



Local governments hold the keys to equality - and equality is the key to democracy, human rights and inclusion

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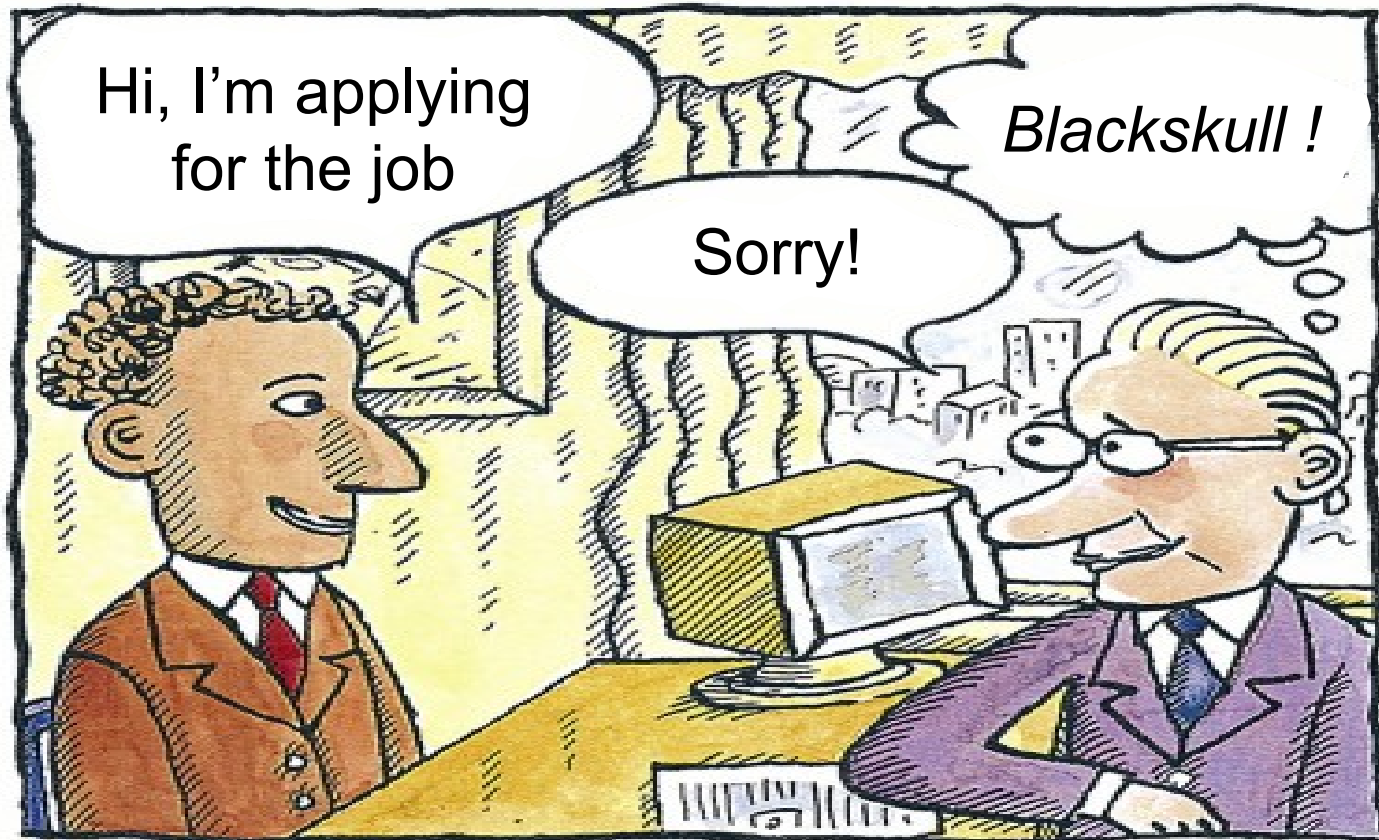
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Discrimination

