



# A guide to European diversity



>> Promoting human rights and equality among young people is critical if we want to achieve an open, tolerant and equal society. As the adults of tomorrow, young people will shape the future. They will determine whether the nascent racism and xenophobia witnessed throughout the European Union takes a stronger hold or retreats into obscurity. There are countless examples of initiatives helping youngsters to recognise the dangers of racism and involving them in the celebration of diversity and multi-culturalism. And when young people were consulted on the future direction of European youth policy, they clearly expressed their wish to be involved in the fight against racism and xenophobia .

The Youth Units of the European Commission have therefore made tackling racism and xenophobia a special priority in their work in 2005. Youth ministers too spelled out their commitment to this issue by adopting a Declaration calling for concrete action regarding young people and the fight against racism and xenophobia.

There are many reasons why Europe should celebrate its diversity. This brochure gives a glimpse of just a few, and aims to stimulate new ideas for initiatives that can do more to promote diversity and fight for equality and tolerance.

## 1 Understanding diversity in Europe

Europe has always been diverse, and it is becoming more so. Find out why, and how this diversity can bring benefits.

## 2 Recognising racism and discrimination

Non-discrimination and equality are not just empty ideals. They must be continually reaffirmed as a counterforce to racism and xenophobia. And these rights are enshrined in international, European and national laws.

## 3 Tackling racism through awareness raising and education

There are many ways to change attitudes and behaviour. Find out some of the approaches and tools available.

## 4 Inspiring projects and activities

Several EU programmes fund activities to promote cultural diversity. Here are some project examples to inspire you.

## 5 Finding out more

This offers a signpost to the many sources of information available on the net.

*“the Union is founded on the indivisible, universal values of human dignity, freedom, equality and solidarity; it is based on the principles of democracy and the rule of law. It places the individual at the heart of its activities, by establishing the citizenship of the Union [...]. The Union contributes to the preservation and to the development of these common values while respecting the diversity of the cultures and traditions of the peoples of Europe as well as the national identities of the Member States”*

Preamble of the Charter of Fundamental Rights of the Union



One of the founding principles of the European Union is respect for its diversity. The upheavals of European history show the importance of protecting national minorities and allowing different religious, cultural, linguistic and ethnic identities to flourish. The peace and stability enjoyed by the EU over the last half century is largely due to this pluralism.

In May 2004, the EU experienced its biggest ever enlargement, bringing the total number of Member States to 25. And the Union is likely to expand further in the future. Protecting and celebrating the diversity of cultures under the umbrella of the Union is key to ensuring a prosperous future.

### Language diversity

There are estimated to be about 150 regional and minority languages in the European Union – although the exact number varies depending on how you define a language. These languages may be specific to a region such as Catalan, Basque, Breton, Welsh, Sardinian, or they may be languages spoken by a minority in one state but which are official languages in another EU country, such as Hungarian in Slovakia, German in southern Denmark.

“Many tongues, one family” European Commission, July 2004.

Member States also have a long tradition of welcoming immigrants whether from other parts of the EU or from further afield. Post-war immigration from the Indian sub-continent and Caribbean made a significant contribution to the UK's economic regeneration in the post-war period. In Belgium, immigrant workers from Italy, Portugal and Spain also helped make up the short fall in labour after the war in the country's industrial heartland. Some of these migrant workers returned home, but a large number have stayed. By doing so they have added enormously to our cultural diversity. We need only look at our cuisine, music, arts, literature and festivals, to see how the benefits this diversity has brought.

### **From Trinidad to London – the Notting Hill Carnival**

In 2004 the Notting Hill Carnival celebrated its 20th Anniversary. This, now world-famous, London festival started out as an initiative of black immigrants from the Caribbean, in particular from Trinidad.

In the late 1950s black people faced considerable prejudice. Finding work and accommodation was sometimes difficult, and there was considerable racial tension. The Carnival provided a way to celebrate the immigrant's cultural heritage and identity. The Carnival itself is a strong Trinidadian tradition, evolving from the abolition of slavery in the 1830s. The costumes and masks were designed to mimic and mock their slave masters – steel drumming was the only means of musical expression during years of slavery when slaves were forbidden musical instruments.

