

GT-ADI-INT(2021)2

Strasbourg, 17 Juin 2021

WORKING GROUP ON INTERCULTURAL INTEGRATION (GT-ADI-INT)

Information on GT-ADI-INT Members

According to the terms of reference of the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI), the Working Group on Intercultural Integration (GT-ADI-INT) shall be composed of **representatives of 10 member states with specialised knowledge in intercultural integration and diversity management**, designated according to a method which has due regard to geographical balance and the existence of Intercultural cities or intercultural city networks in the state concerned, as well as **representatives of 10 local authorities that are full members of the Intercultural Cities Programme**. Due regard should be given to ensuring a gender balance.

The appointed representatives are the following:

REPRESENTATIVES OF MEMBER STATES

Name	Member State	Position
1. Agil SHIRINOV	Azerbaijan	Rector of the Azerbaijan Institute of Theology. Assistant Professor at the Department of Religious Studies/Azerbaijan Institute of Theology
2. Tom De Bruyn	Belgium	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
3. Alen TAHIRI	Croatia	Director of the Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia
4. Peter KARIUKI	Finland	Senior Specialist, Secretary General ETNO, Department of Democracy and Public Law, Ministry of Justice, Finland
5. Nadan PETROVIC	Italy	Professor, Coordinator of the Centre for migration and Refugee studies

6. Robert ALAGJOZOVSKI	North Macedonia	National coordinator for interculturalism, One society, development of culture and inter-ministerial cooperation, Government of North Macedonia,
7. Pia Buhl GIROLAMI	Norway	Policy Director, Ministry of Education and Research, Department of Integration
8. Cecília MENDES	Portugal	Senior Adviser, High Commission for Migration (ACM)
9. Ben Greener	United Kingdom	Deputy Director - Faith, Integration, Communities, UK Government's Ministry for Housing, Communities and Local Government

REPRESENTATIVES OF LOCAL AUTHORITIES

Name	Local authority	Position
1. Sølve SÆTRE	Bergen	Special Advisor for Diversity. Advisor on Political Issues Concerning refugees, Roma Inclusion, LGBTI, Prevention of Radicalization, Gender Equality and Faith Issues, City of Bergen, Norway
2. Itziar URTASUN	Bilbao	Councillor for Cooperation and Coexistence, City of Bilbao, Spain. Alternate member: Claudia Emmanuel Laredo, International Cooperation and Coexistence Department
3. Ian DAY	Bradford	Assistant Director, Neighbourhood and Customer Services, Bradford Council, City of Bradford, United Kingdom
4. Şenol DÜLGER	Bursa - Osmangazi	External relations Coordinator, Osmangazi Municipality, Bursa, Turkey
5. Dionysia AMPATZIDI	Ioannina	Senior Advisor to the Mayor of Ioannina on Social and Migration Policy, Ioannina, Greece
6. Damien EGAN	(The London Borough of) Lewisham	Mayor, London Borough of Lewisham, United Kingdom. Alternate member: Philip Baker, Borough Sanctuary Manager
7. Nenad BOGDANOVIC	Limassol	Intercultural Counsellor, Municipality of Limassol, Cyprus
8. Krzysztof STANOWSKI	Lublin	Director, International Cooperation Centre, Municipality of Lublin, Poland
9. Luca VECCHI	Reggio Emilia	Mayor, City of Reggio Emilia, Italy
10. Joanna MARCINKOWSKA	Reykjavik	Immigrant Specialist, Human Rights and Democracy Office, City of Reykjavik, Iceland

Biographies

AZERBAIJAN

Dr Agil Shirinov graduated from the Faculty of Theology at Baku State University in 2001. In 2003, he took his MA from University of Marmara/Turkey. His *MA Thesis Subject* was on “Extremist Groups and Their Doctrines According to the Literature on the History of Classical Islamic Denominations”. In 2007, he took his PhD from the same university. His PhD dissertation topic was “Existence and Deity in Nasir al-din al-Tusi’s Thought”. From 2008 to 2018 he served as the Assistant Professor of History of Islamic Denominations and Medieval Islamic Philosophy at Baku State University. In 2013, he served as the head of the department of Religious expertise and public relations at The State Committee on Religious Associations of the Republic of Azerbaijan. Since 2016, he is the Head of *Department of Preaching* at Caucasus Muslim Board. Currently, he is working as Rector for Science and Innovation at Azerbaijan Institute of Theology. He has published 8 books and over 20 academic articles. He also has delivered lectures in many academic conferences and symposiums on Religious Tolerance and Multicultural Values held in UK, France, Germany, Turkey, Pakistan, Russia, Albania, Kyrgyzstan and other countries. He has been a part of many local and international activities on tackling radicalism as well as on religious tolerance, multiculturalism and multi-faith.

