



Co-funded by the  
Europe for Citizens Programme  
of the European Union



**INNOVATIVE DIVERSITY MANAGEMENT  
& INCLUSION STRATEGIES  
IN EUROPEAN TOWNS**

## **INTERNATIONAL NETWORK DEBATE**

European Towns Promoting Diversity,  
Tolerance and the Respect of  
Common Values:  
Migrants` and Minorities`  
Integration and Inclusion

CLAYTON HOTEL  
BALLSBRIDGE,  
DUBLIN  
AUGUST  
28 - 31 2023



**InfoPACK**



**EPIC**  
The Irish  
Emigration  
Museum



## The INDIMAE Project in a Nutshell

The project “**INNOVATIVE DIVERSITY MANAGEMENT AND INCLUSION STRATEGIES FOR EUROPEAN TOWNS**” – **INDIMAE** is funded by the Europe for Citizens Program of the European Commission, strand 2.2. "European Networks of Towns"

The INDIMAE project is coordinated by the Municipality of Simitli, Bulgaria in cooperation with 13 partners from 12 other countries - 11 EU members and 3 EU neighboring countries. The project activities take place between 2020 and 2023 (with a delay because of the COVID19 Pandemic) and include a wide range of local and international events – both virtual/hybrid and residential ones.

The project is a participative and innovative one, anchored in the social, economic and political reality of the EU, seeking to establish a pan-European network of towns, working together on improving diversity management and minority rights protection in European towns, addressing the challenges of all European communities and most-specifically – the ones vulnerable to exclusion and marginalisation in the local societies across Europe.

Involving a wide range of citizens from different social and professional backgrounds, underrepresented minority and migrant communities, the INDIMAE Network facilitates a dialogue between public bodies, twinning committees and civil society organisations, acting to develop sustainable public-private partnerships to counter discrimination and promote cultural diversity.

Fostering participatory democracy and human rights, the INDIMAE project involves a series of joint towns-citizens' actions.

Within the INDIMAE Network European citizens are working together with towns, civic society organisations, academia and local institutions on inclusive strategies to for further development and implementation of local policies for innovative diversity management and inclusive strategies in European towns.

**Web:** <http://www.inclusivecities.eu/>

**Facebook:** <https://www.facebook.com/Inclusive-EU-Cities>

**Twitter:** <https://twitter.com/IUcities>





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## About the project

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## General Information

**Table 1. Contacts, location and venues**

Meeting	Dates
European network meeting (residential)	August 28 <sup>th</sup> - 31 <sup>st</sup> 2023
European network meeting (online with Partners who could not join physically)	August 29 <sup>th</sup> - 30 <sup>th</sup> 2023
Network Partners meeting only	August 28 <sup>th</sup> – 29 <sup>th</sup> 2023
Locations	Clayton Hotel Ballsbridge, Dublin 4 Address: Merrion Rd, Dublin 4, D04P3C3  EPIC The Irish Emigration Museum Address: The Chq Building, Custom House Quay, North Dock, Dublin 1  The Church Restaurant Address: Jervis St, North City, Dublin 1, D01YX64 1  Dublin City Hall – Dublin City Council Address: Dame St, Dublin  Zoom Link available in Appendix 4
	Hosting Organization Human Rights In Action, CLG- Dublin
Contact Person:	Bo Maria Daskalova, PhD, Phone: + 359 896499698

### Appendixes:

1. Dublin Center Map
2. Map of EPIC Museum of Migration, Dublin
3. Information of relevant locations in Dublin
4. Link to zoom meeting.



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**INNOVATIVE DIVERSITY MANAGEMENT  
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# EUROPEAN TOWNS PROMOTING DIVERSITY, TOLERANCE AND THE RESPECT OF COMMON VALUES: MIGRANTS` AND MINORITIES` INTEGRATION AND INCLUSION

Dublin, Ireland  
August 28-31st 2023



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## Table 2 About the Meeting

The International citizen debate “European Towns Promoting Diversity, Tolerance and the Respect of Common Values: Migrants` and Minorities` Integration and Inclusion” is a residential/blended debate within the INDIMAE Network. Some partners who could not attend (or last moment changes or because of being unable to obtain Irish visa on time) will take part in the event online.