The street festival that took place in Notting Hill in 1964 was a huge success. But few could have predicted how it would evolve over the next half-century. Taking place the last weekend of August every year, the Carnival now attracts hundreds of thousands of participants each year – it has become 'the largest street party in Europe'.

For more information see: [www.bbc.co.uk/london/carnival/](http://www.bbc.co.uk/london/carnival/)

Since the early 1990s, there has been a new wave of migration into the EU. Several Member States that were traditionally countries of emigration are now receiving immigrants, such as Spain, Italy and Ireland. The number of applications for asylum increased during the 1990s due to political instability elsewhere in the world. Family reunification is also another common reason for official entry into the EU.

Migration for work purposes is restricted by individual Member States. But many acknowledge that without more migrants, Europe may jeopardise its long-term growth and prosperity. With increasing life expectancy and falling birth rates, the size of the working age population in the EU is predicted to fall sharply over the coming decades. Managed economic migration can provide part of the answer.

### **Labour migration in the world**

The International Labour Organisation (ILO) estimates that there are 175 million people residing outside their country of birth or citizenship – that's 3% of the world's population. If international migrants were considered together they would account for the world's fifth most populous country.

Close to half all reported migrants actually move from one developing country to another. Although migration from developing countries to the industrialised countries has increased over the last few decades, in 1998 migrants still only represented 4.2% of the industrialised countries' workforce. And the bulk of this increase has been absorbed by the US (more than 80% of migrants from developing countries) while Canada and Australia accounted for another 11%. For more information see: [www.ilo.org](http://www.ilo.org)

And it is clear that the EU needs to operate in an increasingly globalised world. Moving information, people, goods and capital across borders is faster and cheaper than ever before, and there are no signs of this trend abating. Embracing rather than resisting diversity can bring enormous benefits.

### **Making the business case for diversity**

A survey of organisations from across Europe revealed how diversity can offer real benefits whatever the size or type of business. They include:

- improving links with the minority community and enhancing its image;
- helping in the development of new products, services and marketing strategies;
- attracting, recruiting and retaining people from a wide talent base;
- improving knowledge of how to operate in different cultures;
- building social cohesion.

The study proves that managing diversity by ensuring fairness and equality is not just a good thing, it is also imperative in a changing and complex world.

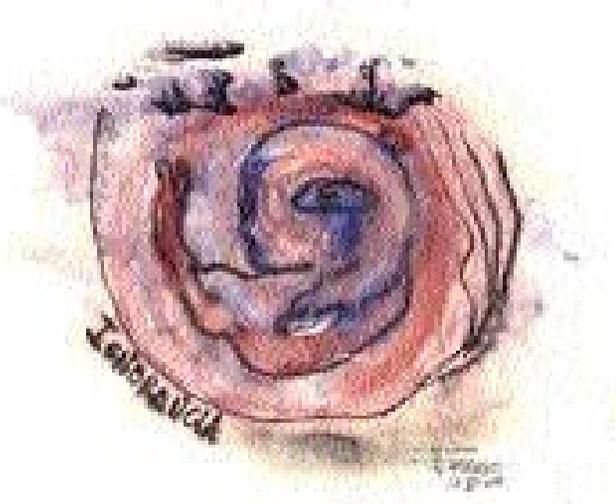
One of a series of fact sheets produced under the EU-wide Campaign "For Diversity. Against Discrimination" (see p16).  
[www.stop-discrimination.info](http://www.stop-discrimination.info)

- 'United in diversity' is an underlying principle of the European Union
- Europe is made up of many ethnic groups. The EU has become more diverse with the recent enlargement and new Members are likely in the near future
- More international movement is an inevitable consequence of globalisation and increasing economic interdependence
- Europe benefits from inward migration – economically, socially and culturally



*“Everybody has prejudices, but only by facing them, can we fight them.”*

Margareta Wadstein, Swedish Ombudsman for Ethnic Discrimination



Ignorancia, painted by xxxxxx of Spain.

