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ADI-INT(2022)1

COMMITTEE OF EXPERTS ON THE INTERCULTURAL INTEGRATION OF MIGRANTS (ADI-INT)

Elected representatives of member states and regional authorities to the ADI-INT

The biographies in this document are presented in the form they were submitted by the candidates

Composition of ADI-INT

According to its terms of reference, the Committee of Experts on Intercultural integration of migrants (ADI-INT) shall be composed of representatives of 10 member states, 2 Regions as well as 8 Cities that are members of the Intercultural Cities Network. Members should have specialised knowledge in intercultural integration and diversity management. They shall be designated according to a method which shall have due regard to geographical balance and the existence of Intercultural cities or intercultural regions in the state concerned. Due regard should be given to ensuring a gender balance.

Biographies of elected representatives of member states

BELGIUM

Dr Tom De Bruyn is deputy to the director at the Agency for Home Affairs, Department of Equal Opportunities, Integration and Civic Integration of the Government of Flanders in Belgium. He holds an MSC in Geography (VU Brussels) an MSc in Development Planning (UC London) and a PHD in the Social Science of the University of Leuven.

From 2002 to 2017 he worked as a senior research officer at the Research institute for Work and Society (University of Leuven), where he taught and conducted academic and policy-oriented studies as well as evaluations on integration, migration and development in European as well as Asian and African countries. In 2017 he joined the Agency for Home Affairs of the Government of Flanders, where he follows up international affairs, racism and discrimination, faith-based dialogue and policies related to culture, sports, media and policy participation in particular. In addition, he is closely involved in the design, support and follow up on policies and national and European projects on active and shared citizenship, intersectionality, polarization, decolonization, antisemitism, monitoring and evaluation. He is also a member of several international networks regarding integration, such as the European Integration Network, the Intergovernmental Consultation (which he is chairing in 2022) on Migration and Asylum and the Inclusion Partnership and has followed up closely studies and reporting mechanisms of ECRI, WGPAD, CERD, UPR, OECD, CoE, EU etc. In 2021 he was also a member of the GT-ADI-INT.

The most important policy initiatives of the Agency of Home Affairs include for 2022: (1) the implementation of its new decree on civic integration (agreed in 2021) which involves a new programme aimed at newcomers. This includes four aspects (i) social orientation courses (ii) languages courses, (iii) a trajectory for labour market integration, and (iv) social networking via amongst others a buddy system; (2) the development and implementation of a new plan entitled 'living together', aimed at supporting local authorities with financial resources and capacity building in carrying out social cohesion projects in 7 different societal areas with a specific focus on people of foreign origin, and people with disabilities.

FINLAND

Peter Kariuki is a senior specialist in the Ministry of Justice department of democracy and Public Law and also Secretary General of the Advisory Board for Ethnic relations (ETNO), which is an expert body established by the central government. ETNO has seven regional advisory boards established by regional administrative centres. ETNO's mandate is to consult on integration, Good Relations, democracy, migration and non-

discrimination policies. The nearly 300-person membership comprises of central and regional government, NGOs, political parties, labour unions and municipality representatives.

In addition to work experience in the NGO sector, Kariuki has worked in regional and central governments for over 12 years. This experience includes:

- 2010-2011: Appointed senior advisor on integration education in the Ministry of the interior, department of Migration.
- 2011-2015: Appointed senior advisor and Secretary-General of the Advisory Board for Ethnic Relations ETNO in the Ministry of the Interior.
- 2015-date: Appointed Senior Specialist and Secretary-General of the Advisory Board for Ethnic Relations in the Ministry of Justice.

Through ETNO, Kariuki has worked on numerous policy areas related to intercultural integration. These areas include democracy, equality and non-discrimination, migration and education policies. As Senior Specialist, he represents his ministry in policy and legislative development and implantation. As Secretary-General of ETNO, he oversees all areas of focus the advisory board is involved in. In addition, he is part the team that has developed Good Relations policy in Finland over the last 10 years. He has collaborated with the Council of Europe's Inclusive integration policy lab since May 2019. In addition to collaborating with the Intercultural Cities programme, Kariuki has the following other accomplishments:

- Served as country representative of Finland in the Working Group on Intercultural Integration (GT-ADI-INT) over the period 2020-2021. GT-ADI-INT successfully produced the Draft Recommendation on multilevel policies and governance for intercultural integration.
- He is part of an expert team that is implementing a two-year (2022-2024) technical support project supported by the European Commission and coordinated by the Council of Europe aimed at enhancing Integration and Good Relations policy and its implementation in Finland.

He looks forward to work with colleagues from member states, regions and municipalities to implement the new Recommendation on multilevel policies and governance for intercultural integration in ADI-INT.

FRANCE

Alain Régnier was appointed Inter-ministerial Delegate for the Reception and Integration of Refugees (Diarr) on 24 January 2018. Previously (2015-2017) he was a government advisor in charge of reforming policies aimed at combatting exclusion, as well as of the deployment of the "Civic Service" programme for youth. Throughout his career, he has worked in the fields of urban policy, housing, the fight against exclusion, civic engagement and citizenship.