In the on-going debate on the future of Europe, it is paramount to underline that the European Union is a union based on common values.

European societies are increasingly characterised by common challenges (e.g. migration, youth unemployment, increasing poverty) and new realities (e.g. populism, divisive nationalism, rise of extremism). These challenges and realities for society are reflected in the classroom. They require a unified vision. And although Europe is built on identities with national and regional dimensions and connotations with Member States having their own distinct set of characteristics and values, there are values which are shared by all. This is the starting point for our discussions during this meeting.

The meeting will be focusing on the five main topic areas:

1. Promoting Diversity, Tolerance and the Respect of Common European Values - where do we stand?
2. Minorities and migrants in local partners communities - challenges to diversity management and inclusion in European societies.
3. Policies and practices for inclusion, applied by European towns.
4. Innovative approaches and diversity management practices.
5. Debating adequate and applicable local strategies for human rights promotion and democratic participation in European towns.



## Table 3. EU policies & guidelines for practice

### Promoting Diversity, Tolerance and the Respect of Common European Values - where do we stand?

As stated by President Juncker in his 2017 State of the Union address ‘Europe is more than just a single market. More than money, more than the euro. It was always about our values.’ These values are at the heart of the European project and are set out in Article 2 of the Treaty on the European Union. They refer to democracy based on the rule of law, pluralism and justice; the importance of human dignity, freedom and respect for human rights; and equality as it extends to respect for the rights of persons belonging to minorities, between men and women. Similarly, non-discrimination and tolerance create the fabric of our European societies and are fundamental to their functioning.

### European policies & guidelines for practice: milestones

The White Paper on Intercultural Dialogue “Living Together As Equals in Dignity” has been launched by the Council of Europe Ministers of Foreign Affairs at their 118th Ministerial Session (Strasbourg, 7 May 2008). Full text could be found here: [https://www.coe.int/t/dg4/intercultural/source/white%20paper\\_final\\_revised\\_en.pdf](https://www.coe.int/t/dg4/intercultural/source/white%20paper_final_revised_en.pdf).

The Declaration of Paris (2015) supports ‘fundamental values that lie at the heart of the European Union: respect for human dignity, freedom (including freedom of expression), democracy, equality, the rule of law and respect for human right. These values are common to the Member States in a European society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail’.

The Council of Europe (2016) states that ‘both competences and democratic institutions are essential to sustain a culture of democracy. In addition, the democratic participation of all citizens within society requires measures to tackle social inequalities and structural disadvantages’, that will allow for ‘living together as equals in culturally diverse democratic societies.

On 17 January 2018, the European Commission has published a proposal for a Council Recommendation on common values, inclusive education and the European dimension of teaching, providing guidance to Member States on how inclusive education and young people’s experience of their European identity in all its diversity can help promote shared values.



## Table 4. Agenda

### August 28<sup>th</sup> 2023

- 15.00 – Arrival and check in – Hotel “Clayton Ballsbridge”, Dublin 4
- 17.00 – Registration and Welcome packages. Icebreaking activities and getting to know each other activities.
- 19.30 – Dinner at the hotel.

