

## EQUINET CONFERENCE

Building Equal Cities:

Promoting Equality and Addressing  
Discrimination at the Local Level



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Session 1: Equality and Non-Discrimination at the Local Level  
25/10/2021, 10:00-12:15CET

Session 2: Exchanging Best Practices and Building Bridges  
26/10/2021, 10:00-12:15 CET



Equality bodies across Europe, as public institutions concerned with promoting the fundamental value of equality and combating discrimination, have been playing an increasingly important role in the implementation of equality legislation. So far, Equinet has not explored in depth how equality and non-discrimination are conceived and implemented at the local level, such as in municipalities and cities across Europe. Instead, Equinet's focus has been on supporting and strengthening equality bodies' standing and work at the national and international levels. However, some equality issues may be better approached at the local level, so it is important that equality bodies are supported to engage there if they are not doing so already. While some equality bodies already have regional or local offices, this is far from being the case in all countries, despite being an official Recommendation of the European Commission on standards for equality bodies.

Engaging with citizens is a crucial step in making equality and non-discrimination the norm. Nobody questions any longer the role of local governance as important actors at the forefront of citizens' fundamental rights protection. Local authorities are closest to their citizens and as such are best positioned to understand their struggles, respond effectively to their needs, and empower them to know and claim their rights. Local authorities are also well equipped to invest resources directly into capacity-building workshops aimed at tackling discrimination and promoting equality, as they work together with public employment services, schools and other training providers.

Developing cooperation with local authorities would increase the accessibility of equality bodies, extend the influence of their work and increase the availability of equality data at the local level. Furthermore, it would provide local authorities with additional support to strengthen their work towards an equal and non-discriminatory society. Finally, a well-functioning equality approach is about involving relevant stakeholders. Bringing together local authorities, equality bodies and Equinet would contribute to making European anti-discrimination policies a reality at the local level, highlighting local practices applicable on a higher level and helping to build synergies between the local, national, and international levels.

This online conference will create an opportunity for national equality bodies to discuss with relevant actors how they can cooperate and better promote equality and tackle discrimination at the local level together.



# Agenda

## Equality and Non-Discrimination at the Local Level

25/10/2021, 10.00-12.30 CEST

Moderator: **Tamás Kádár**, Deputy Director and Head of Legal and Policy, Equinet

<b>10.00-10.10</b>	<b>Introduction</b>  <i>Tamás Kádár</i> , Deputy Director and Head of Legal and Policy, Equinet
<b>10.10-10.15</b>	<b>Opening speech</b> <i>Tena Šimonovic Einwalter</i> , Equinet Chair and Ombudswoman of the Republic of Croatia
<b>10.15 – 10.30</b>	<b>Equality bodies working at the regional/local level</b>  <i>Sandra Konstatzky</i> , Director of the Ombud for Equal Treatment, Austria  <i>Yolande Eskenazi</i> , Regional Delegate of the Defender of Rights, France (Presentation will be in French including live English interpretation) <b>Q&amp;A</b>
<b>10.30- 11.10</b>	<b>The European framework and local level work on equality</b>  <i>Anne Karjalainen</i> , Chair of SEDEC Commission, European Committee of the Regions  <i>Geraldine Guille</i> , Technical Assistance and Capacity Building Unit, European Union Agency for Fundamental Rights <b>Q&amp;A</b>
<b>11.10-11.20</b>	<b>BREAK</b>
<b>11.20- 12.10</b>	<b>Challenges and opportunities of local level work on equality: Panel session</b>  <i>Ketevan Shubashvili</i> , Head of equality, Public Defender, Georgia  <i>Hans Putzer</i> , Mayor's Office' spokesperson on Human Rights and member of the Human Rights Advisory Board, City of Graz, Austria  <i>Irena Guidikova</i> , Head of Inclusion and Anti-Discrimination Programmes, Council of Europe  <i>Jaimie Just</i> , Policy adviser and Citizenship Team Coordinator, Council of European Municipalities and Regions  <i>Niels Tubbing</i> , Chair of Eurocities Working Group migration and integration and Senior Advisor Social Affairs, City of Amsterdam
<b>12.10-12.15</b>	<b>Closing first session</b> <i>Jone Elizondo Urrestarazu</i> , Legal and Policy Officer, Equinet