He was notably Inter-ministerial Delegate for Housing and Access to Housing for Homeless or Poorly Housed Persons (2008-2014), Delegate Prefect for Equal Opportunity in the Rhône Department (2007-2008), and Secretary General of the Interministerial Delegation for the City (1997-1998). He was also advisor for social cohesion to the Prime Minister, Dominique de Villepin (2005-2007).

Senior civil servant involved in civil society, Alain Régnier is also a member of the board of directors of the *Action Publique XXI* foundation and of the Saint-Gobain foundation.

ITALY

Dr Nadan Petrovic is professor of Strategies of International Cooperation at *La Sapienza* University of Rome and expert of UNAR - National Office of Racial Anti-Discrimination (Presidency of the Council of Ministers). During his professional career he covered several high ranking positions such as Director at the Italian Ministry of Integration, Director of the Central Service of the Italian National System for Protection of Asylum Seekers and Refugees (SPRAR); Head of UNHCR/UNOPS Implementing Unit c/o National Asylum Program; Senior Specialist for Integration of Asylum Seeker, Refugees and Migrants/Head of Sid Unit at IOM Coordinating Office for the Mediterranean countries; Advisor to the Parliamentary Committee of Inquiry into the reception and identification system for migrants, to the Italian Undersecretary of State for Internal Affairs in charge for Immigration and Asylum, to the Head Department for Civil Liberties and Immigration of the Italian Ministry of Interior as well as to the Director General for Development Cooperation of the Ministry of Foreign Affairs. In addition to above, he has worked as *Rapporteur* of the Congress of Local and Regional Authorities of the Council of Europe (on local integration of refugees and displaced persons in South Eastern Europe) as well as senior consultant for European Commission (in quality of a Team Leader and a member of the team in charge for technical assistance to the Russian Federation, Republic of Moldova, Serbia and Montenegro). He is author of several books ("History of the right of asylum in Italy 1945-2020. Institutions, legislation, socio-political aspects", Franco Angeli, 2020; "Just welcome? - The policies of integration between European soft law and national practices", Franco Angeli, 2018; "Refugees, exiles and displaced persons", Franco Angeli, 2011, 2013, 2016) and of numerous articles on migration and asylum issues.

LUXEMBOURG

David Marques is a qualified educator and social worker. He has five years of professional experience in the field of socio-educational support for young people from all cultural and ethnic backgrounds. Having acquired a general knowledge of social action in multicultural contexts, he has developed specific integration projects adapted to the needs of this target group.

In addition, he was a member of a team in charge of the social follow-up of applicants and beneficiaries of international protection (DPI/BPI) within the Luxembourg Office for Reception and Integration. In this context, he was dealing more specifically with so-called "vulnerable" persons who, due to their forced migration, were confronted with problems related to intercultural dialogue, living together, linguistic in-integration and empowerment. His work included intercultural counselling as well as social and administrative support in the many steps of adapting to the social and cultural codes of the host society.

He is currently working for the Integration Department of the Ministry of Family, Integration and the Greater Region where he is in charge of the organisation and development of information sessions offered to IPRs and IPOs newly resettled in Luxembourg. In this context, he participated in several training courses such as: "Developing intercultural skills"; "Approach and support for victims of trafficking, worker's posture and understanding of the phenomenon"; "Cultural approach of the Arab world"; "Trafficking in human beings"; "Prevention and management of female genital mutilation" or "Gender and sexual orientation diversity". This has enabled him to develop his skills in the field of diversity management and the management of social and cultural vulnerabilities.

Rigorous, methodical and proactive, with a great sense of responsibility and deontology, he has a field experience that allows him to propose diversified and tailor-made intervention methodologies for people of

immigrant background. Being used to inter-cultural and multilingual experiences, he will undoubtedly have a very positive impact on the work of the Expert Committee on Intercultural Integration of Migrants (ADI-INT).

NORTH MACEDONIA

Robert Alagjovzovski is President of the Coordination body for Implementation of the National Strategy for One society concept and interculturalism under the Government of the Republic of North Macedonia. This is the country pivotal strategy in the field of intercultural integration and social inclusion. The Strategy is in the third year of implementation, and despite the COVID-19 crisis is regarded as successful. Two annual reports are produced. In 2022 a new strategic cycle for the development of the “One society concept and Interculturalism” is planned. Alagjovzovski has already participated in the work of the Working group on Intercultural Integration (GT-ADI-INT) and contributed actively with his knowledge and experience.

Alagjovzovski has been involved in the intercultural integration and diversity management for more than 20 years as independent project manager, researcher and civic activist. As of 2016 also being part of the Social democrats’ programme commission responsible for drafting the “One society” fifth pillar of the 2016 Electoral programme. Previously, during his duty as Minister of Culture in 2017-2018, he took care of the adequate development of the intercultural section within the National strategy on culture 2018-2022, as one of his duties.