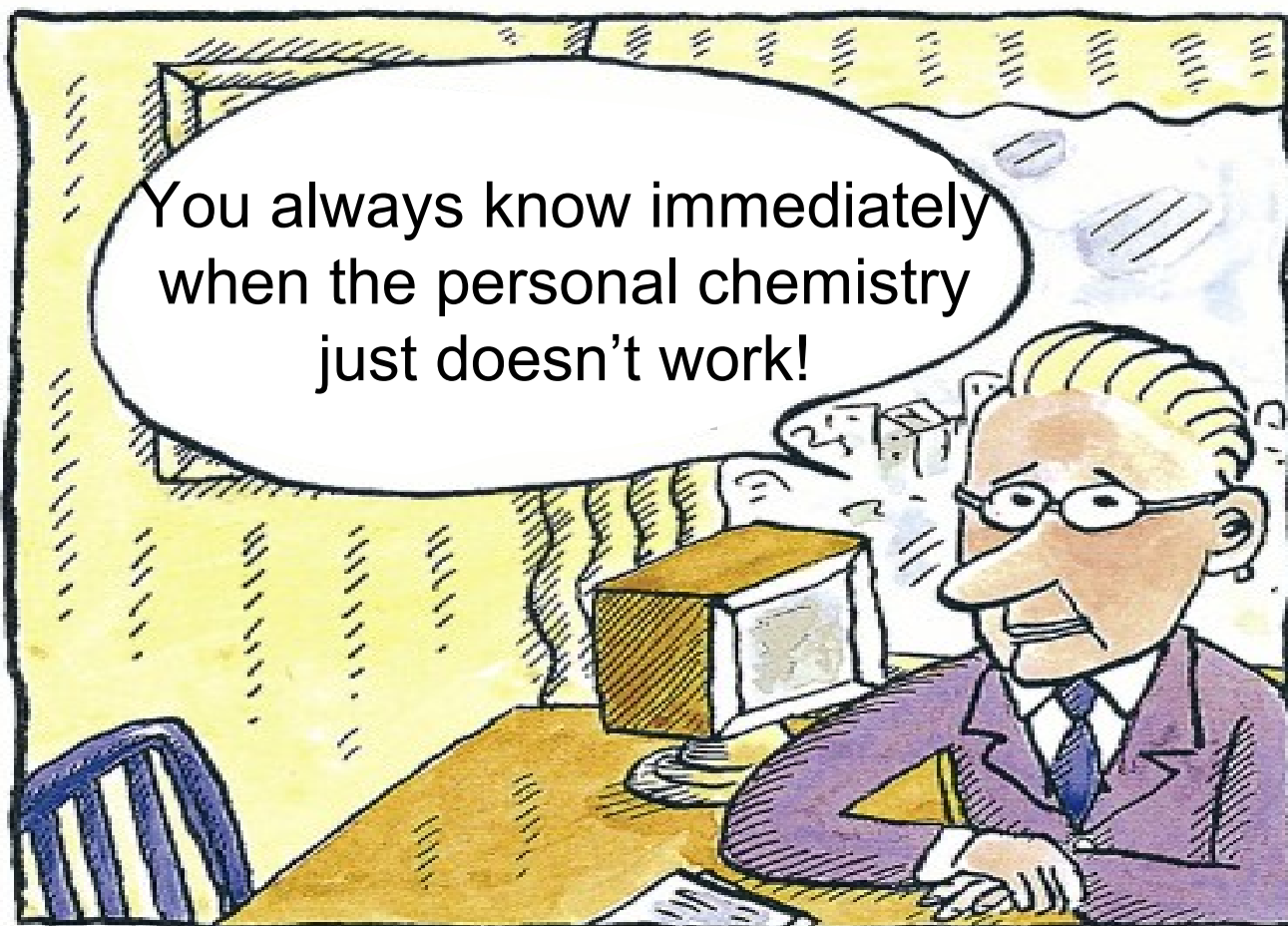


What is structural discrimination/institutional racism ?

- Rules, norms, routines, and attitude and behavior patterns in institutions / structures that lead to inequality for certain groups.
- Open or hidden. Intentional or unintentional.







