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# BUILDING INCLUSIVE SOCIETIES:

CONTRIBUTION FROM THE EUROPEAN PROJECTS  
"DIVERSITY IN THE ECONOMY AND LOCAL INTEGRATION" (DELI)  
AND "COMMUNICATION FOR INTEGRATION" (C4I)

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**Committee of the Regions**

Rue Belliard 99-101, 1040 Brussels  
Room JDE 51

## LIST OF PARTICIPANTS



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**Aymen ABDULHASIB**

*City Representative of the C4I Project*

Municipality of Botkyrka



Aymen Abdulhasib studies public law and works in Botkyrka comun on different activities concerning young people and societal questions.

Contact details:

Tel.: +46765666698 E-mail: [Aymen11@live.se](mailto:Aymen11@live.se)

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**Konstatinos APOSTOLOPOULOS**

*Local Coordinator of the C4I Project*

Patras Cultural Organisation/ Municipality of Patras - <http://www.patrasculture-c4i.gr/index.php/gr/>



Konstantinos Apostolopoulos holds a BA Degree in Law, Law Faculty, University of Athens, BA Degree in Education, School of Humanities and Social Sciences, University of Patras. LLM, in "International Cooperation against Transnational Organized Crime", Faculty of Law, University of Teramo. Konstantinos working experince is: Attorney at Law, (Supreme Court). Criminologist in the Social Sector in the Municipality of Patras. (Juvenile delinquency, Immigration, Trafficking, Domestic violence. Advisor for implementation of EU Programs in the Cultural Organization of the Municipality of Patras, Internship at the Department of General Legislative

Coordination and Special International Legal Relations of the Ministry of Justice Transparency and Human Rights. Legal Advisor of the Greek Minister of Defense. Speaking Languages: Greek (mother tongue), English, Italian (fluent), German (Good)

Contact details:

E-mail: [konapostolopoulos@yahoo.gr](mailto:konapostolopoulos@yahoo.gr)

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### **Eugenia ARVANITIS**

*Assistant Professor*

Department of Educational Sciences & Early Childhood Education (DESECE) Faculty of Humanities and Social Studies, University of Patras – <http://www.ecedu.upatras.gr/services/site/prosopiko>  
<http://neamathisi.com>



Dr Eugenia Arvanitis is Assistant Professor of *Interculturality & Diversity in Education* at the University of Patras, Greece, Associate & Research Partner in several scientific organizations and the coordinator the web based platform, 'Nea Mathisi', which supports school-based teachers' intercultural learning. She has been involved in policy development for intercultural, adult and immigrant education in the Greek Ministry of Education and Religious Affairs (2006-2012). Dr. Arvanitis has lived for a decade in Australia and worked as the Manager of the Australian-Greek Resource and Learning Center at RMIT University (2001-2004). Finally, she is the author of several research papers and the editor/author of four books.

#### Contact details:

Tel.: +302610969328 E-mail: [earvanitis@upatras.gr](mailto:earvanitis@upatras.gr)

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### **Shams ASADI**

*City Representative of the DELI Project*

The Head of the Human Rights Office, Vienna (Austria)

City of Vienna - <http://www.wien.gv.at/>



Shams Asadi is the Human Rights Coordinator of the city of Vienna and in charge of the Anti-Discrimination Office.

Counselling and advice for disadvantaged individuals or groups who are subject to discrimination, mediations, networking, expert assessments and research studies are some of the main tasks of this office. She was one of the expert members of the Immigration Commission, which had been convened (2009-2011) to deliberate about key challenges and central areas of action resulting from future immigration in Vienna.

Shams was the head of a section in the Urban Development and Urban Planning's department. Urban economy, international und European co-operations as well Diversity & Planning were the application areas of this unit. Providing an interface between the economic and social affairs and in particular dealing with the spatial socio-economic interactions in the city were some scopes of her activities area.

She has been involved in many research studies and international projects on Migration, Gender Mainstreaming and Diversity.