In 2018, as he moved to the post of National coordinator within the Government, he took over the process of creation of the “One society and interculturalism” strategy. Both the drafting and implementation demand high competence in multilevel cooperation since the Strategy proposes measures expanding to seven fields (law, education, local government, culture, media, youth, social cohesion), involving dozens of ministries, bureaus, directorates, and other state institutions. It also involves measures coordinated with the local municipalities and the City of Skopje.

Past achievements of Alagjovzovski show managerial competence and research interest in projects mainstreaming interculturalism, gender equality, diversity and youth. The highlights include the 2003-2007 NGO Kontrapunkt project “Confluent margins”, on cultural decentralisation and calming of interethnic tension in the post-conflict period, fostering cultural cooperation and exchange in ethnically homogeneous and ethnically mixed areas in North Macedonia funded by Swiss Agency for Development and Cooperation; Brussels based Oracle-European network of cultural project managers, project Sustainable Development in a Diverse World, New forms of citizenship and cultural identities (2005 – 2010), supported by the European Commission's FP6 programme Citizens and Governance in the Knowledge-based Economy; and NGO Esperanza regional project “From diaspora to diversity” which involved regional and European practices and research studies on diversity management, diaspora, nomadism, mobility.

NORWAY

Pia Buhl Girolami is a Specialist Director with the Norwegian Ministry of Labour and Social Inclusion, Department for Integration. She has more than 20 years' experience developing and implementing integration policies at a national level. She started her career at the Norwegian Directorate of Migration (UDI) and has since worked with integration policy at a senior level at five Ministries and the Directorate of Integration and Diversity (IMDi). Girolami has been in charge of several Action Plans and White Papers on integration policy to the Norwegian Parliament. One of her tasks in the ministry is to ensure coordination of integration policy among different state actors. Among her responsibilities as Deputy Director General and Head of section at Ministerial and Directorate level, were policies towards civil society and their role in the integration and inclusion processes.

Girolami has been a member of the European Integration Network (EU) for several years and was part of MPIs Integration Futures Working Group from 2016 to 2019. In 2020 and 2021 Girolami was Chair of the intergovernmental working group on intercultural integration, set up by the Committee of Ministers under the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI), in the Council of Europe.

Girolami has a master's degree in Political Science from the University of Oslo, Norway, specializing in political theory and relations between the state and the individual, especially regarding integration policy.

PORTUGAL

Cecília Mendes holds a degree in Psychology, Social and Organizational Psychology Specialization, from ISPA (University Institute of Applied Psychology, Lisbon), and a Post-Graduation in Communication and Content Marketing, from the Catholic University of Portugal. She is a senior adviser in the High Commission for Migration (ACM), a public organization with the mission of collaborating on determining, executing and assessing the public, transversal and sectorial policies concerning migrations that are relevant for the integration of migrants. She manages a training program at national level, addressed to professionals and entities that are linked to the questions of intercultural approach and migrations, with the main goals to promote better understanding of cultural diversity, raising awareness on the integration of immigrants in Portugal and to develop intercultural skills and knowledge. She is also a member of the Advisory Council of the Portuguese Association for Diversity and Inclusion, a non-profit organization and its mission is to promote diversity and inclusion in various organizations and in the Portuguese society in general, representing ACM. Cecília is a member of the Employability Working Group, developed under the Portuguese Diversity Charter, with the mission of building inclusive recruitment processes, involving private and public sector.

SPAIN

Karoline Fernández de la Hoz Zeitler is a Medical Doctor by training, with a PhD at the University of Barcelona and MSc in Epidemiology at the London School of Hygiene and Tropical Medicine. She further holds degrees in medical-economics, Public Health, Epidemiology and Statistics. Since April 2015, she is Director of the Spanish Observatory on Racism and Xenophobia (OBERAXE) of the State Secretariat for Migrations at the Ministry of Inclusion, Social Security and Migrations. The OBERAXE has the following mandate:

- Gathering information and analysing the situation on racism, xenophobia and related intolerance in Spain.
- Promote the principle of equality and non-discrimination and fight against racism and xenophobia.
- Collaborate and coordinate with different public and private, national and International partners linked to the fight against racism and xenophobia.
- Develop projects, plans and strategies and evaluate them, for the inclusion of the migrant population.

She is the Spanish representative at the European Agency for Fundamental Rights (FRA), at the Office for Democratic Institutions and Human Rights (ODIHR), and at the High Level Group for Racism and Xenophobia of the European Commission. At the OBERAXE, she is currently working on the “Strategic Framework for citizenship, inclusion and against xenophobia and racism”. This Framework is intended to guide national, regional and local authorities in the development of strategies and actions to foster the integration of migrants and refugees and to fight against racism and xenophobia. Previously she has worked at the European Centre for Disease Prevention and Control (ECDC), coordinating several European networks of communicable diseases, and being the secretariat of the management board of the TB, the Influenza, the HIV networks. Member of the European Health Security Committee, she participated in the management of several health

crisis. Karoline is also member of the Management Board of the ECDC and in 2015 she received the ECDC recognition medal for my contribution to the Agency. In Spain she worked at the Ministry of Health, being in charge of international issues, and in the Penitentiary System and in regional governments positions as epidemiologist.