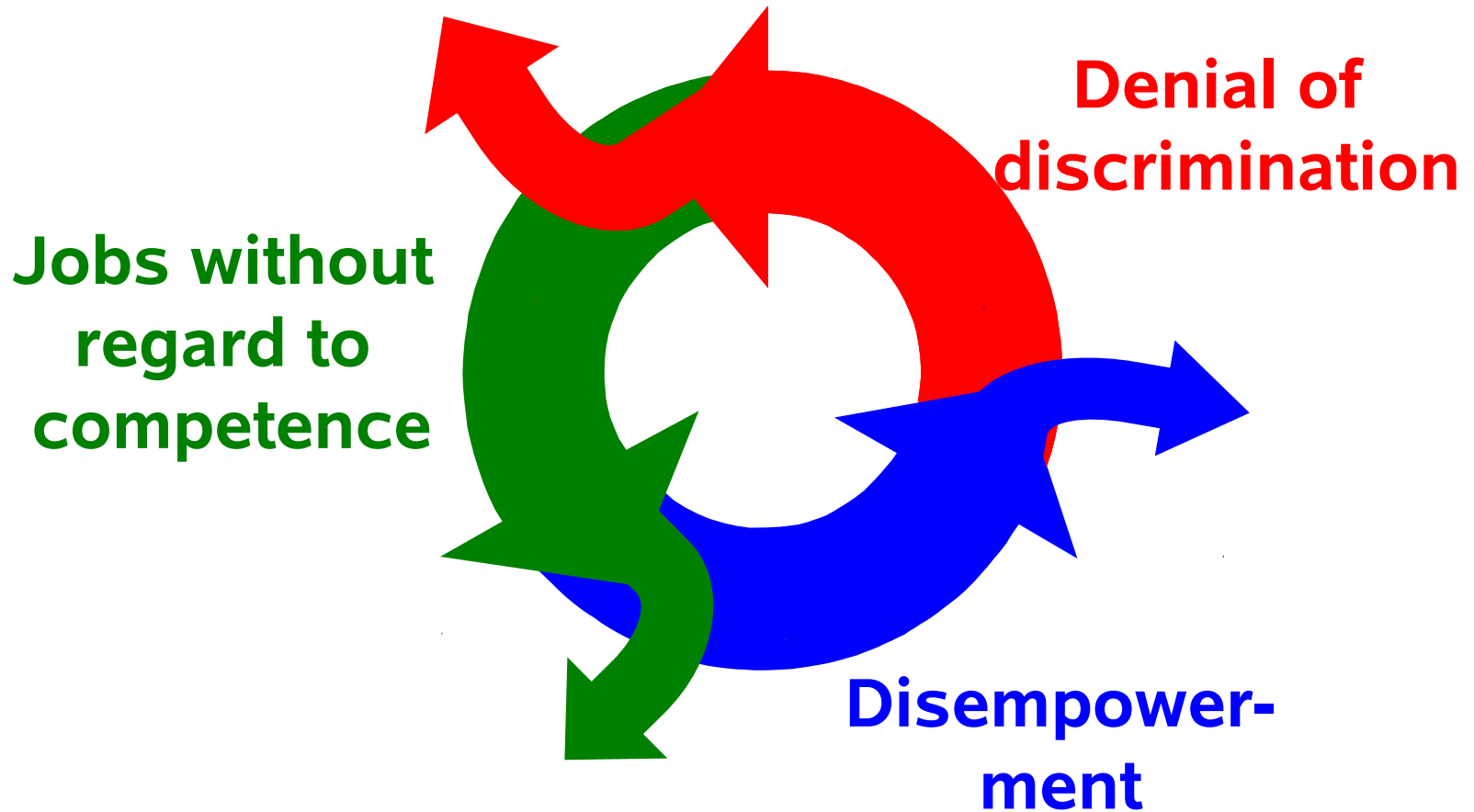
Robert Nyberg

Who is free from prejudice?

- Harvard Implicit Association Test
(<https://implicit.harvard.edu/implicit/demo/>)
- People with openly racist and sexist opinions have the same levels of underlying prejudices as “non-racists” and “non-sexists”
- Difference between the man on the soap-box and those in the crowd?

Swedish and European “integration” policy for many years

A negative spiral



Feelgood vs equality measures

Focus on the "immigrant"

Jobs, language education, urban renewal ...