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 integration (in general, 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 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.

CROATIA

Alen Tahiri joined the Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia (GOHRRNM) in 2007. He was appointed Director of the Office in 2018.

In regard to intercultural integration, he is in charge of chairing a *Permanent Commission for Implementation of Integration of Foreigners into Croatian Society* and also presides over a meetings of multidepartmental *Working Group* that creates proposals of national strategic documents for

integration of persons that have been granted international protection into Croatian society. GOHRRNM is central state body for integration of persons that have been granted international protection and he, as Director of GOHRRNM, coordinates the work of state administration bodies, government offices, local and regional self-government units, non-governmental organisations and other bodies involved in the process of integration of asylees and foreign nationals under subsidiary protection.

Alen has also been in charge of coordinating the implementation of projects co-financed within the National Program for Asylum, Migration and Integration Fund (AMIF) aimed primarily at raising public awareness and educating integration system stakeholders in local communities.

Alen is also National Contact Point on Integration and member of European Integration Network (EIN).

FINLAND

Peter Kariuki is a senior specialist in the Ministry of Justice department of democracy and Public Law. Secretary General of the Advisory Board for Ethnic relations (ETNO), which is an expert body established by the central government mandated to consult on and advance - among others – good relations, democracy, integration, migration and non-discrimination issues. ETNO has seven regional consultative bodies mandated to the same tasks at regional level.

He has previously worked in the Ministry of Interior's department for migration, where he was managing a national project to develop integration education for migrants. Through ETNO, he worked on various policy areas related to intercultural relations; these including democracy, language rights, fundamental rights, internal security, youth and education.

The inclusive integration policy framework and lab are familiar to him as he was part of the team that hosted its meeting in Helsinki on 28-29 May 2019!, The policy lab's draft policy framework and efforts to create a common set of standards on intercultural society creation are familiar to him. Core principles included in the policy framework are very in line with the Good Relations framework his organisation is implementing in Finland.

ITALY

Dr Nadan Petrovic is professor of Strategies of International Cooperation at La Sapienza University of Rome. He holds **Ph.D.** in *"History of Asylum in Italy since Constitution form 1948, in light of process of harmonization of EU policies in asylum"* and **Master** in International Protection of Human Rights at University of Rome *"La Sapienza"* as well as **Law Degree** – Bachelor of Laws (legally recognized by the Faculty of Law, University of Rome *"La Sapienza"*), Faculty of Law, University of Sarajevo.

During his professional career he covered several high ranking positions such as the: Expert of the National Office of Racial Anti-Discrimination, Manager at the Ministry of Integration, Director of the Central Service of the National System for Protection of Asylum Seekers and Refugees (SPRAR), Head of the Central Secretariat of the National Asylum Program (Program on reception, integration and voluntary repatriation of asylum seekers and refugees in Italy established by the Ministry of Interior, the UNHCR and the National Association of Italian Municipalities), 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 Undersecretary of State for Internal Affairs in charge for Immigration and Asylum, to the Head Department for Civil Liberties and Immigration of the Ministry of Interior and to the Director General for Development Cooperation of the Ministry of Foreign Affairs as well as the *Rapporteur* of the Congress of Local and Regional Authorities of the Council of Europe. He is author of several books and numerous articles on migration issues.

NORTH MACEDONIA

Robert Alagjovovski 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. He 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 2016 Electoral program.

Previously, as Minister of Culture, in 2017-2018, he cared for 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 One society and interculturalism strategy. Both the drafting and implementation demand high competence in multi-level 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.

So far, the implementation is in the initial quarter of its implementation. One of the ongoing tasks is membership of city of Skopje into ICC network and creation of national ICC network. Robert Alagjovovski already participated in Policy Lab meeting in Limassol, Cyprus, where he shared his experience and expertise over the issue.