UNITED KINGDOM

Ben Greener has been a member of the CDADI working group on cultural integration since 2020 and was elected as a full member in 2021. Greener has been working since 2016 for the UK Government's Communities Department. Prior to that he spent ten years working in the field of community-led regeneration and local redevelopment strategies, working for a range of NGOs and arms of UK government. He holds a first degree in History, an MSc in Cultural Management and a Post-Graduate Diploma in Urban Regeneration and Planning.

Mr Greener is currently leading a large division which is focussed heavily on cross-cultural integration, diversity management and multi-level cooperation, including:

- the UK Government Integrated Communities Strategy- leadership and close working across Government to drive forward a new strategy and associated action plan to support the government's commitment to build strong integrated communities where people – whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities.
- Local Integration Areas -engaging (and challenging, where needed) regional leaders and communities in, to identify shared priorities and commit to clear, long-term strategic visions to bring divided communities together in areas facing integration challenges.
- Integration Action Plan - strong experience of multi-level and multi-stakeholder working to produce and then progress the UK Government's Integration Action Plan, which contains a range of cross-government measures to support the government's commitment to build strong integrated communities.

He has also extensive experience in social and economic regeneration, especially in post-industrial areas. He led for the UK National Lottery on the development of a £150,000,000 fund to regenerate derelict and abandoned neighbourhoods, which resulted in funding for projects in England, Scotland, Wales, and Northern Ireland. In addition, as part of his urban regeneration studies, he was invited to visit to the Ruhr Valley in Germany, to undertake research into the socio-economic policies used to revitalise the area.

More recently, Mr Greener led on intercultural knowledge exchange between the UK and Italian Governments - leading field study visits to Sicily and Turin and welcoming Italian Government and NGO colleagues to Walsall and Blackburn in the UK, to exchange learning with partners involved in the European integration experience. Mr Greener also emphasizes that UK is home to 8 Intercultural Cities (one of which is Bradford, who are one of the UK Government's Integration Areas and a former member of the CDADI working group) plus an ICC national network.

Biographies of elected representatives of Regions

CATALONIA, SPAIN

Prior to her cabinet appointment, Honourable **Tània Verge Mestre** was Full Professor of Political Science at Universitat Pompeu Fabra (Barcelona), where she also led the institution's Equality Unit in the period 2014-2021. She has published extensively on the adoption and implementation of equality policies and served as a consultant for national and international organisations, such as the Council of Europe, the European Institute for Gender Equality, the Parliament of Catalonia, and the Catalan Ombudsman.

As Minister of Equality and Feminisms, she leads the strategy to mainstream the principle of equality, from an intersectional approach, in all policies of the Government of Catalonia. This Ministry is responsible for policies on migrants' and refugee's inclusion and for policies against racial discrimination.

The Minister is the president of the Citizenship and Immigration Board, a space for the participation of civil society organisations in the field of reception and inclusion of migrants from an intercultural perspective. She also chairs the Refugee Reception Committee, a workspace around government asylum policies, including a mentoring program and a program to facilitate migrants' employability and access to decent housing. This Committee integrates representatives from several ministries of the government, officials from other public administrations, and refugee organisations.

She is the Minister responsible for drafting the law against racism, which seeks to address the various forms of structural and institutional racism suffered by migrant and racialized people. Her portfolio also includes drawing up the political guidelines behind the National Pact for Interculturality and Dignified Living. This Pact seeks to express the commitment of the main stakeholders of public institutions and civil society (institutional, social, economic, political and citizen actors) to acknowledge the complex and diverse nature of Catalan society. It aims to enable a dynamic construction of a shared sense of belonging, driven by principles such as equality, recognition of diversity and positive interaction. Furthermore, it entails identifying areas for improvement in the area of equality and the granting of fundamental rights at each social realm and government level.

The Ministry of Equality and Feminisms currently chairs the Assembly of European Regions Intercultural Regions Network and leads one of the working packages of the project EU-BELONG(AMIF-2020-AG) devoted to the development of an intercultural framework for the integration of migrants in European regions.

