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**INNOVATIVE DIVERSITY MANAGEMENT
& INCLUSION STRATEGIES**
in European towns

**INTERNATIONAL
NETWORK DEBATE**

"Innovative Strategies Addressing the Challenges of Diversity Management in European Towns"

**PALERMO, ITALY
NOVEMBER
27-30 2023**



InfoPack

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 other 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>

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CEIPES

CENTRO INTERNAZIONALE PER LA PROMOZIONE
DELL'EDUCAZIONE E LO SVILUPPO



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INNOVATIVE STRATEGIES ADDRESSING THE CHALLENGES OF DIVERSITY MANAGEMENT IN EUROPEAN TOWNS

Palermo, Italy

November 27-30, 2023



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Table 1. Contacts, location and venues

Meeting	Dates	
European network meeting (residential)	November 27 th – 30 th 2023	
European network meeting (online with Partners who could not join physically)	November 27 th – 30 th 2023	
Network Partners meeting only	November 29 th 2023	
Locations	Eurostars Centrale Palace Hotel	Via Vittorio Emanuele 327, Monte di Pietà, 90134, Palermo, Italy
	CEIPES Office and Meeting Facilities	Address: Via Francesco Maria Alias, 20, 90145 Palermo PA, Italy
	Zoom	Link available in Appendix 3
	Hosting Organization	CEIPES - Centro Internazionale per la Promozione dell'Educazione e lo Sviluppo, Palermo
Contact Persons:	<ul style="list-style-type: none"> • Alessia Di Francesca (CEIPES representative) - Phone: + 39 3898290349 • Bo Maria Daskalova, PhD (program coordinator) - Phone: + 359 896499698 	

Appendixes:

1. Palermo Center Map
2. Information of relevant locations in Palermo
3. Link to zoom meeting.

2 About the Meeting

The International citizen debate **"Innovative Strategies Addressing the Challenges of Diversity Management in European Towns"** is a residential/blended debate within the INDIMAE Network. 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 towns are increasingly characterised by common challenges in diversity management: managing minority inclusion, migration, youth unemployment, increasing poverty and as well as new realities related to diversity management such as populism, divisive nationalism and the rise of extremism in Europe. These challenges require a unified vision and innovative approaches to diversity management in European towns.

This is the starting point for our discussions during this meeting.

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

1. Debating the opportunities for networking and join innovative action in local and European policy making on intercultural dialogue and management of diverse communities.
2. Drawing common local approaches to diversity management in European towns that would replace the old and non-effective ones.
3. Learning from Innovative diversity management practices in the city of Palermo.
4. Drafting Policy Recommendations to local and European policy makers on Innovative Strategies Addressing the Challenges of Diversity Management in Europe.

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.

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.

4. TIPs for European Towns Managing Diversity as Policy-makers and Service Providers

Adopted from "Cities, Accommodating Diversity" (2008 - 2010)

Since the integration of minorities and migrants takes place at local level, European towns must make sure that local policies are built on an assessment of the needs of all disadvantaged communities, including migrants, refugees and minority groups. It’s also important to consider that those local policies would be coherent with the national policy approaches in each European country.

In order to promote the mutual accommodation of majority community and minority groups; host societies and migrants and refugees, the European towns need to organise the services they provide in a way which is accessible and affordable to all citizens, regardless of their cultural, ethnic or religious backgrounds.

European towns have to ensure that:

- The municipality has at its disposal data enabling an assessment of housing status and needs, including segregation patterns, and uses this data in policy design and to adapt services
- The municipality has at its disposal data enabling an assessment of educational status and needs, and uses this data in policy design and to adapt services.
- The municipality has at its disposal data enabling an assessment of status and needs in entering the labour market, and uses this data in policy design and to adapt services
- The municipality has at its disposal data enabling an assessment of status and needs in relation to self-employment, and uses this data in policy design and to adapt services
- Equal access and non-discrimination policy goals are mainstreamed into municipal policies and services
- The municipality acts proactively on relevant EU or national policies and engages with other levels of governance
- Minorities and people with a migrant background experience fair and equal treatment in benefiting services and enjoy similar satisfaction rates than other citizens.
- The municipality consults citizens, including those with a migrant background, in planning policies and designing services.