Contact details: Anti-Discrimination Office, Office of the Independent Officer for Occupational Safety and Health, the city of Vienna. Muthgasse 62, 1190 Vienna, Austria  
Tel.: +43 1 40 00 38 952 E-mail: [shams.asadi@wien.gv.at](mailto:shams.asadi@wien.gv.at)

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### **Christina BAGLAI**

*Project Manager, C4i project*

Council of Europe – <http://pjp-eu.coe.int/en/web/c4i>



Christina has been C4i project manager since June 2014. Passionate about human rights and international organisations, she was previously involved in the implementation of the CoE-EU Intercultural Cities Programme and worked as a lawyer for the United Nations (OHCHR, ILO), European Court of Human Rights, and Russian youth rights associations. Christina earned Master's in International organisations, Human rights, International law and Translation/interpreting, both in Russia and in France. She is fluent in English, French and Russian.

Contact details:

E-mail: [christina.baglai@coe.int](mailto:christina.baglai@coe.int)

---

### **Herbert BARTIK**

*DELI Local Platform Coordinator*

Europaforum wien - <http://www.europaforum.or.at/>



Expert at the consultant institute Europaforum Wien, Herbert Bartik is involved with integration and diversity policies for more than 10 years and has co-developed the Viennese Diversity Monitoring since 2009. His other main focus areas are: Urban development, national & international housing policies, locations development and tourism.

Contact details: Europaforum wien. Centre for Urban Dialogue and European Policy, Rahlgasse 3/2, 1060 Vienna, Austria

Tel.: +43 1 585 85 10-25 E-mail: [bartik@europaforum.or.at](mailto:bartik@europaforum.or.at)

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**Rachel BAYANI**

*Representative to European Institutions*

Bahá'í International Community - [www.bic.org](http://www.bic.org)



Before joining the Bahá'í International Community, Mrs. Bayani served as a justice and home affairs counselor to the Permanent Representation of Luxembourg to the EU, dealing mainly with asylum and migration issues. Prior to that, she served with the United Nations in Bosnia-Herzegovina in several capacities, as well as with EU's police mission to Bosnia-Herzegovina. Mrs. Bayani has a law degree from the University of Sorbonne in Paris and a master's in international law from Cambridge University.

Contact details:

Tel.: +32-2-644 6463 E-mail: [brussels@bic.org](mailto:brussels@bic.org)

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**Reynald BLION**

*Consultant Media & Diversity*

<https://www.linkedin.com/pub/blion-reynald/14/12/a81>



From September 2008 to December 2014, Reynald Blion worked within the Council of Europe (CoE) as Media & Diversity manager. He was one of the managers of the CoE media & antidiscrimination campaign (2008-10) and managed the 2011-12 European Union (EU) / CoE MARS (Media Against Racism in Sport) and the 2013-14 EU / CoE MEDIANE (Media in Europe for Diversity Inclusiveness) joint programmes he conceived and managed for a approx. yearly budget of 1 000 K€. One of his major outputs is the conception and online development of the Mediane Box on Media Diversity Inclusiveness ([www.mediane-box.eu/en](http://www.mediane-box.eu/en)), a self-monitoring and action support

tool for the media and their professionals to strengthen their capacities for including diversity in their professional practices and production. Before he was the director of the Migration & Media programme at the Institut Panos Paris since 1998 and had several experiences in the NGO or research world (1991-1998). His interests focus on international migration, intercultural diversity and their interactions with the media industry. He contributed to several publications or articles such as: Tell us about diversity! A practical Approach to Intercultural Media Content, Strasbourg, Council of Europe, 2011, Europe's Ethnic & Diversity Media: Beyond mere visibility" in: Media on the Move: Media and Minorities and Diversity, Bonn, CAMECO, 2009, Ethnic media and diversity in Europe in: Georgiou M., Transnational lives and the media, London, Routledge, Aug. 07, De la visibilité à l'expression des diversités en Europe in: Rigoni I., Qui a peur de la television en couleur? Paris, Aux lieux d'être, May 07, Représentation des immigrés au sein des media: bilan des connaissances, Paris, Panos / Fasild, Jul. 06, etc. As volunteer, Reynald Blion was Oxfam France Chair (2004-2008) and Deputy Chair of Oxfam International (2007-2009).