VÄSTRA GÖTALAND, SWEDEN

Conny Brännberg is a full-time politician, resident of Skövde and is representing The Swedish Christian Democratic Party. He has many years' experience from being a leader both in the Municipality of Skövde and Region Västra Götaland. He is on leave from the work as a college teacher (Media & Communication). Previously served as a pastor in the Pentecostal Movement. Brännberg has been holding the following political offices:

President of the City Council, Municipal of Skövde, Sweden

Member of the Regional Parliament of Region Västra Götaland, Sweden

Regional Councilor and member of the Executive Board, Region Västra Götaland

President of the Cultural Affairs Committee, Region Västra Götaland

Vice president of the Cultural & Leisure Committee of the Swedish Association of Local Authorities and Regions

Vice chair of the Intercultural Network Regions of AER (Assembly of European Regions)

His educational background includes:

1979 Bachelor of Theology, Seattle Bible College, USA

1998 University degree in Media Technology, University of Skövde

2000 University degree as Teacher in media, University of Stockholm

2002 Master of Arts in Film Science, University of Stockholm

2006 Master of Arts in Pedagogy, University of Skövde

Biographies of elected representatives of local authorities and profiles of the intercultural cities

BERGEN, NORWAY

Sølve Sætre holds two MAs in politics from the University of Bergen in Norway and Lancaster University in the UK. Sætre has been working in the field of immigration and integration since 2001 - both a national and local level. Until 2011 working on the national level with among other tasks the resettlement of refugees. From 2011 he is working for the City of Bergen and is the head of section for diversity and equality in the Department of culture, diversity and equality. The responsibilities of this section include resettlement of refugees, Roma inclusion, LGBTIQ rights-policies, prevention of radicalization, interreligious dialogue, cooperation with Church of Norway and other diversity issues. Sætre also developed the intercultural plan for Bergen.

Currently Sætre is working on a wide range of projects. One example is a cooperation with the University of Bergen: «Integration as a way to reducing health inequalities among forced migrants: A collaborative and knowledge building project». Other ongoing projects involve implementing a new plan combating hate speech against Muslims; organising an international academic conference on gender equality; and a mentoring scheme for migrants with higher education. Sætre is also involved in projects in Romania regarding the inclusion of the Roma minority – currently implemented in partnership with the City of Cluj.

***City profile:** the City of Bergen is an active member of the Intercultural Cities programme since 2014. The City has an intercultural strategy which is regularly updated, and which is implemented in cooperation with numerous stakeholders and the civil society. Bergen further adopted an Action Plan on Inclusion and Diversity which also contains the city's mission statement as an intercultural city. The city further has a specific programme for welcoming and protecting LGBTi refugees. Among the main good practices of the city: the introduction and integration programme for refugees; an inclusive housing policy; a partnership with sports clubs for the integration of migrants; a service for community mediation; an anti-radicalisation action plan implemented in cooperation with the civil society; a programme for unaccompanied children; a work qualification centre for migrants; and a strategy to increase diversity in public and private employment.*

BILBAO, SPAIN

Claudia Emmanuel Laredo holds a Law Degree from the University of Deusto, a Master in Advocacy and Legal Practice from University of Deusto and Bar Association of Bizkaia, a Master in Contemporary International Migrations from the University of Comillas (Madrid) and a Graduate Social and Intercultural Mediation from the University of the Basque Country. She serves as Bilbao City Council Official Immigration and diversity senior project manager since 2005. In this framework, she has developed different planning projects in the field of diversity, awareness, participation and promotion of intercultural coexistence such as the Citizenship and Diversity Local Plan the “Anti-Rumour Strategy”, the Local Immigration Council, the immigrant association strengthening program, and many communication and information campaigns. Besides, she has managed the involvement of Bilbao City Council in the European Intercultural Cities Network led by the Council of Europe through the city's membership to the RECI - Spanish Network of Intercultural Cities.

Fluent in English, with large experience different technical multilevel coordination spaces in the field of intercultural integration at Regional and European level such as the Citizen participation, culture and awareness raising committee forum that advocates for the integration and social participation of immigrants

in the Basque Country, she has represented her city in the working group on intercultural integration - GT-ADI-INT, where she also served as Vice-Chair.

City profile: *Bilbao is an active member of the Spanish Network of Intercultural Cities since 2011. Since its membership, the city has carried out the ICC Index assessment already four times, and has directly aligned all its subsequent intercultural strategies with the indicators and areas of intervention identified in the ICC Index Assessment reports. Declared “City of Values” already in 2016 by its Mayor, the city just adopted its third Intercultural Action Plan. The latter consists of 83 specific actions to be implemented in 10 transversal areas and 6 sectoral areas, and new tools to reinforce transversality and participation. The goal pursued by the City Council with the implementation of this new Intercultural City Plan is to enhance integration, citizens coexistence and societal cohesion, by interventions in all public policy areas. It therefore involves mainstreaming interculturality across all city departments as well as in the private sector.*

The Intercultural Plan has also a system of evaluation of processes, results and impact articulated through different tools such as the Barometer of perceptions and attitudes of the Bilbao population towards immigration, the Index of tolerance towards immigration, the identification of indicators of evaluation in each programme and the articulation of other participatory evaluation methodologies such as discussion groups and citizen questionnaires. Likewise, the gender perspective is incorporated from an intersectional approach in a transversal and specific manner through the implementation of programmes aimed at migrant women and includes a prior gender impact study and gender-specific action aimed at the prevention of racism and discrimination. Finally, the city also counts with several participation mechanisms including a Local immigrant council, a network of anti-rumours agents, and a Forum for Religious Diversity.