- The municipality has adapted its housing services to meet the needs of people minorities and those with a migrant and refugee background.
- The municipality has adapted its educational services to meet the needs of people minorities and those with a migrant and refugee background.
- The municipality has adapted its employment support services to meet the needs of people minorities and those with a migrant and refugee background.
- The municipality has adapted its business support services to meet the needs of people minorities and those with a migrant and refugee background.

5. Agenda

November 27th 2023

- 15.00 – Arrival and check in – Hotel “Eurostars Centrale Palace”, Palermo
- 17.00 – Registration and Welcome packages. Icebreaking activities and getting to know each other activities.

November 28th 2023

- 8.00 – 9.00 - Breakfast
- 9.00 – 9.30 – Transfer to CEIPES Offices and Meeting Venue
- 9.30 – 11.00
 - Official opening of the event. Introduction of hosts and partners.
 - Key concepts of the meeting. Diversity Management in European Towns - where do we stand? Presentation of Bo Maria Daskalova, PhD.
- 11.00 – 11.30 - Coffee Break
- 11.30 – 13.30 – Learning from diversity management practices in Palermo – paths for innovation and inclusion. Experts Input. (Part I) –
- 13.30 – 14.30 - Lunch -
- 14.30 – 16.00 - Learning from diversity management practices in Palermo – paths for innovation and inclusion. Experts Input. (Part II) Facilitated discussion. Life-streaming.
- 16.00 – 16.30 – Closing Remarks. Photo session.
- 16.30 – 17.00 – Transfer to the hotel.
- 19.30 – Free Dinner
- 21.00 – Enjoying the night life of Palermo

November 29th 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 – network debate.
 - Debating adequate and applicable local strategies for human rights promotion and democratic participation in European towns. Life-streaming and zoom meeting.
- 11.00 – 11.15 – Wellness break
- 11. 15 – 12.30
 - Wrap up and evaluation.
 - Planning next steps of the INDIMAE networking and cooperation
- 12.30 – 14.00 – Lunch to go.
- 14.30 – 16.30 - Cultural exposure in the city of Palermo.
- 19.30 – Free Dinner in town
- 21.00 – Palermo Bay and clubbing.

November 30th 2023

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

5. Information about PALERMO



Welcome to Palermo the capital of Sicily! 😊

Having been the crossroads of civilisations for millennia, Palermo delivers a heady, heavily spiced mix of Byzantine mosaics, Arabesque domes and frescoed cupolas. This is a city at the edge of Europe and at the centre of the ancient world, a place where souk-like markets rub up against baroque churches, where date palms frame Gothic palaces and where the blue-eyed and fair have bronze-skinned cousins.

In a world where so many places have become tourist-friendly to a fault, visiting Palermo is still somewhat of an adventure. You won't find many restaurants with menus translated into five different languages, you may have trouble communicating in English in many places, and some parts of the old town centre have remained untouched since they were bombed during the war. There are many back streets that have only recently opened up to those from without, and it is still often difficult to obtain any information worth having. However, this is also a stimulus to those who wish to embark on a journey of discovery, explore things for themselves, dig into the very fabric of the city, and to try and understand what really makes Palermo and its people tick.

