



## **Initiatives for anti-discrimination**

### **Recent initiatives**

#### **The stop-discrimination toolbox!**

Set up as part of the EU's "For Diversity Against Discrimination" campaign, the toolbox gives practical assistance on how employers can implement diversity policies and avoid discrimination in their companies. Moreover, it provides information about the new EU rules against discrimination in the EU Member States. Used as an assistant tool in seminars and workshops, the comprised material is an excellent instrument to encourage dialogue and diversity within the world of work!

To order the toolbox, please mail to [toolbox@stop-discrimination.info](mailto:toolbox@stop-discrimination.info)

The "For Diversity Against Discrimination" website gathers a vast amount of information relating to anti-discrimination matters. Visitors can find the latest news on anti-discrimination policy in the EU, information on the campaign itself, actions and programmes, user guides, press articles, newsletters and much more. A search by country is also possible to keep up to date with the campaign in EU countries. The website exists in all EU languages: <http://www.stop-discrimination.info>

#### **Anti-discrimination & Diversity Training: Good Practices & Future Needs (2006 Annual Conference of the Action Programme to Combat Discrimination)**

The 2006 Annual Conference of the Community Action Programme to combat discrimination will take place on 24-25 April in Warsaw, Poland.

This year's theme is 'Anti-discrimination & Diversity Training: Good Practices & Future Needs'. It will focus on successful strategies and methods for training in diversity and anti-discrimination.

The conference has three main objectives:

- To highlight training activities supported under the Community Action Programme to combat discrimination
- To stimulate exchange of ideas and sharing of information and good practices
- To identify future training needs

Topics for discussion will include training for legal practitioners, anti-discrimination and diversity training in the workplace, and training to reach the wider public. A final session will attempt to make recommendations for future training needs. The conference will also include a 'training fair' where successful training activities will be presented.

Participation in the conference is by invitation only.

More information can be obtained from GOPA-Cartermill, the conference organisers:

[conference-registration@nondiscrimination-eu.info](mailto:conference-registration@nondiscrimination-eu.info)

#### **2007 to be "European Year of Equal Opportunities for All"**

The European Commission has designated 2007 as 'European Year of Equal Opportunities for All' as part of a concerted effort to promote equality and non-discrimination in the EU. The European Year is the centrepiece of a framework strategy designed to ensure that discrimination is effectively tackled, diversity is celebrated and equal opportunities for all are promoted. The strategy is set out in a Communication adopted by the European Commission today.

European Employment, Social Affairs and Equal Opportunities Commissioner, Vladimír Špidla, said: "Europe must work towards real equality in practice. The European Year of Equal Opportunities for All and the framework strategy will provide a new drive towards ensuring the full application of EU anti-discrimination legislation, which has encountered too many obstacles and delays. Fundamental rights, non-discrimination and equal opportunities will remain key priorities for the European Commission."

The four core themes of the European Year proposed by the Commission are:

- Rights – raising awareness of the right to equality and non-discrimination
- Representation – stimulating a debate on ways to increase the participation of under-represented groups in society
- Recognition – celebrating and accommodating diversity
- Respect and tolerance – promoting a more cohesive society

The Year's proposed budget of €13.6 million will cover preparatory actions in 2006 as well as the various activities taking place during the European Year itself in 2007.

On the website, you will find a calendar of planned events, a news section and a useful list of weblinks:

[http://europa.eu.int/comm/employment\\_social/fundamental\\_rights/eyeo/ey\\_en.htm](http://europa.eu.int/comm/employment_social/fundamental_rights/eyeo/ey_en.htm)

### **Combating discrimination starts in school**

The British Government's Commission for Racial Equality (CRE) has published a guide that sets racial equality standards to help schools fight racism and discrimination. It sets standards with regards to certain key areas like curriculum, teaching and assessment, attendance, discipline and exclusion, pupils' personal development, attitudes and environment, staff recruitment, amongst others. Although this guide was made to help British schools to ensure that they comply with the Race Relations Act, it is based on universal themes relating to anti-discrimination and could be used as a good practice by trainers.

For more information, visit the 'Education' section of the CRE website: <http://www.cre.gov.uk/gdpract/ed.html>

## **Publications**

### **Equality Challenge Unit**

A large choice of publications on equality is available from the Equality Challenge Unit, an organisation created to promote equal employment in UK higher education. The themes are varied: Diversity and equality, religions and beliefs, sexual orientation, assessment of the impact of institutional policies, and much more. A particularly useful good practice is "Good Talking", a publication and on-line resource aimed at assisting communications professionals in higher education to fulfill their pivotal role in promoting equality and diversity in their institutions and beyond

<http://www.ecu.ac.uk/resources/goodtalking/>

### **Best practices of non-violence education**

During the year 2001, the Education Sector of UNESCO launched an initiative calling for "best practices" on the conflict resolution in the field of formal and non-formal education. To accomplish this initiative, it requested numerous partners, namely, UNESCO National Commissions, NGOs, various associations, schools, research institutions and universities to contribute to this work by sending clear and simple written articles relating their experience in the prevention and transformation of conflicts. This publication would to inform teachers, trainers, educators, parents, youth, students, who one way or the other, are confronted with the phenomena of violence in the school or in non-formal community education, and are looking for practical solutions. The intention of UNESCO in this project is to inform them what is best internationally on materials related to education for peace and non-violence, but above all to supply concrete pedagogical tools to prevent and transform the violence with which they are confronted on a daily basis in their work.

Download the document: <http://unesdoc.unesco.org/images/0012/001266/126679e.pdf>

Non-Violence Education website (check out the 'Teacher's Space' in the left-hand column):

[http://portal.unesco.org/education/en/ev.php-URL\\_ID=1261&URL\\_DO=DO\\_TOPIC&URL\\_SECTION=201.html](http://portal.unesco.org/education/en/ev.php-URL_ID=1261&URL_DO=DO_TOPIC&URL_SECTION=201.html)

### **Key text: UNESCO Convention against Discrimination in Education**

In 1960, UNESCO adopted the [Convention against Discrimination in Education](#), which acknowledged the crucial role of education in ensuring equality of opportunity for members of all racial, national or ethnic groups. It was the very first time that a binding instrument in the United Nations system contained a detailed definition of the term DISCRIMINATION. The Convention qualified it as « Any distinction, exclusion, limitation or preference based on race, colour, sex, language, religion or political or other opinion, national or social origin, economic condition or birth ». The Convention called on States to adopt immediate measures in favour of equality in education and, what is more, it linked the concept of Education directly to Human Rights. It is also the very first to define "Discrimination".

Read the full text of the Declaration:

[http://portal.unesco.org/en/ev.php-URL\\_ID=12949&URL\\_DO=DO\\_TOPIC&URL\\_SECTION=201.html](http://portal.unesco.org/en/ev.php-URL_ID=12949&URL_DO=DO_TOPIC&URL_SECTION=201.html)