### August 29<sup>th</sup> 2023

- 8.00 – 9.00 - Breakfast
- 9.00 – 9.30 – Network members` “Meet and Greet” with coffee/tea
- 9.30 – 11.00
  - Official opening of the event. Promoting Diversity, Tolerance and the Respect of Common European Values - where do we stand?
  - Introduction of hosts, partners and experts
  - Key concepts of the meeting. Minorities and migrants in local partners communities - diversity management and inclusion in European societies. Life-streaming.
- 11.00 – 11.15 - Coffee Break
- 11. 15 – 12.30 – Challenges to minorities` and migrants` integration and inclusion in local partners communities in Europe. Facilitated discussion. Life-streaming.
- 12.30 – 13.30 - Lunch at the hotel
- 14.00 – 17.30 – EPIC – The Museum of Irish Migration – expert presentations and guided tour of EPIC. Life-streaming.
- 18.30 – Traditional Irish dinner with music program at “The Church” Restaurant
- 20.00 – Clubbing in legendary pubs of the historical centre of Dublin





### August 30<sup>th</sup> 2023

- 8.00 – 9.00 - Breakfast
- 9.00 – 9.30 – Network members` “Meet and Greet” with coffee/tea
- 9.30 – 11.00
  - Searching for creative approaches to diversity management and adequate practices for inclusion in European towns – expert input in discussion.
  - Debating adequate and applicable local strategies for human rights promotion and democratic participation in European towns. Life-streaming.
- 11.00 – 11.15 - Coffee Break
- 11. 15 – 12.30
  - Wrap up and evaluation.
  - Planning next steps of the INDIMAE networking and cooperation
- 12.30 – 13.30 - Lunch at the hotel
- 14.00 – 17.30 – Visiting the Dublin City Council – Dublin Town Hall.  
Life-streaming.
- 18.30 – Dinner in town
- 20.00 – Dublin Bay and clubbing.

### August 31<sup>st</sup> 2023

- 8.00 - 10.00 – Breakfast and check out.
- 10.00 – 11.00 Coffee and award of Certificates of participation.
- Departure



**EPIC**  
The Irish  
Emigration  
Museum



## DUBLIN



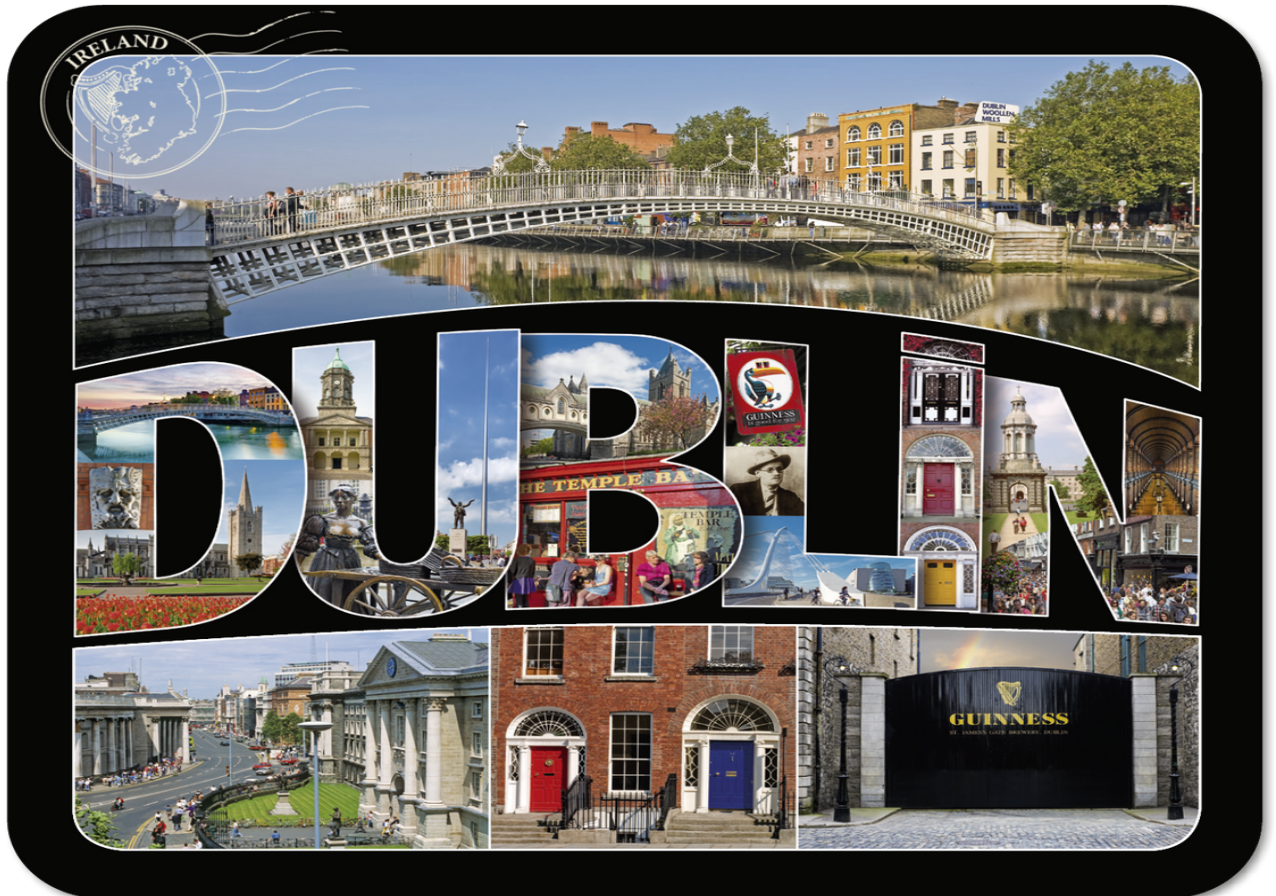
Welcome to Dublin, the capital of Ireland. Famous for its easy-going charm and cultural heritage, Dublin is also the capital of The Craic (pronounce 'crack'), the art of life. Famous Dublin sons such as writers Oscar Wilde, James Joyce and Jonathan Swift had it, playwright Samuel Beckett had it, and so have more contemporary cultural ambassadors such as U2.

