in the Swedish national team. Additional international matches in the youth national teams. He also participated in the World Cup in West Germany in 1974 and in Argentina 1978.

Anja van den Durpel graduated in Social Welfare Studies at the University of Gent (Belgium). Since 2007, she has been the Head of the Integration Service in Gent. This service is responsible for the implementation and enactment of the local and Flemish integration policy. Prior to this, she worked as a streetworker with male prostitutes and drug addicts. After five years she became a fulltime researcher and lecturer in psychology and group management at the Academy in Alost. She did research on youth participation, inclusion of ethnic minorities in the field of leisure, language difficulties in education and language haunted state among newcomers. At the same time she worked freelance for Formaat (umbrella NGO of youthclubs) giving several training courses and organising international youth seminars. The city of Gent is proud of being an active member of the Steering Committee of ECCAR.

Daniel Wetzel graduated in political science. While studying political science, history and media studies at the University of Potsdam, his interest has always been the social environment of his hometown. Professionally, he was interested in the Internet and its new ways of communication. In 2007 he founded the agency Media lab. In 2008 the discussion about the new Potsdam Tolerance Edict was passed under his help. In 2009 he founded the Registered Association New Potsdam Tolerance Edict together with 15 other citizens.



Appendix 2

List of Participants

Last Name	First Name	Organization/Company	Country
Dahlqvist	Maja	Adb Sthlm Syd	Sweden
Ashun	Harriet	ADB Stockholm Syd	Sweden
Ek	Sara	Adb stockholm Syd	Sweden
Gidlund	Lina	AGERA	Sweden
Seidel	Jana	Aktion Zivilcourage e.V.	Germany
Stahl	Marek	Aktion Zivilcourage e.V.	Germany
Fernstedt	Karin	Alby Föreningsråd	Sweden
Fernstedt	Karin	Alby föreningsråd	Sweden
Khan	Ali	Alby föreningsråd	Sweden
Pasch	Angela	Amnesty international Ingolstadt	Germany
Brstina	Bojan	Anti-Discrimination Bureau Stockholm	Sweden
Dudek	Sonja	Berlin Anti-Discrimination Office	Germany
Giotas Sandquist	Anna	Botkyrka kommun	Sweden
Tamirat Tedella	Simeneh	Botkyrka Municipality	Sweden
Amarelle	Gabriela	Bureau lausannois pour l'intégration des immigrés	Switzerland
Nordberg	Sigrid	Centrum för vuxnas lärande	Sweden
Asker	Kristina	Centrum för Vuxnas Lärande	Sweden
Tackie	Richard	Childlink Foundation	Ghana
duliba	Nathalie	Chr Citadelle	Belgium
Bergling	Rolf	Christian Peace Movement	Sweden
Granlund	Lilian	Citizen, living in Uppsala	Sweden
Bada	Rosa	City Council of Barcelona	Spain
Marjalizo	Josep-Lluis	City Council of Barcelona	Spain
Reynebau	Guy	City of Ghent	Belgium
Mohamed Omar	Ahmed	City of Ghent	Belgium



Rajakovics	Thomas	City of Graz	Austria
Asche	Susanne	City of Karlsruhe	Germany
Omari	Marie Jeanne	City of Liege	Belgium
Jacobson	Helena	City of Lund	Sweden
Boualam	Azahoum	City of Lyon	France
Calamita	Anna	City of Madrid	Spain
Neergaard	Anders	City of Malmö	Sweden
Malmberg	Irene	City of Malmö	Sweden
Mittenhuber	Martina	City of Nuremberg	Germany
Gross	Doris	City of Nürnberg	Germany
Loebel	Ursula	City of Potsdam	Germany
Rensen	Maarten	City of Rotterdam	Netherlands
Mhamdi	Christine	City of Saarbrücken	Germany
Fernandes	Cassandra	City of Toronto	Canada
Von Essen	Gustaf	City of Uppsala	Sweden
Dahlmann	Christian	City of Uppsala	Sweden
Manolakos	Theodora	City of Vienna, Municipal Department 17	Austria
Bischof	Michael	City of Zurich - Center for the Promotion of Integration	Switzerland
Kellock	John	Council of Europe	France
Guidikova	Irena	Council of Europe	France
Richard	Åse	DemokratiAkademin Stockholm	Sweden
Salmonsson	Lisa	Dep of Sociology, Uppsala University	Sweden
Heitz	Ursula	Direktion Bildung, Soziales und Sport, City of Bern	Switzerland
Emilsson	Kristin	Diskrimineringsbyran Uppsala	Sweden
Björkegren	Ylva	Diskrimineringsbyrå Uppsala	Sweden
Hassan	Alexander	Diskrimineringsbyrå Uppsala	Sweden
Karlson	Frida	Diskrimineringsbyrå Uppsala	Sweden
Mladenovic	Dajana	Diversity Charter in Sweden	Sweden
Starl	Klaus	ECCAR	Austria