Contact details:

E-mail: [rbdiversite@gmail.com](mailto:rbdiversite@gmail.com)

---

### **Marife CALDERON**

*Technical manager of the Barcelona Intercultural Programme*

Municipality of Barcelona – [www.bcnantirumors.cat](http://www.bcnantirumors.cat)  
[www.interculturalitat.cat](http://www.interculturalitat.cat)



Marifé Calderón is the technical manager of the BCN Intercultural Programme at the Immigration and Interculturality Services Area of Barcelona City Council. She has got a university degree in Social Work and further studies in Social and Cultural Anthropology as well as in intercultural community intervention. And, last but not least, she is an anti-rumour agent in the City of Barcelona.

Contact details:

E-mail: [mcalderson@bcn.cat](mailto:mcalderson@bcn.cat)

---

### **Hugo CARDOSO**

*Local Coordinator of the C4I Project*

Municipality of Loures – <https://www.facebook.com/pages/O-Bairro-i-o-Mundo/370204329765600>  
<https://www.facebook.com/loureslivrederumores?ref=hl>



Starting by joining the Department of Planning and Urban Management, 1996 (Management Division of the North Zone), he moved in 1999 to the Office for the Recovery of Illegal Areas. Between 1999 and 2011 he has supported the organization of shows of Housing and Urban Loures "Inhabiting Loures - 2nd Edition" and "Inhabiting Loures - 3rd Edition", with exhibitions and seminars on housing and urbanism. In 2001 he funded the DPAUGI (Project Directorate of Urban Areas of Illegal Genesis) where he is the Deputy Project Director, with responsibilities in the creation, management and maintenance of databases and reports and in addition was involved in GARSE (office of religious and specific social affairs). From 2013 he designs and coordinates the project "The Neighborhood and the WorldFestival" has a forum for local development within the territorial intervention of the local authority in the municipality of Loures, developing this first edition in Quinta da Fonte. In 1999 he made a technical degree in Restart – School of Arts in Audiovisual Technician, and headed towards Porto in 2000 and graduated in Digital Filmmaking at the Catholic University - School of Arts.

Contact details:

E-mail: [hugo\\_cardoso@cm-loures.pt](mailto:hugo_cardoso@cm-loures.pt)

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**André CARMO**

*DELI Local Platform Coordinator*

Municipality of Lisbon - <http://www.cm-lisboa.pt>



André Carmo holds an MSc in Modernity, Space and Place by the University College London, and is currently a PhD student at the Institute of Geography and Spatial Planning of the University of Lisbon (IGOT-UL), a researcher at the Centre for Geographical Studies (CEG-UL) and a member of HABITA – collective for the right to housing and to the city. He has been involved in various research projects, such as Social Polis – Social Platform on Cities and Social Cohesion, REHURB: Rehousing and Urban Regeneration, and RUcaS: Real Utopias in Socially Creative Spaces. His research interests include issues of citizenship and the right to the city, spatial (in)justice, immigration and urban segregation, political art and cultural activism.

Contact details: Municipality of Lisbon, Directorate of Economy and Innovation, Campo Grande, 25 – 7<sup>ª</sup> C, 49-099 Lisbon, Portugal  
Tel.: +351 21 7989279 E-mail: [carmo@campus.ul.pt](mailto:carmo@campus.ul.pt)

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**Fulgencio Luis CERON MORA**

*City Representative of the DELI Project*

Cartagena Local Development and Employment Agency (ALDE) - <http://adle.cartagena.es/DELI>



Fulgencio works for the Local Development and Employment Agency. He is currently developing advice to business creation and entrepreneurship. He has taken the tasks of coordination on the regional, national and European level in the field of employment and business projects, taking on tasks in the development, implementation and project justification, specializing in business plans and funding for the entrepreneur as well as labor mediation. Fulgencio has an experience as an entrepreneur in business initiatives. He holds a Degree in Labour Sciences (University of Murcia. 2008), a Degree in Business Administration (University of Murcia. 1996) as well as MBA Master in Business Administration (FUE. Business School. 717 hours. 1998).

Contact details: ALDE, C/Caridad 1, 30202 Cartagena, Spain  
Tel.: +34 968 12 89 77 (Ext. 7678) E-mail: [fceron.adle@ayto-cartagena.es](mailto:fceron.adle@ayto-cartagena.es)

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**Daria CHEREPANOVA**

*Administrative Assistant, DELI Project*

Council of Europe - <http://pjp-eu.coe.int/en/web/deli>



After working on international media projects, French and Russian TV in Paris, EC audiovisual agency in Brussels, she moved to Strasbourg to work with the Council of Europe in 2008. Now Daria works as administrative assistant on various Council of Europe programmes handling the administrative, financial and organisational aspects. Daria holds a Master in Cultural Projects Management from Lyon University (France) and a BA in Public Relations from Saint-Petersburg University (Russia).