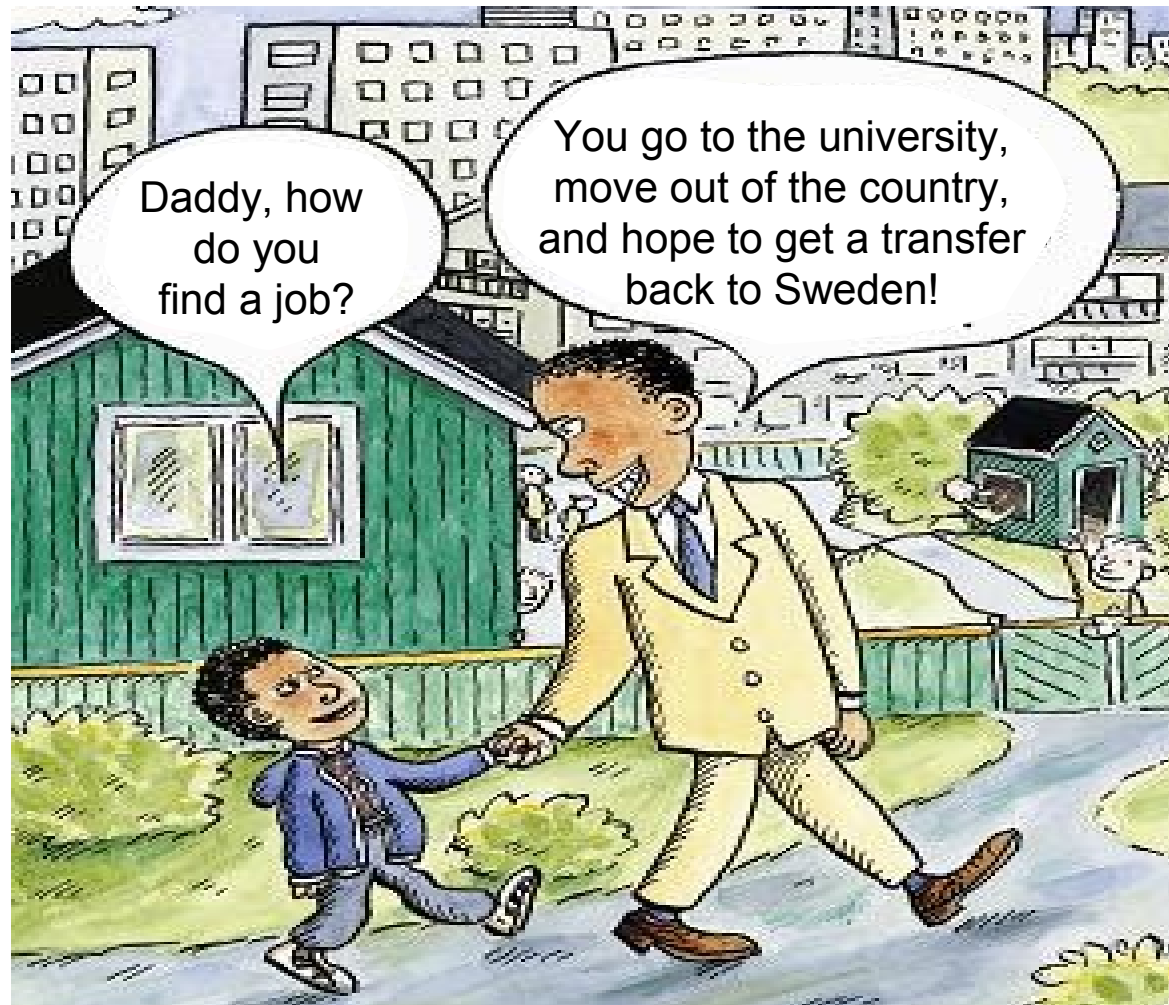
Focus on those with power and privilege

Anti-discrimination measures

Changing attitudes or behaviour?

- Earl Warren – Chief Justice US S Ct 1953-1969
- Many people believed "that you can't wipe out racial discrimination by law, only through changing the hearts and minds of men."
- Warren disdained that as a "false credo. True, prejudice cannot be wiped out, but infliction of it upon others can."
- Lesson – make discrimination cost

Key to integration?