The city is steeped in rich history, starting with the Vikings laying its first streets. Through the centuries, The Craic and an unruly artistic streak have helped shape Dublin into what it is now: A vibrant capital that moves at an easy going pace.

As a city, Dublin's character is firmly shaped by its people. Dubliners are a friendly and mildly inquisitive lot. Rarely will you venture into a pub without somebody standing near you striking up a conversation. If you ever find yourself lost, ask somebody and more than likely you'll be greeted with a little friendly chat. Dubliners are also known for their sharp wit and deadpan humour. Any bookshop in Ireland will sell you books of 'Dublin Humour'.



## Interesting facts about Dublin



- Dublin was a Viking settlement in the 10th century. Dublin was a Christian ecclesiastical settlement even before the Vikings arrived in 841. They established a settlement known as Dyflin.
- There is no catholic cathedral in Dublin. Even though Ireland is a catholic country, there is no catholic cathedral in Dublin. There used to be one but it was changed by English sovereigns and became protestant.
- Dublin is home to Europe's largest city park - The Phoenix Park is the largest enclosed public park in any capital city in Europe, at more than 700 hectares in area. It was created as a royal deer-hunting park in the 1660s and only opened to the public in 1747. The park is now home to Dublin Zoo and Áras an Uachtaráin – home to the President of Ireland.
- In 2019, the Alparooms Travel Blog named Dublin the most wheelchair accessible city in Europe.
- In 1991 Dublin was officially inaugurated as European City of Culture. The city took over the mantle from Glasgow which held the honour in 1990.
- Dublin was designated a UNESCO City of Literature on the 26<sup>th</sup> of July, 2010 in recognition of its cultural profile and international standing as a city of literary excellence. Dublin is one of four cities in the world with the UNESCO City of Literature designation.



## General Information

Dublin (/ˈdʌblɪn/; Irish: Baile Átha Cliath, pronounced [ˌbʲilʲiː ˈclʲiə]) is the capital and largest city of Ireland. The name Dublin comes from the Irish Dubh Linn, Old Irish Gaelic term meaning “Black Pool”. This referred to a murky lake used by the Vikings to moor their ships after sailing up the river Liffey.