# Agenda

Exchanging Best Practices and Building Bridges  
26/10/2021, 10.00-12.30 CEST

Moderator: **Moana Genevey**, Policy Officer, Equinet

10.00-10.10	<b>Introduction</b>  <i>Moana Genevey</i> , Policy Officer, Equinet
10.10-11.00	<b>Exchange of best practices – What works best in promoting equality at the local level?</b>  <b>Cities promoting disability rights</b> <ul style="list-style-type: none"><li>• <i>Tomasz Pactwa</i>, Head of the Welfare and Social Projects Department, City of Warsaw, Poland</li></ul> <b>Cities fighting racism</b> <ul style="list-style-type: none"><li>• <i>Danijel Cubelic</i>, Vice-President, UNESCO’s European Coalition of Cities Against Racism; and</li><li>• <i>Evein Obulor</i>, Coordinator of the European Coalition of Cities Against Racism</li></ul> <b>Cities protecting LGBTIQ rights</b> <ul style="list-style-type: none"><li>• <i>Tamás Dombos</i>, Project Coordinator, Háttér Society and Hungarian LGBT Alliance</li></ul> <b>Cities mainstreaming gender equality</b> <ul style="list-style-type: none"><li>• <i>Ander Bergara</i>, Inter-institutional Cooperation Coordinator, Emakunde, Basque Country, Spain</li></ul> Q&A
11.00-11.10	<b>BREAK</b>
11.10-11.40	<b>Building Bridges and ways forward</b>  Breakout rooms: Discuss how to work together to strengthen the promotion of equality and the fight against discrimination at the local level.
11.40-12.00	<b>Reporting back</b>
12.00-12.10	<b>Closing the Conference</b>  <i>Daris Lewis</i> , Policy Officer, Equinet

## Our speakers



Tena Šimonović Einwalter

**Chair of Equinet Executive Board and Ombudswoman, Office of the Ombudswoman of the Republic of Croatia**

Tena Šimonović Einwalter graduated from the University of Zagreb Faculty of Law, awarded the Diploma of the International Institute for Human Rights in Strasbourg, holds a Master's degree in International Relations from the University of Zagreb Faculty of Political Science and a Master's degree in European and Comparative Law from the University of Oxford Faculty of Law.

Sandra Konstatzky

**Director of the Ombud for Equal Treatment, Austria**

Sandra is, since 2018 Director of the Ombud for Equal Treatment at the Federal Chancellery in Austria. She was previously Deputy Director and Legal advisor at the same Equality Body. She is a Lawyer by training and holds a master's degree in law with a specialty in Legal Gender Studies.

She performs trainings at the European Law Academy and lectures at the Law University of Vienna. Additionally, Sandra is an Equinet Board member since 2015, as well as Board member of the Austrian Women Lawyers' Association.



Anne Karjalainen

**Chair of Social Commission of the Committee of the Regions, Expert in educational affairs and Social Europe**

Anne Karjalainen (M.Sc.) has been a Member of the European Committee of the Regions (CoR) since 2009 and Chair of the CoR's Commission in charge of Social Policy, Education, Employment, Research and Culture (SEDEC Commission) since February 2020.

She is Chair of the City Council of Kerava, Finland. Ms. Karjalainen is an expert in educational and ICT affairs. In the CoR, she has been the

Rapporteur on a number of key topics, including "The local and regional perspective of the European Pillar of Social Rights Action Plan" (2021), "A Strong Social Europe for Just Transitions" (2020), "Digital Europe for all: Delivering smart and inclusive solutions on the ground" (2019), the "European Cloud Initiative and ICT Standardisation Priorities for the Digital Single Market" (2016), "The importance of a more interconnected Europe, focusing on the potential of the ICT sector as a source of growth" (2014), and the "Review of the Directive on re-use of public sector information" (2012).