Past achievements of Robert Alagjovovski 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 tensions 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 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 Policy Director with the Norwegian Ministry of Education and Research, Department of 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 she has since worked with integration policy at a senior level at five Ministries and the Directorate of Integration and Diversity (IMDi). Ms. Girolami has been in charge of several Action Plans and White Papers on integration policy to the Norwegian Parliament. 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.

She 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.

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

PORTUGAL

Cecília Mendes has a Degree in Psychology (5-year degree; awarded by ISPA, Higher Institute of Applied Psychology, Lisbon, Portugal). Post-Graduation in Communication and Content Marketing - Content Marketing Strategies for the Digital Context (Catholic University of Portugal).

Member of the Advisory Council of the National Adult Literacy Plan, representing High Commission for Migration.

Participation in the following Working Groups:

- Intercultural Mediator Profile Design Working Group - Level 4 (European Qualifications Framework);
- Working Group Campaign of the Commission for Equality and Against Racial Discrimination - CICDR, to mark the International Day of Struggle for the Elimination of Racial Discrimination
- Working Group to prepare Portuguese Diversity Charter;
- Employability Working Group developed under the Portuguese Diversity Charter;
- Working Group on the European Agenda on Migration to define the content of the training "Applicants and Benefits of International Protection: Trauma, Religion and Culture";
- Working Group of the National Strategy for Development Education (ENED), led by Instituto Camões;
- Working group, involving immigrant associations, to an awareness to promote immigrant voter registration, in collaboration with the General Secretariat of the Ministry of Internal Administration.

Performs functions in the areas of adult education and training, employment and intercultural and interreligious dialogue.

UNITED KINGDOM

Ben Greener has been working since 2016 for the UK Government's Ministry for Housing, Communities and Local Government. 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. Mr Greener 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 has 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) plus an ICC national network.

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 at national and local level. Until 2011 working on the national level the resettlement of refugees amongst other tasks. Since 2011 he is working for the City of Bergen as a special advisor for the local government – currently in the Department for culture, diversity and equality. His responsibilities involve political issues concerning refugees, Roma inclusion, LGBTIQ, prevention of radicalisation, interreligious dialogue 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 research project on the situation for undocumented migrants in the main cities in Norway. Other ongoing projects involve developing a new plan combating hate speech against Muslims, organising an international academic conference on gender equality and a mentoring scheme for ambitious migrants with higher education. Sætre is also involved in projects in Romania regarding inclusion of the Roma minority – currently with the City of Cluj.

BILBAO, SPAIN

Itziar Urtasun is Councillor for Cooperation, Coexistence at Bilbao City Council. Over the last 10 years, she has developed her political career in the leadership of local policies, representing the Area of Participation and Districts, the Area of Festivals and Public Attention, the Area of Equality, Cooperation, Coexistence and Festivals until she currently heads the Area she represents, Cooperation and Coexistence of the Bilbao City Council. In recent years, as head of Local Policy on Immigration, he has led the design, development and execution of the Second Municipal Plan for Citizenship and Diversity of Bilbao City Council, a strategic instrument conceptually aligned with the Intercultural Cities programme that incorporates action measures in different areas of intervention and whose results have enabled the City of Bilbao to advance in the results of the Intercultural Cities index. For 20 years she was also the Youth Coordinator of the Provincial Council of Bizkaia. Her training started at the University of Salamanca, with the official title of Socio-cultural Animator, she has a degree in Management Secretariat and has specialised training in youth, participation and citizenship.

BRADFORD, UNITED KINGDOM

Ian Day. Born in 1966 Ian spent most of childhood growing up in Kenya, East Africa before returning to Bradford to complete his education.

Ian has worked for Bradford Council for the majority of his working life where he managed the Parks and Woodland Service, has worked as a business transformation programme manager and since 2014 as the Assistant Director with responsibility for working with communities, leading on diversity and integration, community safety and environment. Currently strategic lead as one of the UK's five 'Integrated Communities' pilot areas.