Racism is based on the false belief that one ‘race’ is superior to another, simply because of the colour of their skin, their religion or their ethnic or national origins. Racism has been present long before the recent rise in number of immigrants. Xenophobia, or fear of foreigners, is often coupled with racist attitudes.

At its worst, racism results in violence or harassment. Racially motivated crime is not consistently monitored across the EU, so it is difficult to detect trends or make comparisons. Nonetheless, it is clear that racist violence and crime continue to be a problem in all Member States.

### Monitoring Racism

The European Monitoring Centre on Racism and Xenophobia is charged with collecting and analysing data from across the EU on racism and discrimination. Only a few countries have official data on racist crimes - Germany, France, the Netherlands, Sweden and the UK - and they appear to show a levelling off or slight reduction in the number of incidents in 2002-2003. Nonetheless, the figures provided by NGOs or victim surveys suggest much higher levels of racist crime than official recorded.

EUMC Annual Report 2004 [www.eumc.eu.int](http://www.eumc.eu.int)

The European Network Against Racism has around 600 associated organisations working on combating racism, anti-semitism and xenophobia in the EU Member States. National partners periodically produce “shadow” reports on the status of racism in the different countries.

See [www.enar-eu.org](http://www.enar-eu.org) (national activities)

But the effects of racism are usually much more insidious. Racism can affect the way people are treated at work or in their everyday lives. It can take the form of jokes or hurtful remarks or deliberately snubbing somebody because of their colour, religion, nationality or ethnic origin.

Unfair treatment of a person because of racist attitudes is known as racial discrimination. It may mean that the person is not promoted at work despite their ability, or that they do not have access to services such as renting a property, or going to a certain bar or restaurant.

### **Minority applicants still face discrimination in the job market**

Six CVs with the same level of experience and education are circulated to 50 firms: the names of the candidates reflect their origin – two have traditional 'white' names, two have Muslim names and two typically black African. A quarter of the firms call those candidates with 'white' names for an interview, while for the black African and Muslim candidates, only 13% and 9% of the firms requested an interview, respectively.

BBC Radio Five Live, July 2004

Racism and discrimination are an infringement of our basic human rights. Legislation to protect human dignity and freedoms has existed at international level since the early 1900s – the most notable being the Universal Declaration of Human Rights (see box). The Council of Europe adopted its Convention for the Protection of Human Rights and Fundamental Freedoms in 1950. And in the EU, the Charter of Fundamental Rights adopted in December 2000 has now been incorporated into the treaty establishing a Constitution for Europe.

### **Post-war reconciliation leads to internationally agreed standards on human rights**

The adoption of the Universal Declaration of Human Rights by the UN General Assembly in 1947 was a landmark achievement in world history. It was the first time the international community set down formal standards on human rights and freedoms that should be enjoyed by everyone, everywhere. It proclaims that respect for human rights "is the foundation of freedom, justice and peace in the world". The Universal Declaration is now available in over 300 languages, making it the most translated document in the world.

Office of the United Nations High Commissioner for Human Rights 2002

But translating these ideals into rights and obligations that are practically enforceable can be difficult. The non-discrimination Directives adopted by the EU in the EU aim to do just that. The Employment Equality Directive enforces equal treatment in the workplace, including access to jobs and working conditions, for everybody regardless of race, religion, age, disability or sexual orientation. The Racial Equality Directive prohibits discrimination on grounds of race or ethnic origin in access to goods and services, including education, housing, healthcare and social services. All the Member States are required to incorporate the Directives into national legislation or face sanctions.

### Advice and support for victims of discrimination

All EU Member States are required by law to set up National Equality Bodies who can provide independent assistance to the victims of discrimination. The law also specifies that victims of discrimination can be represented in court by non-governmental organisations or trade unions.

- Racism and xenophobia are attitudes and behaviour largely driven by fear and ignorance.
- Discrimination may be based on racism. It means a person is treated less favourably than another in employment or access to goods and services.
- The right to equal treatment is a basic fundamental right. New laws at EU level bring this right into practice.
- By combating discrimination we not only protect each individual's basic rights, we also enable society as a whole to experience and realise its full potential.



