

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 Centre for International Affairs (CIDOB)

Coordinators: Ricard Zapata-Barrero (GRITIM-UPF) & Elena Sánchez-Montijano (CIDOB)

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 advocates for 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, culture, nationality, and so forth. It aims to examine specific issues by discussing policy answers to diversity.

As such, the purpose of this seminar is to provide a space for a broad scientific, political and social debate on diversity management in public sectors and institutions, and in private organizations. In particular, it has the objective of promoting a research framework to define, analyze and evaluate how tolerance is expressed in diversity policies.

PRELIMINARY 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 (I)**
Paper 1 (health sector): Does political discourse affect multicultural nursing work? Prejudice and burnout: a comparative study in Italy and Spain
Anna Bocchino (University Federico II of Naples, Seville University)
Paper 2 (security sector): Same theme, different approach – a comparative case-study of diversity policies for 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 **SESSION 2: DIVERSITY POLICIES IN DIFFERENT SECTORS (II)**
Paper 3 (education sector): Transition processes of immigrants youths in the multicultural context in Catalunya: 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 (lunch provided for participants only)

- 14.30 **SESSION 3: MODELS OF INCORPORATION OF DIVERSITY**
Paper 5: A Post-secular Europe? Debating integration models 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)
- 16.15 Break
- 16.45 **SESSIÓ 4: DIVERSITY POLICIES AT SUBNATIONAL LEVELS**
Paper 8: Public policies, interfaith platforms and religious minorities: a new policy paradigm? The case of Barcelona
Dr. Maria del Mar Griera (Universitat Autònoma de Barcelona)
Paper 9: Transforming conflicts in cities into assets for citizens
Petra Stienen & Dr. Gerd Junne (BMC management consultants & University of Amsterdam)
- 17.45 **DIVERSITY POLICIES AT THE REGIONAL LEVEL: ARAGON AND CATALONIA**
Pedro Coduras (General Director of Immigration and Development Cooperation – Government of Aragon)
Oriol Amorós i March (Secretary of Immigration – Generalitat of Catalonia)
- 18.30 Closing comments
Prof.dr. Jan Rath (IMES, University of Amsterdam)
Prof.dr. Ricard Zapata-Barrero (GRITIM, Universitat Pompeu Fabra)
Dr. Jordi Vaquer i Fanés (Director - CIDOB)

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

Open for the public: registration of visitors is compulsory – www.cidob.org

This research seminar is a preparatory activity linked to the Accept Project, a research project funded by the European Commission (7th Framework Programme) and coordinated by Anna Triandafyllidou (Robert Schuman Centre for Advanced Studies, European University Institute, Florence, Italy). For more information, please see: <http://accept.eui.eu>

Previously:

- The seminar "Migration and Borders in the European Union" (10 September 2009) resulted in the publication: Zapata-Barrero, R. (ed.) (2010) Shaping the normative contours of the European Union, Barcelona: Fundació CIDOB
- The seminar "Immigration and citizenship policies in the European Union" (16 June 2008) resulted in the publication: Zapata-Barrero, R. (ed.) (2009) Citizenship policies in the Age of Diversity: Europe at the crossroads, Barcelona: Fundació CIDOB
- The seminar "Actors and networks of actors: managers of immigration in Spain and Europe" (16 June 2007) resulted in the publication: Zapata-Barrero, R. & G. Pinyol (eds.) (2008) Los gestores del proceso de inmigración: actores y redes de actores en España y Europa. Barcelona: Fundació CIDOB
- The seminar "Political and social discourses on immigration. The European Union and Spain in perspective" (17 March 2006) resulted in the publication: Zapata-Barrero, R. & T. van Dijk (eds.) (2007) Discursos sobre la inmigración en España: Los medios de comunicación, los parlamentos y las administraciones. Barcelona: Fundació CIDOB / Bellaterra ediciones

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