As Assistant Director Ian manages neighbourhood working across five parliamentary constituencies, leading a team of 600 people across a variety of technical and operational vocations including community engagement, the Council's Integrated and Stronger Communities teams, Youth Workers, Community Safety, Hate Crime and prevention work around violent extremism. Ian leads on work with the voluntary and community sector and engagement with communities; in particular providing voice and influence to under-represented groups.

Ian is a member of the Council's senior leadership team, working at a strategic level across Council and partner organisations and with government departments. He is passionate about equality and ensuring that everyone has the chance to become all that they can be.

BURSA-OSMANGAZI, TURKEY

Şenol Dülger is the Coordinator for International Affairs of Osmangazi Municipality, which is quite active in various international platforms including WHO Healthy Cities Project and EUROCITIES (Network of European's Major Cities).

He is the unique contact and acting policy officer in the social and cultural services.

He has been working for the local governments for more than 15 years and have attended a great number of social projects, including those on youth, women, disabled and immigrants.

IOANNINA, GREECE

Dionysia Ampatzidi has been a dedicated and experienced social scientist for the last 15 years, working with vulnerable and marginalised groups of people, aiming at social integration and social justice. She was born and raised in Ioannina (Epirus) in a family with a refugee background, which leads her to defend and promote the rights of vulnerable people.

Since 2005, Dionysia has been involved in a significant number of social projects, which contribute to enhancing the development of social policy in Ioannina. Specifically, she coordinated the design, monitoring and evaluation of the implementation of the Social Structures of Immediate Tackling of Poverty program for the Municipality of Ioannina. Moreover, she has coordinated, as member of the Scientific Council of the Organization of Social Protection - Solidarity and Preschool actions for integration of migrants, a Shelter for abused women, a Day Care Centre for elderly people and an Intervention project in Stavraki State Prison.

In addition, she has coordinated numerous educational programs, workshops and awareness campaigns for staff/ local population in diversity, social justice and social integration.

She has worked as an International and National staff for UNHCR. She joined UNHCR (Ioannina Unit Office) in 2016, a crucial period for the region of Epirus due to the fact that the local authorities had to manage spontaneous arrivals of refugees and asylum seekers without capacity and previous experience. Dionysia was the supervisor of the UNHCR protection team and focal point for child protection, gender-based violence and the racist violence reporting network. Moreover, she coordinated the collective humanitarian response of the actors and liaised with the local authorities and communities through the regional interagency coordination meeting and Epirus protection-working group.

Currently, she works as the Mayor's senior advisor of social and migration policy in the Municipality of Ioannina focusing on designing and implementing local integration strategies for migrants and marginalized populations.

(The London borough of) LEWISHAM, UNITED KINGDOM

Damien Egan. Lewisham is one of the most diverse places in one of the most dynamic cities in the world. It 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, Damien has overseen Lewisham 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. Damien has also led efforts to diversify Lewisham multi-faith civic calendar so that events that take place in the borough are more reflective of their communities.

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

LIMASSOL, CYPRUS

Nenad Bogdanovic is a Serbian-born Cypriot cultural, social, youth and education worker, activist and musician. Being a person with a migrant background himself, he is professionally oriented to dialogue, mobility and integration projects on local, national and international levels.

Currently, Nenad an Intercultural Counselor at the Municipality of Limassol, which is a member the Intercultural Cities Network of Council of Europe. He coordinates the realization of Intercultural Strategy of Limassol 2018-2020. Under that capacity, he participated in the 3rd Inclusive Integration Policy Lab in Helsinki in and provided logistical support to the 4th Inclusive Integration Policy Lab in November 2019 in Limassol. He also works as Director of the non-profit organization [Euro-Arab Youth Music Centre](#), in Limassol.

After the graduation from Music School of his birthplace Kragujevac, he studied classical music on the National Music Academy of Ukraine in Kiev. He also holds MA degree in Cultural Management from the Northumbria University (UK).

Between 2004 and 2013, Nenad worked as CEO in various local and national cultural organizations including the Cyprus Symphony Orchestra Foundation and Epilogi Cultural Movement, where he managed a number of international cultural, youth and integration projects funded by the European Union, Council of Europe and national authorities. He was designated as Head of [Creative Europe Desk](#) (2016-2017) and Europe for Citizens Point (2017) for Cyprus, being also the Cyprus representative in the OMC experts' working group on Creative and Cultural Industries, Entrepreneurship and Innovation, coordinated by the [European Commission](#) (2017-2018). Nenad served on the boards of international cultural organizations like [European Music Council](#) (2013-2016), [Jeunesses Musicales International](#) (2008-2013, 2019).