Geraldine Guille

**Technical Assistance and Capacity Building Unit, European Union Agency for Fundamental Rights**

Geraldine Guille's work focuses on engagement with local and regional authorities in the EU, including partners such as the European Committee of the Regions, the Council of Europe's Congress of Local and Regional Authorities, and cities' networks. She engages and closely cooperates with a broad range of FRA stakeholders at international, European, EU, national and local levels. She has been working with the Agency and its predecessor, EUMC, since 2006 in the areas of online

communication, co-operation, and networking. She holds a Research Masters in European Law from the University of Law of Aix-en-Provence in France.

Yolande Eskenazi

**Regional Delegate of the Defender of Rights, France**

An economist by training, Yolande Eskenazi has been involved in the fight against discrimination for more than fifteen years. Today, she is head of the regional pole for the Provence Alpes Côte d'Azur and Corsica regions. Between 2005 to 2011, she was the Regional Delegate of Halde (former name for the Defender of Rights), during this process she played an important role in the fight against discrimination and for equality.

Previously, she worked at the University of Aix-Marseille where she led degree courses as well as several European programs, including some on the fight against xenophobia, racism and discrimination.

She also coordinated several studies and field actions in the areas of employment, local economic development, and the evaluation of public policies.



Ketevan Shubashvili

**Head of Equality Department at the Office of Public Defender (Ombudsman) of Georgia**

Ketevan Shubashvili is Head of Equality Department at the Office of Public Defender (Ombudsman) of Georgia since 2016. She lectures Human Rights Law at Master's level at universities in Georgia. In 2013 Ketevan earned LL.M. degree in International Human Rights Law from the University of Essex (Colchester, UK). In 2011 she graduated from Georgian Institute of Public Affairs, Master's degree in International

Law. In 2009 Ketevan earned Bachelor of Laws from Tbilisi State University.

In 2013 Ketevan underwent internship with the European Court of Human Rights (Strasbourg, France). She has extensive experience in international human rights litigation and is author of several academic articles on human rights.

## Irena Guidikova

### **Head of Inclusion and Anti-Discrimination Programmes, Council of Europe**

A graduate of Political Science and Political Philosophy from the Universities of Sofia (BG) and York (UK), Irena Guidikova has been working at the Council of Europe since 1994. She founded in 2008 the Intercultural cities programme and was the coordinator of the World Forum for Democracy between 2013 and 2017. She is currently in charge of cooperation programmes on anti-discrimination and inclusion at the Council.



## Hans Putzer

### **Mayor's Office' spokesperson on Human Rights and member of the Human Rights Advisory Board, City of Graz**

Mr Putzer is responsible for human rights, religious communities, and citizen's participation. Until the 17<sup>th</sup> November he will be representing the incumbent mayor on human rights issues at the administrative level. Before this position, Mr Putzer was mainly active in the field of adult education and sustainability. His future area of responsibility will be his participation in the implementation of the SDGs in the City of Graz.

## Niels Tubbing

### **Chair of Eurocities Working Group migration and integration and Senior Advisor Social Affairs, City of Amsterdam**

Niels Tubbing is a senior policy advisor at the City of Amsterdam, both for the International Office (social affairs) and for the department of civic integration of migrants and refugees. He started working for the municipality in 2009 and over the last decade has been active mostly in the field of integration and inclusion, both on the local and the European level. Since January 2020 he is also the chair of the Eurocities WG Migration & Integration. He holds an MA degree in Film & Philosophy from the University of Amsterdam.





### Tamás Dombos

#### **Project Coordinator, Háttér Society and Hungarian LGBT Alliance, Local authority, City of Warsaw**

Between 2001 and 2011, Tamás Dombos was a researcher at the Center for Policy Studies at the Central European University where he conducted research on equal opportunity policies. Between 2015 and 2017 he was a lecturer at the Faculty of Social Sciences at Eötvös Lóránd University, and between 2018 and 2020 researcher at the Faculty of Law of the same university. Between 2017 and 2021 he was a training expert at the Faculty of Law Enforcement at National University of Public Service. He has been working for Háttér Society since 2007, first as a volunteer, then as a paid staff member and board member. He coordinates the advocacy and research activities of the organization, supports the work of the Legal Aid Service and responsible for Háttér's international relations. Since 2012 he has also served on the board of the Hungarian LGBT Alliance, the national umbrella organization.