BRADFORD, UNITED KINGDOM

Zahra Niazi is a senior Strategic Equalities, Diversity and Inclusion Lead for Bradford district and Craven, the post is a shared system asset to support and coordinate collective action to improve our approach to equalities, maximising opportunities, learning and expertise across our place. The actions she focuses on are intended to give us extra stretch and competitive edge. Her work covers five work-streams:

- Lead inclusively – focussing on diversifying our leadership, governance and workforce representation;
- Elevate equity – focussing on bridging and linking communities into our strategic mechanisms and working collectively to increase levels of trust at the local (communities) and strategic (workforce) levels;
- Activate diversity – focussing on upskilling our workforce to improve quality of service delivery and identifying and supercharging our talent;
- Inspire belonging – amplifying and celebrating our diversity as a place and raising aspirations with visible role models;
- Work intersectionally – focussing on improving integrated working and cross collaboration on equality issues such as the first ever intersectional action plan.

Previously Zahra was Programme Lead for Bradford Council, delivering for England’s Department of levelling Up, communities and local government on the Integration Strategy as one of five cities in the country to test and learn from what works in building stronger, cohesive and resilient communities. Bradford For Everyone, Bradford’s integration programme was awarded £4.6m and included over 85 projects and research on school and residential segregation. The programme covered four pillars of:

- Getting on: Equality of opportunity - addressing factors affecting economic participation and poverty including language skills and educational attainment.
- Getting Along: Promoting greater interaction, dialogue and understanding between people from different backgrounds given the diversity of the population and the extent of residential and educational segregation; ensuring that people understand fully their rights and freedoms and their responsibilities.
- Getting Involved: Generating and connecting people to opportunities to participate in community and civic life and strengthening leadership.
- Feeling Safe: Tackling crime and the fear of crime so that everyone feels safe.

Its legacy is sustained through the Stronger Communities Team, Bradford Council.

Regionally Zahra is the co-chair of the Regional Refugee Integration Forum. Working with Migration Yorkshire they have released the Regional Refugee Integration Strategy with the ambition to roll-out a whole-society approach to integration across Yorkshire and Humber and to support new refugees, communities and public services to work with and benefit from each other. The membership includes over 40 senior leaders. The forum aims to;

- Raise awareness of current key priorities relating to refugee integration.
- Raise the profile of refugee integration in Yorkshire and Humber, across the region, and nationally.
- Ensure refugee voices are heard and reflected in integration work in the region.

Zahra graduated from the University of Bradford in Interdisciplinary Human Studies and holds a Postgraduate Certificate in Business Administration. Zahra is also the Director of Impact Hub and has been previously been a Public Governor for the Care Trust and consultant as Green Frog Innovation. She has a background in community engagement, volunteer management, business support, project and programme management.

Assessment of the city: *Bradford joined the Intercultural Cities programme in November 2018. The city has a population of 535,000 and is the fifth largest district in England and also the youngest. Ethnic minorities form a third of the population with more than 150 languages and dialects spoken locally. The city carried out the ICC Index assessment immediately after joining the ICC programme, which resulted in an aggregate intercultural index rate of achievement equal to 74%, which is a particularly good result for a city with such a diverse population.*

A City of Sanctuary since 2010, Bradford has a longstanding tradition of welcoming policies and intercultural strategies aiming at bringing communities together, promoting shared values and connecting people to opportunities. The district's services and community organisations have developed a significant body of expertise about what does and doesn't work. More recently, the district has been appointed as one of five integration areas funded by the Ministry of Housing, Communities and Local Government (MHCLG) to test a pilot framework for multilevel cooperation in the field of integration and positive diversity management, with a £3.4 million investment in over 70 projects. Updated in 2018, Bradford's Stronger Communities Together Strategy offers a collective vision for the district as "a place where everyone feels that they belong, are understood, feel safe and are able to fully participate in the opportunities the District offers". The commitments outlined within their strategy are delivered under the title "Bradford For Everyone".

Finally, in 2022 Bradford produced a new Hate Crime strategy and a Roma inclusion strategy, developed in collaboration with the Roma community.

BURSA-OSMANGAZI, TURKEY

Şenol DÜLGER acts as the Head of Osmangazi Municipality's International Office since 2014 and is responsible from external relations since 2005. He is specialised in writing, coordinating and managing EU funding projects and has experience with municipal social services, immigration and culture policies.

He is the focal point for various international institutions (i.e. EUROCITIES, WHO, Council of Europe, UCLG-MEWA, League of Historical Cities), of which the municipality is a member. Dülger is the ICC Coordinator of Osmangazi since the city joined the programme, and works in the field in cooperation with the relevant municipal and governmental departments as well as NGOs. He was the elected member of GT-ADI-INT (Working Group on Intercultural Integration) between 2020 and 2021. The Osmangazi Municipality entrusts him with the task of representing the city within the ADI-INT.