*“Intolerance towards others is often more from a lack of knowledge than hatred or spite. And therefore, the more we know about each other and our neighbours, the greater chance we have of understanding and appreciating the differences between us”*

Suffolk County Council community spokesperson, BBC January 2005



Legislation is useless unless people are aware of their rights and obligations. People must also have access to support in order to apply the law in cases of unfair treatment. That's why the European Commission launched the Action Programme to combat discrimination – a six-year programme of activities including studies, training events, transnational projects and support for non-governmental organisations. It also finances a pan-European information campaign “For Diversity. Against Discrimination.” – a public awareness campaign involving a wide range of activities in all 25 Member States.

### **Special focus on Youth**

In 2005, the “For Diversity. Against Discrimination” campaign will give special emphasis to the involvement of young people. Several new initiatives are proposed to attract this target group including a TV advertisement to be broadcast on MTV, promotional cards and a website competition.

For more information see [www.stop-discrimination.info](http://www.stop-discrimination.info)

To help prepare its proposals for future Community action in the youth field (the White Paper on Youth), the Commission conducted a EU-wide consultation with young people. One of its conclusions was that young people want to see racism and xenophobia prioritised in national youth activities and in Community programmes. This has been transferred into the White Paper 'A New Impetus on European Youth' and is now being followed up by prioritising cultural diversity in the work of the European Commission's Youth Unit.

### **Fostering European culture and diversity - beyond 2007**

The current European programmes in the field of youth, culture, the audio-visual sector and civic participation will end in 2006. A new generation of programmes is now being developed for the period 2007-2013. In outlining the rationale behind the new proposals, the Commission emphasised the development of European citizenship as a priority for EU Action. And it makes clear that this can only be done by promoting culture and diversity.

*“Fostering the mobility of citizens, artists, cultural and audiovisual works and events, gives European citizens the possibility of encountering the common elements in their developing European identity, an identity which complements those – national, ethnic, religious – that citizens already have.”*

Making citizenship work: fostering European culture and diversity through programmes for Youth, Culture, Audiovisual and Civic participation, Communication from the Commission, March 2004

Education has to be the main tool to combat racism and xenophobia. But using the 'traditional' educational model where a teacher imparts knowledge to his or her students is not, in this case, the most appropriate. Non-formal education, by contrast, uses games, discussion or exercises to help people recognise, understand and challenge attitudes and behaviour, and develop new skills and competencies. Such approaches are increasingly common in all types of settings: school, youth centres, business and community groups.

Intercultural education uses non-formal methods to help participants examine how they interact with other cultures, societies and social groups, and develop more 'cultural awareness'.

*“Racism lives above all in the heart and in the head and is rarely expressed verbally and even less so violently. But this doesn't make it less dangerous. To overcome it effectively, only awareness raising, education, and opening of the spirit by getting to know others, can have a sustainable effect.”*

Yéra Dembélé, ENAR shadow report – France

The Council of Europe, through its European Youth Centres and the European Youth Foundation, devotes considerable effort to the field of intercultural education.

At European Union level, the Commission funds several programmes that can support projects promoting cultural diversity and intercultural awareness. The YOUTH programme (2000-2006) is the most relevant to youth organisations and young people (see Section IV for project examples). However, there are other programmes too that are active in this field (see Section V – Finding out more).

The Council of Europe and European Commission cooperate in the youth field to promote non-formal education and youth worker training. This partnership has produced a number of tools to help in the development and delivery of training. For example, nine “T-Kits” have been produced – containing background material and exercises to help trainers and youth workers. T-Kit 4 is on intercultural learning.

See [www.training-youth.net](http://www.training-youth.net)

- Youth policy at EU level is prioritising the fight against racism and intolerance.
- Intercultural education is one of the most effective tools of achieving this objective.
- Programmes funded by the European Commission and the Council of Europe support projects and initiatives involving intercultural education and the promotion of cultural diversity.
- Banning discrimination is one thing – enforcing the law is another. The EU’s Action Programme to combat discrimination supports awareness raising, capacity building, and analysis and evaluation so as to put policy into practice.