Interesting facts about Palermo

- The Sicilian capital, called the “Kingdom of the sun” has been a cultural melting pot since Phoenicians and Greeks fought over it in the 5th and 6th centuries BC. Sitting close to where Europe ends and Africa begins, Palermo bears the scars – and echoes the glories – of centuries of domination.
- In 2018 Palermo basked under the banner of Italian Capital of Culture, hosting the prestigious Manifesta contemporary art biennale and helping regenerate its waterfront.
- In 2015, Arab-Norman Palermo and its neighbouring cathedrals were granted status as a UNESCO World Heritage Site. Spread over a combined 6,235 hectares and including nine monuments - the Royal Palace and Palatine Chapel, the Zisa Palace, Palermo Cathedral, the Palermitan Churches of San Giovanni degli Eremiti, Santa Maria dell’Ammiraglio and San Cataldo, the Admiral’s Bridge, and the cathedrals of Monreale and Cefalù - the site provides, in UNESCO's words, "*an outstanding example of a socio-cultural syncretism between Western, Islamic, and Byzantine cultures.*"
- Palermo is proud of its Arabic origins, going back to the 8th century, and its three main markets, Capo, Vucciria and Ballarò, are reminiscent of Arab souks. The abundance and variety of food, and their theatrical vendors, give Palermo’s markets a distinct attitude.
- Palermo’s Name Once Meant “Old City” Unsurprising given its many owners, the area of Palermo has been given many names by different civilisations. The Ancient Greeks called the area Paleapolis, which meant “Old City” to distinguish it from another settlement they built to the east. They later named the city Pánormos, which refers to the city’s important port, before the Arab civilisation named the area Bal’ harm. The influence of these names eventually combined into the Palermo we know today.
- Palermo Has Italy’s Biggest Opera House. The Teatro Massimo (literally “Maximum Theatre”) opened its doors to the public in 1897, and it is not only the biggest theatre in Italy but one of the biggest theatres in Europe. The auditorium was designed to seat 3,000 people but nowadays hosts just over 1,300. The house’s program includes operas, plays, dance and classical music. It is famous for not only its size but the famous flower wheel painting by Luigi Di Giovanni, the royal box and its feature in the final shooting scene in the film, The Godfather, which takes place on the entrance steps.
- Saint Rosalia is Palermo’s Patron Saint. Rosalia was a noble, who lived as a devout Christian in a cave on Mount Pellegrino in the twelfth century. In the seventeenth century, when a plague wreaked havoc in Palermo, visions of her began appearing for people. The image supposedly told a hunter where to find her remains, which he then paraded through the city. Soon after, the plague left Palermo, and Rosalia was venerated as the city’s patron saint. A sanctuary was built where her remains were discovered in her honour, which is still one of the most popular locations in the city.

Palermo **is the** capital of the island *regione* of Sicily in Italy. It lies on Sicily's northwestern coast at the head of the Bay of Palermo, facing east. Inland the city is enclosed by a fertile plain known as the Conca d'Oro (Golden Shell), which is planted with citrus groves and backed by mountains. Mount Pellegrino rises to a height of 1,988 feet (606 m) north of the city.

Interesting Historical Facts

Palermo was founded by Phoenician traders in the 8th century BCE. It later became a Carthaginian settlement until its capture by the Romans in 254 BCE. The Arabs conquered Palermo in 831, and it flourished as a centre of rich trade with North Africa. The ensuing era of Norman rule (1072–1194) was Palermo's golden age, particularly after the founding of the Norman kingdom of Sicily in 1130 by Roger II. Palermo became the capital of this kingdom, in which Greeks, Arabs, Jews, and Normans worked together with singular harmony to create a cosmopolitan culture of remarkable vitality. Once Roman, Byzantine, Arab, Norman and ultimately Italian – unified with the mainland only in 1861 – it has a relatively recent “made in Italy” identity.

Population

Sicily is the largest island in the Mediterranean Sea, and Palermo is its capital. With an estimated population of over 650,000, it is the sixth most populated city in Italy. That being said, its population is a long way behind the two leaders Rome (2.9m) and Milan (1.4m). Palermo is also the most populated city south of Naples, which has a population of nearly one million.



Climate

Thanks to its southerly location and local climate systems, including its close proximity to Africa, the area of Palermo receives some of the best weather in the whole of Europe! Its summers are long, hot and dry, with temperatures remaining largely in the 20s from May until October. Palermo experiences over 2,500 hours of sunshine every year, with almost no rainfall during the summer months

Cultural diversity

Palermo is the world's most conquered city!



A multicultural legacy in one timeless place where North meets South and East meets West's in the air. And in the splendid churches, castles and palaces. A touch of the Classical with a taste of the Medieval and the Baroque. Even the food is a polyglot cacophony of flavours from every era: Phoenician, Greek, Carthaginian, Roman, Gothic, Byzantine, Arab, Norman, Swabian, Angevin, Aragonese. Palermo has been home to Phoenician traders, Roman patricians, Arab emirs, Norman kings and at least two medieval Holy Roman Emperors, and the spirit of each lives on.

For almost three millennia, empire after empire has colonised Palermo depositing fragments of language, art, architecture, cuisine and customs that make it a fascinating mirror of Mediterranean history and culture over the centuries.

We are looking forward to meeting you in Palermo! 😊