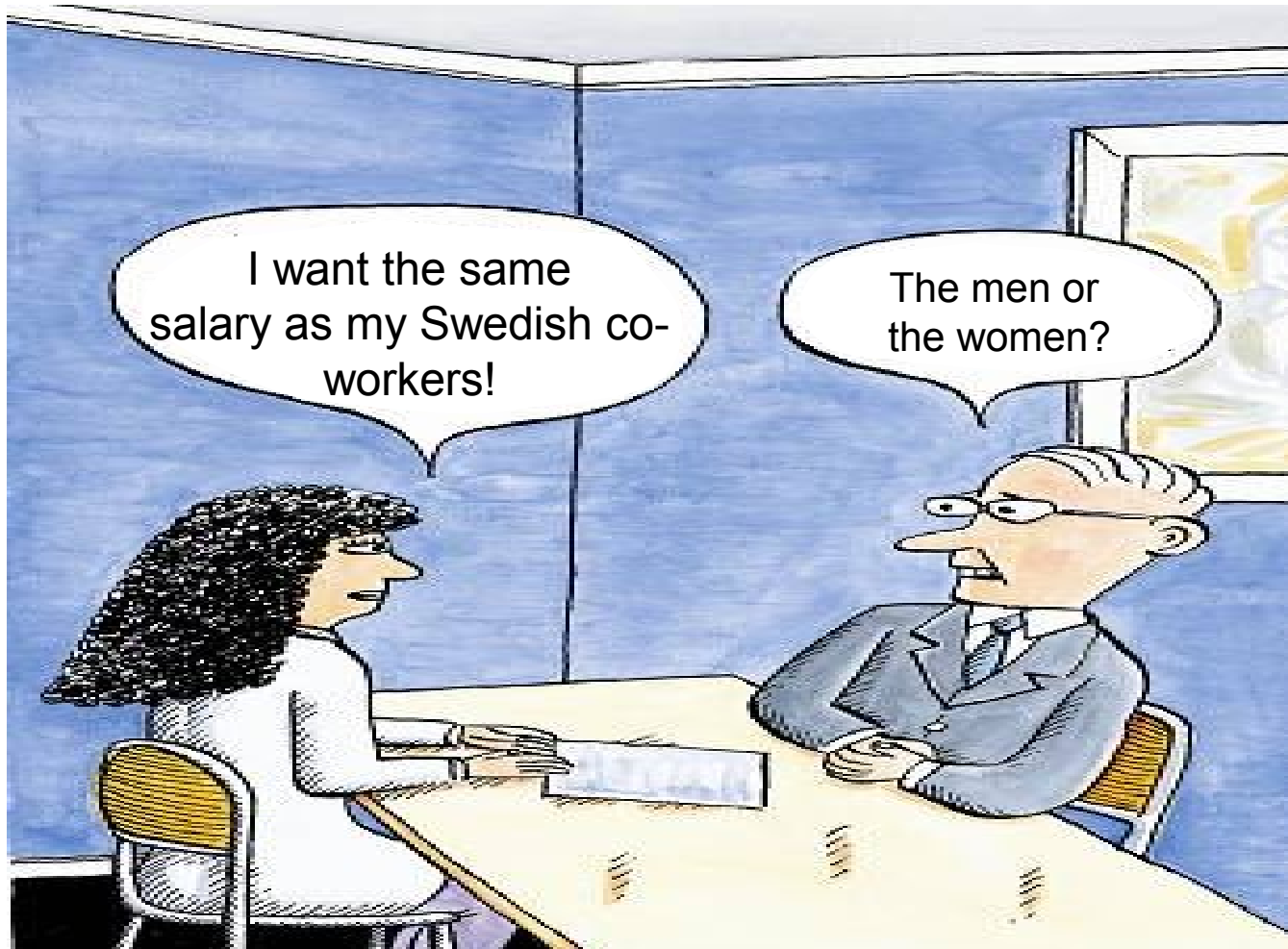


All grounds where appropriate

- When feminism does not explicitly oppose racism, and when antiracism does not incorporate opposition to patriarchy, race and gender politics often end up being antagonistic to each other and both interests lose.