### Ander Bergara Sautua

#### **Head of Inter-institutional Cooperation Area**

Ander Bergara Sautua has been working at Emakunde, the Basque Institute for Women, since 1995, where he has held different positions. Currently, he is the Head of the Institutional Cooperation Area. Ander is also a gender trainer and a lecturer in postgraduate university courses on gender issues, as well as the author of many publications on the subject.



### Danijel Cubelic

#### **Vice-President, UNESCO's European Coalition of Cities Against Racism (ECCAR)**

Since July 2020 Danijel Benjamin Cubelic has been elected ECCAR Vice-President for a mandate of four years. He is Director of the Office of Equal Opportunities of the City of Heidelberg and teaches Diversity and Gender Studies at Heidelberg University and the Baden-Wuerttemberg Cooperative State University (DHBW). He studied Religious Studies, Islamic Studies and Cultural Anthropology in Heidelberg, Bochum, Damascus and Aleppo. From 2011 to 2017 he was a research fellow at the Center for Religious Studies at Ruhr University Bochum and the Department for the Study of Religions at Heidelberg University.





Evein Obulor

**Coordinator, UNESCO's European Coalition of Cities Against Racism**

Evein Obulor facilitates the exchange of anti-racist policies for more than 150 European cities and supports them in shaping a European platform that promotes the role of cities in building inclusive and antiracist societies. As the Founder of the Migration Hub Heidelberg, she supports grassroots organizations, especially BIPOC-led groups, in making their engagement more sustainable and visible. With an academic background in Political Science and Education (University of Heidelberg) as well as

Peace & Conflict Transformation (UNESCO Chair for Peace Studies, Innsbruck University), she works as a trainer and consultant for projects related to diversity and empowerment

Tomasz Pactwa

**Director of the Welfare and Social Projects Department at the City of Warsaw**

Tomasz Pactwa (M) has been the Director of the Welfare and Social Projects Department at the City of Warsaw since September 2012.

He manages the department, which consists of 10 units. He coordinates implementation of the Warsaw Social Strategy and several thematic programs forming the social policy framework in Warsaw. His team elaborates new programs and projects in the field of social policy. Social innovations using IT technologies created by his team have gained international recognition:

Bloomberg Philanthropies' Mayors Challenge EUROPE for project Virtual Warsaw – winning team, Smart 50 Awards 2018 by Smart Cities Connect Foundation for project Looked After. Previously

(2007-2012), Tomasz Pactwa held the position of Deputy Director of the European Funds Department at the City of Warsaw, where he supervised the process of the social projects preparation, verification of the programs and projects aiming at engagement of local communities in a decision-making process, projects management. He also contributed to the Access City Award 2020 awarded for the overall improvement to the city's ease of access in a short space of time.



Jamie Just

**Coordinator - Citizenship team / Adviser - Equality and Diversity, CEMR**

Jaimie Just is a Policy Adviser for gender equality and diversity and coordinates the Citizenship team at the Council of European Municipalities and Regions (CEMR), the largest association of local and regional governments in Europe. A graduate in political science and European studies, she has been defending women's rights at European level since 2015 and is currently working with national associations in Europe to advance equality at the local level with the European Charter for Equality.



### Tamás Kádár

#### **Deputy Director and Head of Legal and Policy, Equinet**

Tamás Kádár is Deputy Director (Head of Legal and Policy) at Equinet. Tamás worked previously at the Hungarian Equal Treatment Authority as a legal officer, investigating discrimination cases on all grounds and drafting decisions of the Authority.

He graduated from the Faculty of Law of Eötvös Loránd University in Budapest as a Doctor in Law. Tamás also holds a Master of Economic Science degree from University College Dublin in Ireland.

Tamás has published articles on equality and non-discrimination, spoken at numerous international conferences and acted as a trainer and expert in various EU, Council of Europe, OSCE and USAID-funded projects.

