



PROVINCIAL COUNCIL PLAN FOR COEXISTENCE IN DIVERSITY

Actions favouring non-discrimination



1. Actions favouring non-discrimination



Why this Plan?

- Gipuzkoa Provincial Council: firm commitment to encouraging equality, coexistence in diversity or the fight against discrimination in our province
- Non-discrimination must be the key to boosting social cohesion
- Making the diversity that exists in Gipuzkoa clearly visible:
 - Migratory flows
 - Gender identity and sexual orientation
 - Ability diversity
 - Ethnic diversity
 - ...
- Promoting through public policies the right of all individuals to participate in equal conditions
- PERIOD: 2017-2019



Recognition of the principle of non-discrimination and promoting policies regarding the subject

Discriminating means treating a person or a group of people differently and unfavourably compared to others, depending on one or more features or characteristics or on whether they belong to a specific group. This results in certain people being deprived of the same rights and opportunities that society as a whole enjoys. This means that discrimination prevents people from fully developing their potential and leads to social exclusion, and is considered to be a violation of their basic rights.

includes 4 different types of diversity which represents a novelty according to the players that have been consulted.



Mission

- Starting out from the principle of equality and non-discrimination, encouraging that diversity should be addressed by following a rights-based approach in all Provincial Council activities.
- Fostering actions to promote the social cohesion, non-discrimination and coexistence of all citizens in Guipuzcoa, regardless of their origin, language, culture, sexual orientation, religion or ideology.
- Favouring the structuring and creation of spaces and actions, that make possible mutual awareness and recognition, the creation of synergies and the development of consensus-based proposals for coexistence.
- Coherently addressing all types of diversity in Gipuzkoa, and promoting public policies that guarantee equal opportunities.



The struggle against discrimination and the lack of access to basic rights regarding the following subjects:

- Diversity due to migration flows.
- Diversity due to ethnic and/or cultural and religious groups.
- Diversity due to sexual orientation and/or gender identity.
- Functional diversity or people with disabilities.
- Other forms of inherent or temporary diversity.



5 activity spheres





Coordination with other Provincial Council departments

PROVINCIAL COUNCIL PRESIDENT'S AREA	DEPARTMENT OF CULTURE, TOURISM, YOUTH AFFAIRS AND SPORT	DEPARTMENT OF SOCIAL POLICIES	DEPARTMENT OF ECONOMIC DEVELOPMENT, RURAL ENVIRONMENT & TERRITORIAL BALANCE	DEPARTMENT OF GOVERNANCE & COMMUNICATION WITH SOCIETY
Organ for the Equality of Men and Women	General Directorate for Culture	General Directorate for Care for Dependent Adults and the Disabled	General Directorate for Economic Development	Provincial Directorate for Citizen Participation
General Directorate for Linguistic Equality	General Directorate for Youth Affairs and Sport	General Directorate for Child Protection & Social Inclusion	General Directorate for Territorial Balance	General Directorate for External Relations
General Directorate for Management Strategy	General Directorate for Development Cooperation	General Directorate for Planning, Investment & Economic Benefits	General Directorate for Agriculture and Rural Development	



2. Action plan



Research

Aim	Action
Obtaining updated information, that makes it possible to better identify diversity-management needs diversity	Specific research and diagnosis Encouraging the existence of meeting spaces for reflection and the creation of knowledge (academic sphere, NGOs and associations, specialists, etc.) Monitoring studies
Identifying local and international diversity-management good practices ,	Monitoring successful practices regarding diversity



Prevention and raising awareness

Aim	Action
Identifying social rejection of people with different identities and inequalities in their full access and participation in society	Preventing a possible future deterioration in coexistence, addressing assimilationist trends and possible focal points of discrimination perceived in society
Promoting a positive vision of the role of diversity in coexistence	Campaigns to raise social awareness Granting subsidies for projects for coexistence in diversity, human rights and education for social transformation
Promoting the rejection of discrimination	Institutional messages focusing on the principle of equality and non-discrimination



Training

Aim	Action
Reinforcing the training of key players with regard to diversity and non-discrimination	Training and conferences with civil society and social players
	Training and conferences with municipal representatives and GPC



Promotion of meeting and participation spaces

Aim	Action
Extending and reinforcing channels for dialogue and joint participation with key social players	<p>Encouraging the exchange of information among civil society players that promote anti-discrimination actions and municipal and provincial council representatives</p> <p>Inclusive meeting spaces and exchange processes among migrants and refugees, and social and economic collectives and players in Gipuzkoa</p> <p>Encouraging diversity and participation of female migrants, minority ethnic groups and different religions in GUNEA</p> <p>Encouraging participation in diversity in the Social Council</p> <p>Promoting the participation of people with disabilities in society with equal opportunities and autonomy</p>
Boosting work on different forms of diversity at a municipal level	<p>Promoting the structures and resources that exist regarding non-discrimination in Gipuzkoa</p> <p>Encouraging the participation of small villages in diversity networks</p>
Participation in different spheres of life	<p>Developing a pilot experience to empower female migrants, based on literacy in Basque and Spanish – Enwordment programme</p> <p>Addressing leisure and sport, including sports facilities</p> <p>Addressing participation by children and young people</p>



Coordination within the Provincial Council

Aim	Action
Prevention and raising awareness	Campaigns to raise awareness and institutional messages
	Granting subsidies for municipal and civil society activities in this field
Training	Training – GPC
Meeting and participation spaces	Guaranteeing the active participation of the Provincial Council in working forums to fight against discrimination
	Guaranteeing the presence of people from certain collectives and groups in GPC participative processes
Institutional coordination	Guiding the coordination to implement the Plan
	Identifying GPC diversity-management activities
	Coordinating diversity and discrimination policies and programmes
	Taking a cross-cutting approach to diversity in key Provincial Council programmes



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