Nenad is fluent in Serbian, Greek, English, Russian and Ukrainian languages.

LUBLIN, POLAND

Krzysztof Stanowski. During the 1980s an active member of the underground Solidarity, political prisoner, co-founder of the independent scouting in Poland. Since 1989 co-founder and leader of various non-governmental organizations including Education for Democracy Foundation and Zagranica Group. Experienced trainer and educator active in Eastern Europe, Central Asia and Mongolia. Author of numerous educational programs 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. Member of Steering Committee of the Civitas International and the World Movement for Democracy. Ashoka fellow. Under-Secretary of State in the Polish the Ministry of Education (2007- 2010) and Ministry of Foreign Affairs (2010-2011) responsible for development cooperation. Deputy Chair of the Council of Polish-German Youth Cooperation. President of Solidarity Fund PL - Polish Democracy Support Agency (2012-2017).

Since 2013 co-organiser of Polish support for the Revolution of Dignity in Ukraine. Co-founder and member of Solidarity with Ukraine Citizens' Committee. Advocate of intercultural approach to local policies, actively participating in all activities undertaken under the umbrella of Intercultural Cities Programme. Lublin's representative to Policy Lab for inclusive integration. Deeply engaged into dialogue with Lublin's minorities.

REGGIO EMILIA, ITALY

Lucca Vecchi, was born and raised in Reggio Emilia. He is married with a son. He has a master's degree in business administration from the University of Modena and Reggio Emilia and before being elected Mayor he worked as chartered auditor.

His political career started in 2004, as an elected city councillor, for the Democratic-Left. He was re-elected with the same role in 2009 as a member of the Democratic Party. From 2007 to 2014 he was the group leader for the Democratic Party. In June 2014, supported by the centre-left, he was elected Mayor of Reggio Emilia for the first time. Last 19 June 2019, he was re-elected mayor of Reggio Emilia. His strong political commitment is not limited solely to the local dimension: he plays an important role within ANCI – the National Association of Italian Municipalities – as the person in charge of Welfare and Social Policies.

His passion for sport, originating as he is a former athlete, helped him to recognise possible inequalities and discriminations in sports activities and take steps to address them. He strongly believes in the socially integrative role of sport. This sensitiveness combined with his personal commitment for human rights, allowed for a unique opportunity to be created for his City. An example is their visit to the Auschwitz Concentration Camp, side to side with the Bishop, the Imam, and the Rabbi of his local community and with one thousand students from Reggio Emilia High Schools. This was organised by one of the Travels of Memory promoted every year by Reggio Emilia Institute for Local History about Resistance. The LGBTQ community has also received his attention and support: following the new National Law on Civil Unions, he had the honour of celebrating the first Italian same-sex marriages and to contribute in the promotion of the first "homotransnegativity protocol" signed by the Municipality and other institutions of their territory.

REYKJAVIK, ICELAND

Joanna Marcinkowska. Interest and awareness of human rights has grown in recent decades, but working closely with Reykjavik's Human Rights Policy gives you, a different perspective on how you see life and all that happens around you. This awareness is sometimes scary because you see that

injustice takes place every day. As an immigrant, you get a chance to experience integration on your own skin. It gives you a bigger picture and you see more clearly, what needs to be done.

Starting from the ground as a community interpreter and then an immigrant counsellor helped to broaden her understanding about what is at the core of the problems people have to overcome. A project with homeless migrants deepened her understanding of most underprivileged groups.

Since 2017, she has been working on the implementation of an inclusive integration policy of migrants in the City of Reykjavik as a main adviser and specialist in the Human Rights and Democracy Office. Her main tasks are leading and overseeing the implementation of the city's immigrant policy and strategic action plan, designing and managing development projects and initiatives on local and state levels, for ex. ministries, other city departments and local NGO's. However, the main focus has been mainstreaming the inclusive integration of migrants into all decision and policy making of the Reykjavik City.