**Contact details**

E-mail: [daria.cherepanova@coe.int](mailto:daria.cherepanova@coe.int)

---

**Piotr CHOROS**

*City Representative of the CAI Project*

Municipality of Lublin – <http://stopplotkom.lublin.eu/>

<https://www.facebook.com/Lublin4All?fref=ts>



Political scientist, head of division for cooperation with NGOs and social participation Lublin Municipal Office (Poland). Specialist in the field of cooperation with local government, intercultural competence and anti-discrimination policies. Founder of the Homo Faber Association, NGO dealing with human rights protection and monitoring of the activities of public authorities. Associate and expert public in Polish non-governmental organizations working in area of public cooperation with civil society and anti-discrimination. Member of the advisory bodies to the President of Lublin in charge of social policy and public order and safety in Lublin. In Lublin Municipal Office he is responsible for the use and development of new technologies in communication with the residents. Member of the think-tank Centre for Eastern Competences, where he is responsible for programme area "Civil Society".

**Contact details:**

E-mail: [piotr.choros@lublin.eu](mailto:piotr.choros@lublin.eu)

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**Camilo CLEVES**

TEJE – <https://www.facebook.com/TejeStrasbourg>



Camilo Cleves is a former advisor on international relations of the faculties of engineering and humanities at the National University of Colombia. Has been working for several years with civil society in different fields of action in Strasbourg,



where he did his graduate studies. He currently works in the organization TEJE, which works in cultural diversity, stereotypes, democracy, human rights and citizen empowerment. Camilo holds a Bachelor of Human Sciences in History, National University of Colombia and an M.A. on “European Studies of Society, Science, and Technology”, International Master Program. European Interuniversity Association on Society, Science and Technology (ESST) as well as M.A. “Epistemology and Scientific Mediation”, Strasbourg University. Strasbourg (France)

Contact details:

Tel.: +33698357580 E-mail: [strasbourg@teje.fr](mailto:strasbourg@teje.fr)

---

**Isabel COMPTE**

*Programme Coordinator, Department of Civil Rights and Citizenship*

*City Representative of the C4I Project*

Sabadell Municipality - [www.sabadell.cat/antirumors](http://www.sabadell.cat/antirumors)

[www.sabadell.cat/dretscivils](http://www.sabadell.cat/dretscivils)



Isabel is Programme Coordinator at Department of Civil Rights and Citizenship at Sabadell Municipality. She began her professional life working as a classroom teacher and head teacher in a primary school in Barcelona. Later, interested in community work, she formed part of an inter-disciplinary team with psychologists and social workers that developed our work in neighbourhoods with special difficulties in the industrial belt. Since 1987 she has been working in Sabadell City Council and during this period she has been involved in different areas: Education, Employment and Civil Rights and Citizenship that includes municipal policies in favour of civil rights and respect for diversity: of gender, of age, of origin, of religion, of sexual orientation, as well as the area of international cooperation and coexistence. She holds a Degree in Teacher Training (Pedagogy).

Contact details:

E-mail: [ICompte@ajsabadell.cat](mailto:ICompte@ajsabadell.cat)

---

**Soriana CONSTANTINESCU**

*DELI Local Platform Coordinator*

Municipality of Bucharest - [http://www1.pmb.ro/pmb/index\\_en.htm](http://www1.pmb.ro/pmb/index_en.htm)



Soriana is Business Consultant and Mediator, CEDR (UK) Accredited Mediator and (RO) Authorised Mediator, FINBAN Member. Her main areas of focus include consultancy for M&A transactions, real estate acquisitions, business administration, non-banking financial services and mediation for commercial disputes, employment disputes, both locally and globally, in English and Romanian language. Her remarkable results

are: starting-up, coordination, management and implementation of the strategy for a non-banking financial institution.

