

Diversity and tolerance in Europe: policies in public institutions and private organisations

Seminar CIDOB-GRITIM/UPF

ORGANIZED BY



22 September 2010

Sala Maragall, CIDOB. Elisabets, 12. 08001 Barcelona

Interdisciplinary Research Group in Immigration (GRITIM) of the Pompeu Fabra University & Barcelona Center for International Affairs (CIDOB)

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Diversity policies are at the top of the European Agenda, but diversity remains a broad, sometimes even vague, notion. The Stockholm Program underlines that the EU motto of United in Diversity is not only about the richness resulting from cultural diversity between Member States but also about the cultural diversity and tolerance found within societies. It also calls to invest major political efforts in underlining diversity as a source of richness rather than as a problem to be 'managed'. The GRITIM/UPF-CIDOB seminar focuses on a broad range of diversity dynamics, often immigration-related, such as religion, language, gender, cultural, nationality, and so forth. It wants to treat specific issues by discussing policy answers to diversity.

As such, the seminar aims to open a broad scientific, political and social debate on diversity management in public sectors and institutions, and in private organizations. In particular, it is interested in promoting a research framework to define, analyze and evaluate how tolerance is expressed in diversity policies (related to policies and management standards) in these contexts.

DRAFT PROGRAM

- 9.00 Registration
- 9.30 Welcome
Prof.dr. Ricard Zapata (GRITIM - Universitat Pompeu Fabra)
- 9.45 Inauguration
Prof.dr. Jan Rath (IMES - University of Amsterdam)
- 10.30 **SESSION 1: DIVERSITY POLICIES IN DIFFERENT SECTORS**
Paper 1 (health sector): Immigrant integration policies, prejudice and cultural competence: an empirical research
Anna Bocchino (University Federico II of Naples, Seville University)
Paper 2 (security sector): Diversifying the police force – a comprehensive analysis of diversity policies regarding the Mossos d'Esquadra and the Politie Utrecht
MSc. Anne R. van Ewijk (GRITIM - Universitat Pompeu Fabra, MPI-MMG)
- 11.30 Coffee break
- 12.00 **Paper 3 (education sector): Transition processes of immigrant youths in a multicultural context in Catalonia: a case study**
Dr. Sikunder Ali Baber (Universitat Autònoma de Barcelona)
Paper 4 (private sector): Diversity and business profits. How diverse is your company?
Fernando Barbosa Rodriguez (Cidalia Diversity Consultancy) & **Dr. Marta Muñoz Ferrer** (University Pontificia Comillas)
- 13.00 Lunch break (invitation for participants only)

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- 14.30 **SESSIÓ 2: MODELS OF INCORPORATION OF DIVERSITY**
Paper 5: A Post-secular Europe? Debating models of integration of religious diversity
Dr. Camil T. Ungureanu (Universitat Pompeu Fabra)
Paper 6: Begum and the politics of recognition and representation
Dr. Lasse Thomassen (Centro de Estudios Políticos y Constitucionales, University of London)
Paper 7: Assimilationism versus Multiculturalism? Immigrant Integration Policies of the Belgian Regions
Dr. Ilke Adam (IES - Vrije Universiteit Brussel)
- 16.00 Break
- 16.30 **SESSION 3: DIVERSITY POLICIES AT SUBNATIONAL LEVELS**
Paper 8: Public policies on religious diversity issues: a role for local authorities? Barcelona and Amsterdam in a comparative perspective
Dr. Maria del Mar Griera (Universitat Autònoma de Barcelona), representing fellow author **Dr. Anja van Heelum** (Universiteit van Amsterdam)
Paper 9: Transforming conflicts in cities into assets for citizens
Petra Stienen & Dr. Gerd Junne (BMC management consultants & University of Amsterdam)
- 17.30 **SESSION 4: DIVERSITY POLICIES AT THE REGIONAL LEVEL**
Government of Aragón (Spain)
Pedro Coduras (General Director General of Immigration and Development Cooperation)
Generalitat de Catalunya (Spain)
Oriol Amorós I March (Secretary of Immigration)
- 18.15 Closing comments
Prof.dr. Jan Rath (IMES, University of Amsterdam)
Prof.dr. Ricard Zapata (GRITIM, Universitat Pompeu Fabra)

Technical Secretariat: **Anne van Ewijk** (GRITIM, Universitat Pompeu Fabra)

Languages: English

Inscription: through the website of the CIDOB from the 1st of September (obligatory in order to attend the seminar)