Kimberlé Williams Crenshaw 1992

Interplay of discrimination grounds



UNESCO's ECCAR

The European Coalition of Cities against Racism (ECCAR) was launched in 2004.

The 10 point action program was adopted.

Why cities?

It is in urban areas where people are subjected to racism and discrimination.

It is in urban areas where people come together, where clashes arise as well as opportunities.

It is thus cities that are (or should be) in the front line of combating discrimination and promoting equality.

ECCAR – how?

- They agree to use their full range of political power to implement the commitments.
- The measures shall be based, in particular, on a consultation process with those subjected to racism and discrimination
- http://www.citiesagainstracism.org/fileadmin/user_upload/download/10ppa-engl-unesco.pdf

What can be done?

- prevention and positive action:
- monitoring and vigilance:
- empowerment of the targets
- mediation: arbitration, awareness raising etc
- punishment: administrative and judicial sanctions against discrimination and racism

EQUALITY as a local issue

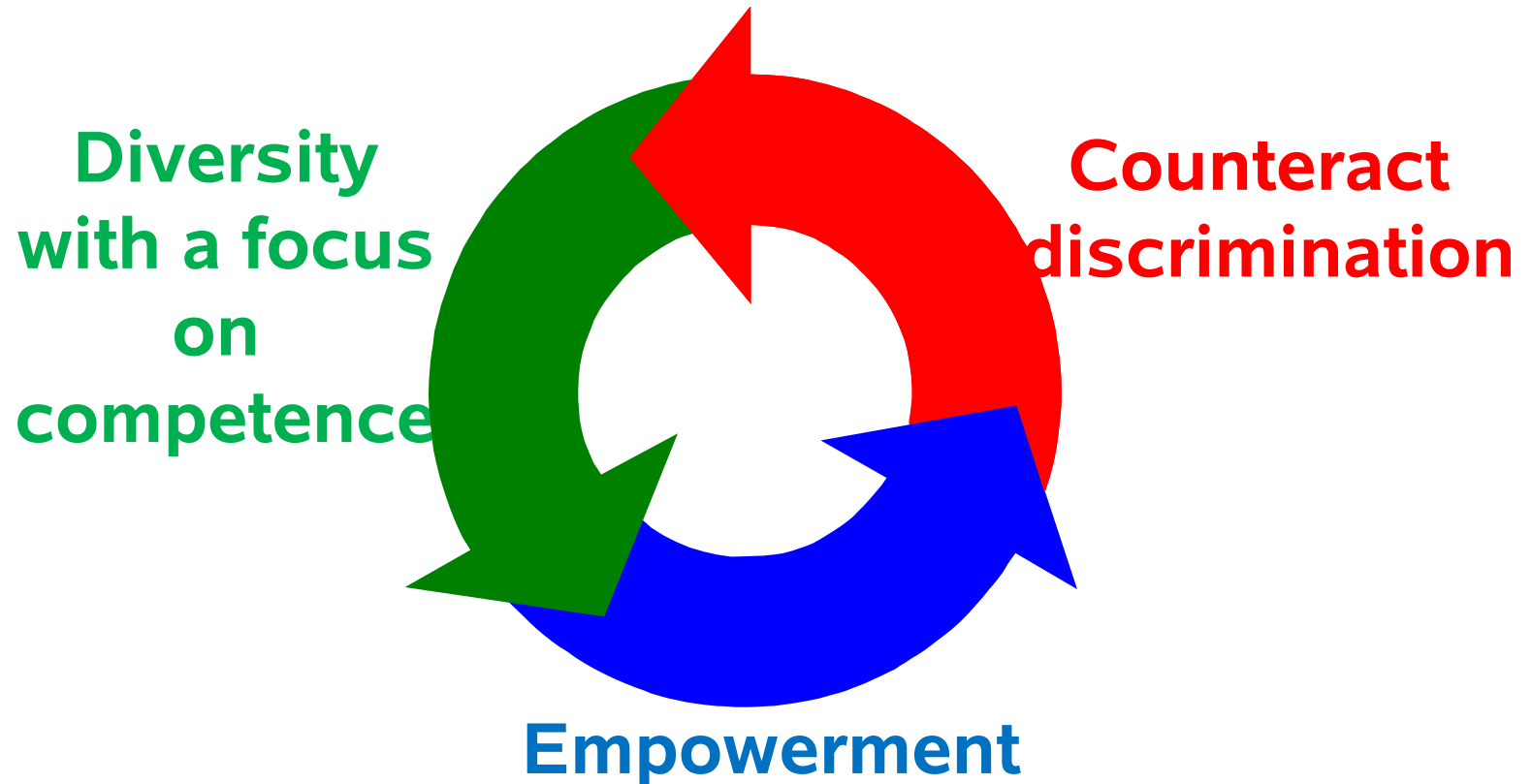
Local governments can

- Overall political responsibility for equality
- Join UNESCO's European coalition of cities against racism
- Equality policy in regard to all local powers (Employer/Public contracts/Licensing/Schools/etc)
- Leadership responsibility
- Testing
- Anti-discrimination clauses in local public contracts
- Antidiscrimination conditions - liquor licences
- Empowerment of NGOs – promoting their advocacy role

Moving forward - five challenges

1. Empowerment – civil society advocacy
2. Focus on changing behaviour in making strategy choices
3. Put responsibility at the top – otherwise lose to the principle of least resistance
4. Discrimination must cost
5. Understand the interplay between different measures as well as grounds

A positive spiral



Aha! Now I see them...!



Anti-discrimination clauses

- Clause should contain the following
 - Swedish anti-discrimination laws shall apply to the contractor's activities in Sweden
 - sub-contractors
 - reports on request
 - the contracting unit retains the right to cancel the contract in cases of violations of the clause
- Prevention – Democracy – Quality

The Glass House clause

- § 1 The supplier shall throughout the contract period, in his business activities in Sweden, follow Discrimination Act (2009).**