Contact details: Voluntari, Ilfov County, Bucharest, Romania

Tel.: +40 732 770 873 E-mail: [soriana.constantinescu@gmail.com](mailto:soriana.constantinescu@gmail.com)  
[soriana.constantinescu@globalmediator.eu](http://soriana.constantinescu@globalmediator.eu)

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### **Begoña CORTAZAR ZUBIAGUIRRE**

*Department for Equality, International Cooperation and Citizenship*

*Integration and Diversity Project Manager, City*

*Local Coordinator of the C4I Project*

Bilbao City Council – [www.bilbao.net](http://www.bilbao.net)  
<http://www.bilbao.net/inmigracion/>



Begoña Cortazar is a project manager for awareness and participation initiatives to promote integration and coexistence in diversity. She also coordinates European programs about integration and intercultural matters at Bilbao City Council. She has a Degree as Social Worker and a BA in Political Science and Sociology from the University of Deusto, Bilbao. She has worked at Bilbao City Council since 1980.

Contact Details:

Tel.: +34944203104 E-mail: [begona.cortazar@ayto.bilbao.net](mailto:begona.cortazar@ayto.bilbao.net) / [inmigracion@ayto.bilbao.net](mailto:inmigracion@ayto.bilbao.net)

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### **Niall CROWLEY**

*DELI Evaluation Consultant (Dublin)*



Niall Crowley is an independent equality and diversity expert. He has worked on a wide range of equality initiatives at European and national levels since 2009. These include research projects, evaluation initiatives, policy development, policy synthesis, training, institutional support and event facilitation. He has worked on projects for the Council of Europe, the European Commission, the Fundamental Rights Agency and the European Institute for Gender Equality. Prior to this he worked as chief executive of the Equality Authority in Ireland, the equality body responsible for promoting equality and combating discrimination on nine grounds.

Contact details:

Tel.: + 353 1 4541202 E-mail: [niallcrowley1@gmail.com](mailto:niallcrowley1@gmail.com)

---

**Marta CYGAN**

*Director of Strategy and General Affairs Directorate*

*Directorate General Home Affairs*

European Commission – <http://ec.europa.eu/dgs/home-affairs/>



Marta Cygan is currently Director of Strategy and General Affairs Directorate in Directorate General Home Affairs in the European Commission in Brussels. In the years 2009-2013 she was Director for Immigration and in the same Directorate. Between 2004 and 2009 she was Deputy Head of Cabinet of the European Commissioner responsible for Regional Policy, Danuta Huebner. Between 1996 and 2004 she served as First Counsellor in the Polish Mission in Brussels, then Polish Permanent Representation to the European Union. In 1993 she joined the Polish Ministry of Foreign Affairs, where she worked as Head of the European Law Section in the Legal and Treaties Department.

Born in Krakow and of Polish nationality, she graduated in Law and Languages from Jagiellonian University in Krakow. She obtained a Diploma in Community Law by the College of Europe in Bruges and in European law and policies by European College in Parma.

Contact details:

E-mail: [marta.cygan@ec.europa.eu](mailto:marta.cygan@ec.europa.eu)

---

**Humbert DE BIOLLEY**

*Deputy Head of the Council of Europe Liaison Office to the European Union – [www.coe.int](http://www.coe.int)*



Humbert de Biolley is a lawyer by education and has experience in international organisations for about 20 years. He worked for humanitarian agencies (1993-1995), then for the the UN International Criminal Tribunal for Rwanda (1995-1997), moved to Bosnia and Herzegovina for the Office of the High Representative (1997-1998) and joined the Council of Europe in 1998. After having worked in the Legal Affairs in Strasbourg Headquarters, he manages the CoE liaison Office to the EU in Brussels, as Deputy head of Office, since 2007.

Contact details:

E-mail: [humbert.debiolley@coe.int](mailto:humbert.debiolley@coe.int)

---

**Daniel DE TORRES**

*C4I Campaigning and Engagement Consultant*



Dani de Torres is an expert on intercultural and diversity management policies for the “*Intercultural cities*” programme of the Council of Europe and other organisations like the “*Organization of Ibero-American States*”. He is director of the Spanish Network of Intercultural Cities and project manager of the “*antirumours strategy to prevent racism*” project, funded by the Open Society Foundations with the collaboration of the Council of Europe in order to export the Barcelona antirumours best practice to other cities. He is also co-founder of Imacity, an organization based in Barcelona on cities global development focusing on diversity issues, entrepreneurship and innovation. Dani de Torres has been policy adviser at Barcelona Mayor’s Cabinet, and from 2007 to 2011 he was *Commissioner for Immigration and Intercultural Dialogue* at Barcelona municipality. During that period he led the definition process of the *Barcelona Intercultural Plan*, the city global strategy for managing diversity and he also promoted some innovative policies like the *Barcelona antirumours strategy*, a long-term campaign to dismantle stereotypes, prejudices and false rumours about immigrants and cultural diversity.