## 4 >> Inspiration from projects and activities

*“A project is not a dream.... but a dream that comes true can be a project”*,

Council of Europe/European Commission, Project Management T-Kit, November 2000



Youngsters, youth group leaders and journalists, meeting in Germany in July 2003 raised concerns about the presentation of Arabs and Muslims in the media, especially since 11 September 2001. A consortium of organisations from the UK, France, Germany and Austria, lead by the European Social Action Network, came together to produce a toolkit that aims to help young people ‘decode’ the media. The toolkit looks at representation and identity, media literacy, stereotypes and representation of Arabs and Muslims in European culture. Each section includes information notes and practical exercises. It is available in English, French and German.

For information or copies contact: European Social Action Network, [www.esan.org](http://www.esan.org) e-mail: [info@esan.org](mailto:info@esan.org)

### **Supported by...**

The Action Programme to combat discrimination (2000-2006) has funded transnational projects that fit into its objectives of raising awareness and building capacity. The funding priorities are decided annually and may or may not include transnational projects.

See: [http://europa.eu.int/comm/employment\\_social/fundamental\\_rights/index\\_en.htm](http://europa.eu.int/comm/employment_social/fundamental_rights/index_en.htm)

In the Belgian region of Brabant Wallon, a group of youngsters agreed that the best way to communicate the message of anti-racism to young people would be through a medium they relate best to – rap music. They composed a song promoting tolerance and diversity, which they performed in several youth clubs in their local area. They also learnt about the ins-and-outs of audio-visual production, by producing their own video on CD-Rom.

This, plus other materials on the local anti-racism campaign are published on a CD entitled “Droit de regard”.

For information or copies contact: Centre Culturel de Brabant Wallon, [www.ccbw.be](http://www.ccbw.be), [secteur.jeunesse@interweb.be](mailto:secteur.jeunesse@interweb.be)

### **Supported by...**

Action 3 of the YOUTH programme gives support to projects created and implemented by young people themselves. It includes group initiatives (as the one above) which have an impact on the local community, and networking projects which have a European dimension (involving partners from several countries).

See: [http://europa.eu.int/comm/youth/program/guide/action3\\_en.html](http://europa.eu.int/comm/youth/program/guide/action3_en.html)

The population of Lorca in Murcia, south-east Spain has increased from 65,000 ten years ago to almost 100,000 today. This is largely due to immigration, especially from Ecuador, Morocco and Algeria. But a local youth association – the Youth Association of Cazalla – realised that, despite the increasing number of young immigrants, they were largely absent from local youth events. Through a number of targeted activities they set about bridging the gap between the different communities.

With funding from Action 3, they decided on activities that enable youngsters to learn about their different cultures while having fun. In the ‘Academy of Dance’ youngsters from Spain, Morocco and Ecuador give lessons in their traditional dances. Another project is ‘Waves from the Ark’ – a twice weekly radio programme broadcast by a group of youngsters from Spain, Ecuador, Morocco, Peru, Moldova and Argentina. It gives news from all their respective countries, plus news of local events, cinema and music.

### **Supported by...**

Action 3 of the YOUTH programme

In October 2001, a group of 14 young people began their 12-month volunteer placement in seven different countries across Europe. Although the 14 placements were very different - some were about working with refugees, others about organising human rights campaigns or festivals - all of them focused on anti-racism.

At the end of the 12-months, the volunteers came together to organise a radio and TV conference on OKB channel in Berlin, with the aim of transferring their experience and reflections to the wider public. Some volunteers had filmed part of their experience, while others took pictures of the places they visited and people they met. The conference brought a lively debate, fed by the volunteers' thoughts and first-hand experiences.

For more information contact: Youth Action for Peace International Secretariat, [www.yap.org](http://www.yap.org), [info@yap.org](mailto:info@yap.org)

### **Supported by...**

Action 2 of the YOUTH programme - the European Voluntary Service - allows young people to be a volunteer in another country for between 6 and 12 months. Normally, each EVS project involves a tri-partite partnership between a sending organisation, the volunteer and the hosting organisation. Occasionally (as the project illustrated above) a coordinating organisation develops a so-called 'Europe-wide project' involving several countries and several volunteers at the same time. These projects must have a common theme and be innovative.

