

Real equality – Indicator 3: Working together: Nurturing an understanding of shared fundamental values in communities

You may wish to consider if you have enough information on the other potential allies in your city who could be involved. Seek advice from colleagues or the partnerships or equalities departments or teams. Look at the [good practice](#) section of our website to see how other cities work with allies and partners in this field.

Inspiration from other cities

After a process of citizen participation, the Plenary Session of the City Council of [Bilbao](#), Spain, approved the Bilbao Charter of Values in March 2018. The Charter includes 17 individual and collective values, including: Respect for Human Rights, social justice, equality between men and women, solidarity; diversity/inclusion, commitment, environmental sustainability; participation, trust, creativity, coexistence, identity, effort; stewardship, honesty, illusion, and health. Neighbours, institutions, and companies can sign up to maintain and promote attitudes and behaviours in line with the spirit and content of the Charter. A "Values Development Plan" followed to integrate the values in the Charter of Values of Bilbao into the day-to-day citizenship of all residents. A city values commission has been created to carry out the monitoring and evaluation of the project within Civic Council of the city. The project cooperates with the Business sector, social entities, political leaders, cultural entities, municipal companies, schools, educational entities, women entities, media, individuals, religious diversity entities, ecologist entities, sports entities, and immigration entities.

Bradford District's, United Kingdom, Stronger Communities Partnership Board is developing [a set of statements](#) about the values that unite everyone who lives and works in the district. The Stronger Communities Partnership Board brings together voluntary, private and faith sectors, and local people. They have been working to define the shared values of the people of Bradford, finding out what is important to people and the things Bradford stands for that bring everyone together. The same words kept coming up: caring, understanding, kindness, people, safety, community, supporting, helping, respecting. From analysing all the words, a set of values were drafted and checked through working groups and an online survey. The values will form an important part of [Bradford For Everyone](#) – an initiative to take forward a pledge for a district that is for everyone.

The "ITACA – Italian cities against discrimination" aims to fight both direct and indirect discriminations within and outside the administrations of seven municipalities of the Italian Network of the Intercultural Cities (Cities of Dialogue). ITACA is co-financed by the European Commission through the "Rights, Equality and Citizenship" Programme; it is coordinated by ICEI in partnership with the Municipality of Reggio Emilia, the Municipality of Modena, MondInsieme Foundation, and Ismu Foundation. The project is promoted in collaboration with the UNAR (Ufficio Nazionale Antidiscriminazioni Razziali – Italian Equality Body), ASGI (Association for the juridical studies on immigration), and the Intercultural Cities programme. ITACA aims to have a dual impact: 1) improving the skills of the staff of participating municipalities in the field of non-discrimination and to engage with civil society – including the private sector - to raise

awareness on this topic. ITACA will also offer a training course to public officials and civil society organisations to support municipalities in strengthening their policies and practices to prevent and fight discrimination.

In [Botkyrka](#), Sweden, the municipality works closely with the Anti-Discrimination Bureau, Stockholm Syd, a non-profit organization run by SIOS, the Cooperation Body for Ethnic Organizations in Sweden, funded by the Swedish Agency for Youth and Civil Society (MUCF) and Botkyrka municipality. It works to combat discrimination and promote human rights, providing free counselling, support and information for individuals who feel discriminated against, conducting investigations into cases, mediating between the parties, and preparing referrals to the Equality Ombudsman. This Anti-Discrimination Bureau is an important resource for those who experience discrimination in being able to take action to change their situation and experience. It provides important inputs for the work of Botkyrka municipality in: enabling issues of discrimination in the area to be tracked and understood; raising incidents of discrimination with city as necessary; and contributing to the developmental work of the municipality in activities including projects to challenge all forms of discrimination.

This is an extract from the guide [“How intercultural is your policy or project”](#). For all indicators, checklists, and good practice, please see the full guide.