Apart from the port area and the docks, Dublin is a low-built, steeped city, with few buildings dating from before the 17th century. The Roman Catholic churches are 19th- and 20th-century structures. The 17-story Liberty Hall (built 1961–65 as a trade-union headquarters), long Dublin’s tallest building, has been joined by a spate of new high-rise offices and apartments. Still, most of the buildings are no higher than 5 or 6 stories.

### History

A settlement was established in the area by the Gaels during or before the 7th century, followed by the Vikings. As the Kingdom of Dublin grew, it became Ireland’s principal settlement by the 12th century Anglo-Norman invasion of Ireland. The city expanded rapidly from the 17th century and was briefly the second largest in the British Empire and sixth largest in Western Europe.

### Location

Dublin is located on the East Coast of Ireland, stretching along the Irish Sea in a half moon shape. The city is bordered to the South by the dramatic Wicklow Mountains.

The river Liffey divides the city in two, between the Northsides and the Southside. The Liffey bends at Leixlip from a north-easterly route to a predominantly eastward direction, and this point also marks the transition to urban development from more agricultural land usage.

### City Boundaries

From 1842, the boundaries of the city were comprehended by the baronies of Dublin City and the barony of Dublin. Over time, the city has absorbed area previously administered as part of County Dublin (now the three counties of Dún Laoghaire–Rathdown, Fingal and South Dublin), with a change in 1985 also returning area to the county.

### Population

The population of the City of Dublin was 592,713 at the 2022 census, while County Dublin had a population of 1,458,154 and that of the Greater Dublin Area (Dublin and its hinterland) was 2,082,605.





## Climate

Similar to much of the rest of north-western Europe, Dublin experiences a maritime climate with mild-warm summers, cool winters, and a lack of temperature extremes. The coldest month is February, with an average minimum temperature of 4.1 °C, and the warmest month is July, with an average maximum temperature of 20.1 °C. Due to the urban heat island effect, Dublin city has the warmest summertime nights in Ireland.

## Cultural diversity

The predominant ethnic group for Dublin city is White Irish, accounting for 81% of the total city's population. Non-nationals make up 21% of Dublin's total inhabitants. The most important minority groups are people from the United Kingdom, Poland, China, the Philippines, as well as people from Lithuania and other Eastern European countries.

## Religious diversity

The administrative bodies of Ireland's main religious groups are based in Dublin. The city, in common with the rest of the country, is overwhelmingly Roman Catholic, though Dublin remains the most religiously diverse part of Ireland. The non-Catholic population steadily declined after 1922, but censuses in the early 21st century showed a marked increase in the number of Protestants and Muslims living in the city. Evangelical and charismatic Christian groups began growing in the 1970s, and together with immigration this has increased diversity. The number of Dubliners professing no religion, especially among the young, has also increased.

## National and local government

Dublin is the headquarters for government departments, their advisory committees, and associated agencies. The two houses of the Irish parliament, the Dáil and the Seanad (Senate), meet at Leinster House. The judiciary is based at the Four Courts. More than 40 countries maintain embassies, and several others are represented by consuls, both honorary and professional. The Dublin Regional Authority coordinates the plans, reviews the budgets, and monitors the spending of EU funds by the three counties and Dublin City Council. The council is the largest local authority in Ireland, consisting of more than 50 councillors elected every five years by proportional representation. The council is led by a lord mayor chosen annually by the councillors from among themselves. The lord mayor chairs meetings, but the role is otherwise principally ceremonial; a city manager performs the executive functions. Through the Local Appointments Commission, the state's Department of the Environment names the managers. Just under one-third of the Irish electorate lives in the Dublin Region's 12 constituencies, which are represented by 47 members of the proportionally elected Dáil.

**We are looking forward to hosting you in Dublin! 😊**