See: [http://europa.eu.int/comm/youth/program/guide/action2\\_en.html](http://europa.eu.int/comm/youth/program/guide/action2_en.html)

D-A-S-H Europe is an on-line platform for exchanging experiences and information on the fight against racism and exclusion. It is a service for young people to link up with other like-minded people, to publicise their activities, and to find out what else is going on in this field around Europe. There are ideas for projects and tools for training, such as the 'Political Simulator' - a computer game that explores possible implications of political changes in Novi Sad, Serbia and Montenegro after the local elections in 2004. Then there are links to on-line discussions such as the one on new media and communication.

D-A-S-H has been developed by the Institute for media research and media education in Germany, in collaboration with partners in the Netherlands, France, Spain and Austria.

See: <http://www.d-a-s-h.org>

### **Supported by...**

Innovative projects such as this one fall under Action 5 ("Support measures") of the YOUTH programme, Action 5 supports training, cooperation and information projects that assist the development of the other Actions of the YOUTH programme or contribute to achieving the objectives of the YOUTH programme in more general terms. Usually, applications for Action 5 projects are submitted to the National Agencies (as in the other Action areas). However, on a regular basis, the European Commission launches a Call for innovative projects with a longer duration and activities that contribute to well-defined themes.

See: [http://europa.eu.int/comm/youth/call/index\\_en.html](http://europa.eu.int/comm/youth/call/index_en.html)  
[http://europa.eu.int/comm/youth/program/guide/action5\\_en.html](http://europa.eu.int/comm/youth/program/guide/action5_en.html)

UNITED for intercultural action is a European network against nationalism, racism, fascism and in support of migrants and refugees. Bringing together some 560 organisations from 49 different European countries it is Europe's largest anti-racism network.

Funding from the YOUTH programme is helping the network to develop targeted activities for young people and youth workers. For example, a conference in Oslo in October 2004 focused on anti-discrimination in youth culture and sports. With workshops on sports against racism and youth participation, among others, the event helped to define future strategies and cooperative action.

The project involves partners from the Czech Republic, Norway, Italy, Poland, Romania, Austria and Germany.

See: [www.united.non-profit.nl](http://www.united.non-profit.nl)

### Supported by...

Action 5 of the YOUTH programme



### Projects work best when they:

- Respond to a clearly identified need or problem
- Are supported by key stakeholders and actively involve the target group from the very beginning
- Have a strong idea and vision that unites the activities – the 'big idea' should show how the project will make a significant and long-lasting difference
- Have access to the right balance of skills, energy, resources and organisation to deliver successful results
- Have realistic and achievable goals, time-schedules and budgets!

The following section lists the web addresses where you can access further information.

### European Union institutions

#### European Commission Action Programme to Combat Discrimination 2001-2006

[http://www.europa.eu.int/comm/employment\\_social/fundamental\\_rights/index\\_en.htm](http://www.europa.eu.int/comm/employment_social/fundamental_rights/index_en.htm)

#### Education and Culture

[http://europa.eu.int/comm/dgs/education\\_culture/index\\_en.htm](http://europa.eu.int/comm/dgs/education_culture/index_en.htm)

#### Youth

<http://europa.eu.int/comm/education/youth/youthprogram.html>

#### European Youth Portal

[http://www.europa.eu.int/youth/index\\_fr.html](http://www.europa.eu.int/youth/index_fr.html)

#### Employment and Social Affairs

[http://www.europa.eu.int/comm/employment\\_social/index\\_en.htm](http://www.europa.eu.int/comm/employment_social/index_en.htm)

#### Justice and Affairs

[http://www.europa.eu.int/comm/Homejustice\\_home/web/intro/web\\_intro\\_en.htm](http://www.europa.eu.int/comm/Homejustice_home/web/intro/web_intro_en.htm)

#### European Economic and Social Committee

<http://www.esc.eu.int>

#### European Foundation Centre for Living and Working Conditions

<http://www.eurofound.ie>

#### European Monitoring Centre on Racism and Xenophobia

EUMC - <http://www.eumc.eu.int>

### Inter-governmental organisations

#### Council of Europe National Minorities

[http://www.coe.int/T/E/human\\_rights/minorities](http://www.coe.int/T/E/human_rights/minorities)