Contact details:

E-mail: [danidetorres.bcn@gmail.com](mailto:danidetorres.bcn@gmail.com)

---

**Ronald DERKS**

*DELI Local Platform Coordinator*

City of Rotterdam - <http://www.rotterdam.nl>



Senior Policy Advisor with the City of Rotterdam, Ronald is the linking pin between the local and the international level on topics such as citizen participation, women emancipation, anti-discrimination and equal opportunities, migration, integration, and diversity. Representative of the City of Rotterdam in the following networks: EUROCITIES Working Group Migration & Integration and European Coalition of Cities Against Racism (ECCAR). On behalf of the city of Rotterdam, was involved in in drafting of the Committee of the Region's (Opinion on the European Commission's Social Investment Package (SIP). Responsible for the management of several transnational project that are co-founded by the European Commission. Examples include UniteEurope, DELI and Urban Health Centres 2.0.

Contact details: City of Rotterdam, Postbus 1024 3000 BA Rotterdam, Netherlands

Tel.: +31622057871 E-mail: [rh.derks@rotterdam.nl](mailto:rh.derks@rotterdam.nl)

---

**Filomena DJASSI**

Aga Khan Foundation, Portugal - <http://www.akdn.org/portugal>



Filomena has worked with the Aga Khan Foundation in Portugal since 2008. She has a Master's degree in International Cooperation and Development and a post-graduate degree in project management and she's now studying for a PhD in Climate Change and Sustainable Development Policy. She founded the Musqueba project, which deals with the problems women face in Guinea Bissau while also helping them to enhance that country's agricultural sector. She's currently co-ordinating an Urban Community Support Programme team in Sintra for the Aga Khan Foundation.

Contact details:

Tel. : +351 968 630 045 E-mail: [filomena.djassi@kcidade.com](mailto:filomena.djassi@kcidade.com)

---

**Elena DUBININA**

*Administrative Assistant*

Council of Europe – [www.coe.int](http://www.coe.int)



Elena Dubinina holds a Master's Degree in World Heritage Studies, UNESCO Chair, from the Brandenburg Technical University, Germany. Her research was on the relations between cultural heritage and local communities. She has been working as an administrative assistant for the Council of Europe Cultural Routes Programme since 2011.

Contact details:

E-mail: [Elena.DUBININA@coe.int](mailto:Elena.DUBININA@coe.int)

---

**Cristina FARINHA**

*Deputy Mayor of Amadora*

*City Representative of the C4I Project*

Municipality of Amadora



Cristina Farinha is Deputy Mayor of Amadora, responsible for the following areas: Education and Training / Social Development / Sport and Youth / Health / Associative Movement / Management of Co-Financed Processes. She worked as Senior Chief Inspector, Superior Inspector career, of the Management Institute of the European Social Fund, since November 2007, with admission in Public Administration in 1989, at the Department for the European Social Fund Affairs. She was coordinator of the working group on 'Communication strategy for the

programming period 2007 -2013', appointed by the Coordinator of the working group NSRF - National Strategic Reference Framework and technical secretary of the Technical Assistance Operational Programme of the European Social Fund, January 2010 to September 2013, among others. She holds a degree in Social Policy, with specialization in Protection and Social Security, by the Universidade Técnica, Instituto de Ciências Sociais e Políticas (Institute of Social and Political Sciences).

Contact details:

E-mail: [Cristina.Farinha@cm-amadora.pt](mailto:Cristina.Farinha@cm-amadora.pt)

---

### **Iraide FERNANDEZ ARAGON**

*Researcher (University of the Basque Country)*

IKUSPEGI (Basque Immigration Observatory)

<http://ikuspegi-inmigracion.net/es/>



Iraide Fernandez Aragon graduated in Sociology at University of Basque Country in 2009, working with researching methodologies for her Master Thesis. She studied a Master in Globalization and is currently doing her PhD thesis in Urban sociology. Iraide is an experienced researcher of the university and a member of Ikuspegi (Basque Immigration Observatory) since 2013. Her research topic is related to gender, residential segregation and attitudes of natives to foreign population.