City profile: *Bursa-Osmangazi joined the ICC programme in 2017 and carried out the ICC Index assessment a year later. Bursa is a city which receives many migrants and refugees from the rest of Turkey and from the neighboring countries.*

It is a municipality quite active in the international field through its membership in various international institutions and partner city relations. It is also the first Turkish member to join the ICC Network. Bursa-Osmangazi has recently finalised its Migration Master Plan to be adopted soon by the Municipal Council. The document builds on the results of the ICC Index evaluation. It is also one of the first Turkish municipalities that endorsed the Charter for Gender Equality elaborated by the Council of European Municipalities and Regions in 2014. Being pioneer in this field, right after the endorsement of the Charter, Osmangazi prepared a Local Equality Action Plan and formed a Gender Equality Commission to inform the work of the Municipal Council in this field. The Equality Commission is composed of municipal staff and evaluates all city projects and investments in accordance with the principles of gender equality and gender mainstreaming. The City Council is pleased to be represented in ADI-INT and to be able to contribute to its work by bringing in the important experience gained during the refugee crisis of 2015, as well as the outlook given by Bursa-Osmangazi geographical location and cultural identities.

FUENLABRADA, SPAIN

Francisco Javier Ayala Ortega is Mayor of Fuenlabrada (200,000 inhabitants) since February 2017. For many years, he has participated in the European movement. He is currently President in Spain of the *Espacio Europa XXI* Association. In addition, he was Technical Director of the Federal Council of the European Movement.

Ayala Ortega is President of the International Relations Commission of the Spanish Federation of Municipalities and Provinces (FEMP). In addition, the city is a member of the organisation United Cities and Local Governments (UCLG) and of the Council of European Municipalities and Regions.

He has extensive experience in the field of public management since he has held various positions of responsibility in the City Council for more than 15 years. Between 2015 and 2017 he has held the positions of First Deputy Mayor and Councillor for the Presidency, Citizen Participation, Communication and Citizen Attention, as well as spokesperson for the Socialist Municipal Group. In addition, he was councillor for Urban Planning, Infrastructure, Industry and Heritage between 2007 and 2015, and responsible for Public Works and Urban Maintenance between 2002 and 2007.

City profile: *Fuenlabrada is a diverse city with a population of 200,000 inhabitants, of which 14% are of foreign origin and with a significant Roma population. The city is an active member of the Spanish Network of Intercultural Cities since 2014. The city set up a dedicated service on migration and integration already in 1999,*

and adopted its first Plan for Intercultural Coexistence in 2001. The city participates in many national and international coalitions for inclusion, and was awarded a special prize from the Ministry for Employment and Security for its outstanding policies for migrant integration. Very active in the field of Anti-Rumours, the city also stands out internationally for its Community Policing model, which has largely inspired the Council of Europe's manual on community policing.

Fuenlabrada's inclusion policies are largely based on the intercultural integration model promoted by the Council of Europe, based on meaningful intercultural interaction and on equal and reciprocal relations between people of diverse groups who share a common vision for their city. The city council is committed to incorporate its diversity management policies through horizontal coordination of all municipal areas, thus ensuring the mainstreaming of the intercultural approach and reinforcing complementarity and synergies. Finally, the intercultural strategy of the city includes a strong participation component and focuses on five strategic areas: reception and social support, participation in social life, diversity advantage and peaceful coexistence, participation in decision-making, policies monitoring and evaluation.

The London borough of LEWISHAM, UNITED KINGDOM

Damien Egan is Mayor of the London borough of Lewisham, one of the most diverse places in one of the most dynamic cities in the world. Lewisham has a proud tradition of championing the rights of migrants, from welcoming the Windrush Generation after the Second World War to campaigning for the rights of unaccompanied child refugees.

As Mayor of Lewisham, Egan has overseen Lewisham's work to become a recognised Borough of Sanctuary, protecting the rights of all migrants, asylum seekers and refugees. They are also expanding their refugee resettlement programme, which is the largest in London and one of the most ambitious in the UK. Egan has also led efforts to diversify the borough's multi-faith civic calendar so that events that take place in the borough are more reflective of its communities.

Lewisham was one of the first councils to join the Intercultural Cities (ICC) network. Egan relishes the opportunity to work with other cities on the Committee of Experts on the Intercultural Integration of migrants to develop a framework for intercultural integration. He believes that sharing such a positive vision with other UK and international cities and encouraging them to follow suit, particularly following Brexit, will help to ensure the UK remains an outward-looking European country.

City profile: *Lewisham is among the pioneer members of the Intercultural Cities programme. The Borough participated in the programme's second pilot phase, helping shaping and standardising the model based on cities practices, challenges and experiences. The borough has several outstanding practices and policies which have inspired other Intercultural Cities members. Among these, the Young Mayor scheme puts real power and responsibility in the hands of young people, allowing them to elect their Mayor by direct ballot every year. The Young Mayor – along with a cabinet of young advisors – is given a budget to initiate a programme of work, as well as to scrutinise the work of Lewisham Mayor and of the city Council.*

Other inspirational policies concern the participatory design of the public space, the Local Assemblies – gathering the public and private sector to create a sense of ownership towards the policies of the borough, and the Strategy against racism, xenophobia and bigotry.