- § 2 The supplier, during the contract period, has a duty, at the request of the contracting entity, to provide a written report concerning the measures, equality plans etc., that have been undertaken in accordance with the duties specified in § 1. The report shall be submitted to the city within one week after a request is made unless some other agreement has been reached in the individual case.**
- § 3. In his or her contracts with sub-contractors, the supplier shall apply the same duty to them as is specified in § 1. The supplier shall be responsible to the contracting entity for a sub-contractor's violation of the anti-discrimination laws specified in § 1. The supplier shall also ensure that the contracting entity can upon request be informed of the sub-contractor's measures, plans etc. in accordance with §2.**
- § 4 As it is of very substantial importance to the contracting entity that its suppliers live up to basic democratic values, a violation of the duties in §§ 1-3 shall constitute a significant breach of the contract. The contracting entity therefore has the right to cancel the contract if the supplier or a sub-contractor violates the conditions in §§ 1-3. However, the contract will not be cancelled if the supplier immediately remedies the situation or undertakes other measures with the purpose of achieving compliance with the laws specified in § 1, or if the violation is considered to be insignificant.**

Various sources

Website - <http://www.citiesagainstracism.org/>

Email - ECCAR@Rathaus.Potsdam.de

ECCAR's 10 point Action Program

http://www.citiesagainstracism.org/fileadmin/user_upload/download/10ppa-engl-unesco.pdf

Concerning cities also see

Council of Europe recommendation 246 (2008) <https://wcd.coe.int/ViewDoc.jsp?id=1285477&Site=CM> ,

resolution 264 (2008) and the underlying report from 15th PLENARY SESSION, CG(15)16REP, 15 April 2008 [https://wcd.coe.int/ViewDoc.jsp?](https://wcd.coe.int/ViewDoc.jsp?Ref=CG(15)16REP&Language=lanEnglish&Ver=original&Site=CM&BackColorInternet=DBDCF2&BackColorIntranet=FDC864&BackColorLogged=FDC864)

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Concerning situation testing see

Proving discrimination cases: the role of situation testing

http://www.migpolgroup.com/projects_publications.php?id=25