### Jone Elizondo -Urrestarazu

#### **Legal and Policy officer, Equinet**

Jone Elizondo-Urrestarazu is a Legal and Policy Officer at Equinet. Among others, she is coordinator of the Equality Law Working Group and is in charge of Equinet's disability portfolio. Jone holds a PhD in Law which she obtained with a thesis titled "Multiple and intersectional discrimination in EU antidiscrimination law: Towards a truly inclusive Europe". Her experience in the field of Equality and Non-discrimination is rich and diverse. She has worked in academia, national think tanks and CSOs. She has wide experience with pan European networks and organisations including the EU Fundamental Rights Agency or the *European network of legal experts in gender equality and non-discrimination*.



### Moana Genevey

#### **Policy Officer, Equinet**

Moana has been a Policy Officer at Equinet for three years. She is a gender expert, in charge of the gender portfolio and other strategic policy issues at Equinet. Prior to her position at Equinet, she worked for several European institutions and organisations, including the European Commission, the EU Delegation to the UN in New York and the European Network Against Racism. She holds two Masters degrees, in political sciences and in human rights and

published a Master's thesis on political hate speech in France. Moana is passionate about various equality topics, such as feminist movements, right-wing populism and social justice.

Daris Lewis Recio

**Policy Officer, Equinet**

Daris Lewis works as a Policy Officer at Equinet. He started his career at a law firm in the U.S. and moved on to work as a lawyer in the solar energy field. After this corporate experience, he provided legal aid to refugees as well as raised awareness on equality and non-discrimination at NGOs working on human rights in Greece and Spain.

He graduated from the Faculty of Law of University of Sevilla in Spain. He also holds a LL.M. degree in Public International Law and Human Rights from Utrecht University in The Netherlands.

Daris is passionate about equality topics, including equality data, racial discrimination and social justice.



## Further Reading

### Documents:

- Council of European Municipalities and Regions (CEMR), [Uptake of EU funds in rural areas: Analysis from a local and regional perspective, 2021](#)
- United Cities and Local Governments, [Towards the localization of the SDGs, 2019](#)
- FRA, [Human rights cities in the EU: a framework for reinforcing rights locally, 2021](#)
- Eurocities, [Cities fostering democracy in the European Union Urban perspectives for the Conference on the Future of Europe, 2021](#)
- Eurocities, [Local Politicians of the EU and the future of Europe, 2021](#)
- Eurocities, [EU Regional and Local Barometer, 2021](#)
- Council of Europe, [Regional democracy - Council of Europe Reference Framework, 2018](#)
- ECCAR, [ECCAR 10 Points Action Plan: Toolkit for Equality, City Policies Against Racism](#)
- Committee of Regions, rapporteur Yoomi Renström, SE/PES, [The EU anti-racism action plan 2020-2025](#)
- Committee of Regions, rapporteur Daniela Ballico, IT/ECR, [The Strategy for the Rights of Persons with Disabilities 2021-2030](#)
- Committee of Regions, Concepción Andreu Rodríguez (ES/PES), [A Union of Equality: Gender Equality Strategy 2020-2025](#)
- European Commission, [Recommendation on Standards for Equality Bodies, 2018](#)
- European Commission against Racism and Intolerance [General Policy Recommendation N 2](#) on Equality Bodies to combat racism and intolerance at national level



## Equinet, European Network of Equality Bodies

Equinet is a membership organisation bringing together 47 equality bodies from across Europe. Equinet promotes equality in Europe by supporting and enabling the work of national equality bodies. It supports equality bodies to be independent and effective as valuable catalysts for more equal societies.

Equality bodies are champions for the core EU value of equality and defenders of the right to non-discrimination. They are public organisations assisting victims of discrimination, monitoring and reporting on discrimination issues, and contributing to an awareness of rights and a societal valuing of equality. They are legally required to do so in relation to one, some, or all of the grounds of discrimination covered by European Union (EU) law – gender, race and ethnicity, age, sexual orientation, religion or belief, and disability. By engaging closely with policy makers and partners at EU and international level, Equinet promotes the work of equality bodies through relevant publications, as well as participation at conferences and other meetings.

**For more information, please see our website: [www.equineteurope.org](http://www.equineteurope.org)**

**Check the directory of Equality Bodies for a list of Equinet members: <https://equineteurope.org/what-are-equality-bodies/european-directory-of-equality-bodies/>**