#### Council of Europe's activities related to Roma/Gypsies

[http://www.coe.int/T/E/Social\\_Cohesion/Roma\\_Gypsies](http://www.coe.int/T/E/Social_Cohesion/Roma_Gypsies)

#### European Commission against Racism and Intolerance (ECRI)

[http://www.coe.int/T/E/human\\_rights/Ecri/1-ECRI](http://www.coe.int/T/E/human_rights/Ecri/1-ECRI)

#### North-South Centre

[http://www.coe.int/T/E/North-South\\_Centre](http://www.coe.int/T/E/North-South_Centre)

### United Nations

#### Committee on the Elimination of Racial Discrimination

CERD - <http://www.unhchr.ch/html/menu2/6/cerd.htm>

#### International Labour Organization

<http://www.ilo.org>

#### Office of the High Commissioner for Human Rights

OHCHR - [http://www.unhchr.ch/hchr\\_un.htm](http://www.unhchr.ch/hchr_un.htm)

#### UNESCO

<http://www.unesco.org>

#### United Nations High Commissioner for Refugees

UNHCR - <http://www.unhcr.ch>

#### Organization for Security and Co-operation in Europe

#### OSCE: Office of the High Commissioner on National Minorities

HCNM - <http://www.osce.org/hcnm>

#### OSCE: Office for Democratic Institutions and Human Rights

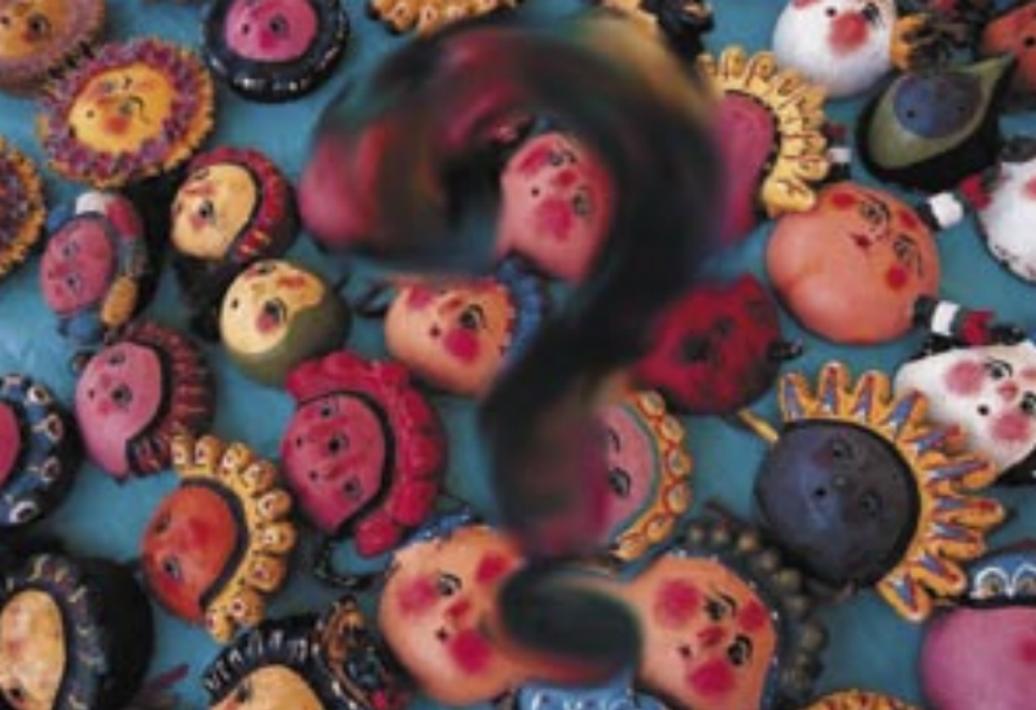
ODIHR - <http://www.osce.org/odihr>

#### International Migration Organisation (IOM)

IOM - <http://www.iom.int>

#### International Migration Policy Programme

<http://www.impprog.ch>



**SALTO-YOUTH**  
RESOURCE CENTRES

providing help and  
support for  
our young people