LUBLIN, POLAND

Krzysztof Stanowski was an active member of the Solidarity movement, a political prisoner, and co-founder of

the independent scouting in Poland (1988). Since 1989, he has been co-founder and leader of various non-governmental organisations including the Education for Democracy Foundation and the Zagranica Group. Experienced trainer and educator active in Eastern Europe, Central Asia and Mongolia, he is author of numerous educational programmes and publications concerning NGO management and civic education. Coordinator of long-term development cooperation and democracy support programmes in Eastern Europe, Central Asia and Africa, Stanowski is member of the Steering Committee of the Civitas International and the World Movement for Democracy, as well as Ashoka fellow.

Furthermore, he has served as under-Secretary of State in the Polish the Ministry of Education (2007-2010) and Ministry of Foreign Affairs (2010-2011) responsible for development cooperation. Other positions covered include Deputy Chair of the Council of Polish-German Youth Cooperation, President of Solidarity Fund PL - Polish Democracy Support Agency (2012-2017). Since 2013 he is co-organiser of Polish support for the Revolution of Dignity in Ukraine. Co-founder and member of Solidarity with Ukraine Citizens' Committee, Stanowski is advocate of the intercultural approach to local policies, actively participating in all activities undertaken under the umbrella of Intercultural Cities Programme. He has been the Lublin's representative to the ICC Policy Lab for inclusive integration and the GT-ADI-INT.

City profile: *Lublin joined the Intercultural Cities programme since its launch in 2008 and contributed to its shaping as a model for urban diversity management. It has a rich multiethnic and multicultural history and is a city committed to build an open and inclusive society. In 2021, a new Civic Dialogue Commission was established, a body composed of 6 NGOs and representatives of the Municipality of Lublin. Its role is to influence and support the Municipality in designing and implementing solutions for newly established residents, in particular migrants.*

The recently adopted Strategy Lublin 2030 builds on and updates the first intercultural strategy of the city in force between 2013-2020. In particular, it emphasises the role of Intercultural integration and diversity management as one of key factors of city's future development.

Lublin has also a number of inspirational experiences related to intersectoral policies in the field of inclusion: the policy "Lublin for All" consisting in intersectoral actions to promote sense of belonging, equality and non-discrimination; the "Study in Lublin" programme, which develops unique ways of inviting and welcoming foreign students, further aiming at creating spaces for integration and building strong bonds and relations with the local community; the development of a state-run Refugee Centre, operating in Lublin since 20 years, coordinating several municipal services and NGOs to support the integration of refugees. More recently, the city has led an ICC project aimed at designing a methodology to fight against hate speech at the local level.

REGGIO EMILIA, ITALY

Luca Colombo, civil servant in the Municipality of Reggio Emilia since 2016, has a master degree in Pedagogy and a vocational master in Intercultural competence and management. At first, he worked for more than ten years as educator and coordinator in educational services for children, teenagers and young adults, both in schools and in non-school contexts, especially on social distress prevention through a social and relational approach.

When he joined the Municipality, he was appointed to take charge of the local reception and integration system for unaccompanied foreign minors, asylum-seekers and refugees. He was also engaged in planning and monitoring a language-teaching project for newly arrived foreign teenagers.

Since 2021 he has been assigned to welfare and intercultural policies, mainly focusing on projects and services aimed at fighting educational poverty for minors and young adults and promoting social cohesion. He cooperates with other sectors of the municipal administration and the city intercultural centre on anti-racism discrimination and respect for diversity. He is interested in peace and human rights and he is an Amnesty International activist in Reggio Emilia.

City profile: *Reggio Emilia is an Italian medium-sized city, known all over the world for its pedagogy “Reggio Emilia Approach to Education” and social cooperation system. Non-national citizens represent about 17% of the total local population, one of the highest in Italy. Reggio Emilia has joined the Intercultural Cities Network in 2011.*

Diversity is strongly embedded into community values and local policies. The Municipality has a dedicated Department working closely with Mondinsieme, the intercultural Municipal Foundation, cooperating with communities of foreign background. It’s also the first Italian city having acknowledged the so-called “Diversity Advantage”, based on the Council of Europe model. This is the basis for the successful intercultural policies being promoted by a single department and crosscutting all the others.

“DTutti strategy” (Of all) is the city’s Manifesto and at the same time the municipal integrated action plan dealing with education and citizenship; diversity in economics; diaspora and international relations; Intercultural participation. The city’s positive diversity management approach is also strictly connected with the action of the Department for Equal opportunities, combining intercultural dialogue, culture on disability, LGBTQi rights, gender and cultural diversity. The City approves yearly the Single Planning Document, containing all the strategic policies, expected results and indicators about inclusion. Finally, Reggio Emilia participates and contributes to many regional and national working groups on migrant integration and – more generally – inclusion policies.