Dr. Hesselmann	Hans	ECCAR	Germany
Schlaug	Annelie	External trainer for civ.soc. organisations	Sweden
Darir	Sara	Fanzingo	Sweden
Lineo	Luis	Fanzingo	Sweden
Saoy	Maria Gloria	FILIPINA Womens Org.	Sweden
Vanspeybroeck	Sofie	Formaat vzw Gent	Belgium
Sakharova	Vera	Government of St.Petersburg	Russia
Kodbaye	Frank	Independant	Switzerland
Garrido	Michael	Independent Consultancy	United Kingdom
Fekete	Liz	Institute of Race Relations	United Kingdom
Van den Durpel	Anja	Integration Service Ghent	Belgium
Utterström	Astrid	Integrations- och jämställdhetsdep.	Sweden
Alido	Ruelma	International Womens Org.	Sweden
Dr. Dduek	Sonja	LADS	Germany
Einarsson	Mats	Left Party/Vänsterpartiet Botkyrka kommun	Sweden
Symphorien	Kabeya Badibanga Ntumbunsela	LIFOREM	France
Zahir	Soumia	Mairie Aubervilliers	France
Porterat	Franck	Mairie de Nancy	France
Lucienne	Redercher	Mairie de Nancy	France
Zohra	Zina Raggoua	Mairie de Toulouse	France
ISACH	Bernard	Mairie de Toulouse	France
MAKENGO	Jean-Paul	Mairie de Toulouse	France
BERTHINIER	Jean	Mairie de Villeurbanne	France
Furnon	Nathalie	Mairie d'Evreux	France
Kindvall	Jan-Olov	Malmö FF	Sweden
Zielinski	Hans	Malmö FF	Sweden
Tapper	Staffan	Malmö FF	Sweden
Jallow	Momodou	Malmö mot diskriminering	Sweden
Nazar	Gustavo	Malmö stad	Sweden



Sieber	Inci	Munich City	Germany
Rojas Lundgren	Helena	Municipality of Botkyrka	Sweden
Sjöström	Jens	Municipality of Botkyrka	Sweden
Latifi	Dennis	Municipality of Botkyrka	Sweden
Agai-Demjaha	Teuta	Municipality of Cair	Macedonia
Spohn	Dr. Margarete	Municipality of Munich	Germany
Bjurholm	Eva	Municipality of Sodertalje	Sweden
Sesay	Aminata	Municipality Rotterdam	Netherlands
Rosales	Rene Leon	Mångkulturellt centrum	Sweden
Wetzel	Daniel	Neues Potsdamer Toleranzedikt e.V.	Germany
Ahad	Dipu	Newcastle City Council	United Kingdom
Kasperowitsch	Michael	Nürnberger Nachrichten	Germany
Daróczy	Ágnes	Phralipe Independent Roma Organization	Hungary
Cekrezi	Hasim	PISHAJ COMMUNE	Albania
Pasch	Renate	PSP Pasch & Partner GmbH	Germany
Schierup	Carl-Ulrik	REMESO, Linköping University	Sweden
Ramic	Ena	SIOS	Germany
Ramic	Ena	SIOS	Sweden
Broms Esen	Katrin	SIOS	Sweden
Lepelaars	Carla	Stichting RADAR	Netherlands
LAPPALAINEN	PAUL	Swedish Equality Ombudsman	Sweden
Tekin Befrits	Bilge	Swedish Ministry of Integration and Gender Equality	Sweden
Lenzin	Rifa"at	Swiss Commission against Racism	Switzerland
Ny	Johanna	Södertälje kommun	Sweden
Makboul	Ammar	The Equality Ombudsman (DO)	Sweden
Garrido	Cecilia	The Open University	United Kingdom
Calabrese	Miriam Liza	Townhall of Wolfsburg	Germany
Pérez Browne	Manuel	UNESCO	Sweden
Scarone Azzi	Marcello	UNESCO	France



Fikfak	Veronika	UNESCO	France
Alvarez Laso	Pilar	UNESCO	France
Puente Rodríguez	Sílvia	Unescocat- UNESCO Centre of Catalonia	Spain
Nausner	Mira	University of Graz	Austria
Husband	Charles	University of Helsinki	Finland
Anderson	Philip	University of Regensburg	Germany
Forslund	Svante	Uppsala Föreningsråd	Sweden
Lagerkvist	Monika	Uppsala kommun	Sweden
Holmstedt	Kenneth	Uppsala kommun	Sweden
Hedberg	Gunnar	Uppsala kommun	Sweden
Pelling	Erik	Uppsala kommun	Sweden
Morén	Åsa	Uppsala Kommun	Sweden
Gustavsson	Peter	Uppsala kommunfullmäktige / Uppsala City Council	Sweden
Sarsour	Salem	Uppsalabor mot rasism	Sweden
Zoe	Carre	Ville de Dunkerque	France
Bourquin	Jean Christophe	Ville de Lausanne	Switzerland
Mradabi	ALI	Ville Dunkerque	France
Afkhami	Mahnaz	Women's Learning Partnership	USA
Escanilla	Jeannette	Vänsterpartiet - Left parti	Sweden
Nilsson	Elin	Youth Council	Sweden
Gericke	Amelie	Youth Council	Germany
Espona Barcons	Berta	Youth Council	Spain
Sorinas Sallé	Xavier	Youth Council	Spain
Ergül	Yasemin	Youth Council	Sweden
Esteman	Maria	Youth Council	Sweden
Saliba	Emelie	Youth Council	Sweden
Kayhan	Selin	Youth Council	Sweden
Baki	Shayan	Youth Council	Sweden
Demjaha	Dritero	Youth Council	Macedonia





Zmaic
Naumova
Fiku
Forster

Karla
Irina
Defrim
Gertrud

Youth Council
Youth Council
Zeron Commune

Germany
Germany
Albania
Germany