Contact details:

E-mail: [iraide.fernandez@ehu.es](mailto:iraide.fernandez@ehu.es) / [iraidearagon@gmail.com](mailto:iraidearagon@gmail.com)

---

### **Serena FORACCHIA**

*Alderman for the International City*

*in charge for: European development strategies, Promotion of the city, International Relations, Rights of citizenship, intercultural City*

Municipality of Reggio Emilia - <http://www.municipio.re.it>



Born in 1976, she earned a PHD in Economics and Management of Public Administration at the University of Rome "Tor Vergata", after a Master in European Project Planning and a degree in Economics of Public Administrations and International Institutions at University Luigi Bocconi in Milan.

Since 2011 she has been a member of the board of directors of Reggio Children, from April 2012 also an employee of the same company responsible for the unit Reggio nel Mondo, dealing with international relations, European projects and cooperation projects. From 2006 to 2011, she has served as CEO of Reggio nel Mondo, company owned by Municipality of Reggio Emilia and Chamber of Commerce dealing with European projects, cooperation for development programs and international

relations. From 2002 to 2006, she covered the position of decentralized cooperation manager in Reggio nel Mondo working among the other with countries such as h Mozambique, South Africa, Balkans and Palestine. Before her commitment with the municipal agency for international relations, Mrs Foracchia has collaborated as researcher and professor with Bocconi University, University Ca 'Foscari - Venice (strategies of local authorities), with University of Rome Tor Vergata (Faculty of Economics CEIS-Health on European Funds in Health), with the FORMEZ (Department for professional development and training for public administration) and with Italian local authorities on issues about innovation in Public Administration, Health Services and Services for people.

Contact details:

Tel.: [Serena.Foracchia@municipio.re.it](mailto:Serena.Foracchia@municipio.re.it)

---

**Torbjørn FRØYSNES**

*Ambassador, Head of the Brussels Office of the Council of Europe to the EU- [www.coe.int](http://www.coe.int)*



Ambassador Frøysnes is a Norwegian diplomat, now serving as the Ambassador of the Council of Europe to the EU in Brussels.

He is a former Deputy Foreign Minister of Norway, and has served in the Foreign Service of Norway since 1973. He served as a long-time negotiator in East-West affairs on security and arms control, and served at diplomatic missions in Geneva, Madrid, Bonn and Strasbourg. He has been Norway's Ambassador to the Council of Europe 2003-2008 and was Norway's Chief Negotiator in the WTO for negotiations on trade in services 1999-2003; he has been the Director for the Norwegian Government's Cooperation Program for Eastern Europe, Chief of Cabinet of the Foreign Minister, and has had a number of appointments at international events, including UN conferences. He was an alternate member of the Norwegian Parliament 1989-2003. He has been the CEO of the Norwegian Tourist Board 1988-1994, Chairman of the Nordic

Tourist Board, a Vice President of the European Travel Commission and member of the Board of the Norwegian Export Council.

He has written publications on security and foreign policy matters, marketing and communication issues. He has been Board member of the European Trotting Union, Paris, and Board member of the National Trotting Association of Norway. He is a longtime owner and breeder of race horses.

Contact details:

E-mail: [Torbjorn.FROYSNES@coe.int](mailto:Torbjorn.FROYSNES@coe.int)

---

**Vix GARNER**

*ENoMW Network Coordinator*

European Network of Migrant Women – [www.migrantwomennetwork.org](http://www.migrantwomennetwork.org)



The European Network of Migrant Women (ENoMW) is the largest umbrella organisation of migrant-led women's non-governmental organisations within the European Union, working to promote the concerns, needs, rights and interests of migrant women's in the EU. We do this by building capacity amongst migrant women's organisations through training, workshops, information sharing and exchange of best practice at national and EU levels. ENoMW membership currently extends to organisations in 20 EU member states.

Contact details:

Tel.: +447890491164 E-mail: [vix@migrantwomennetwork.org](mailto:vix@migrantwomennetwork.org)

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**Chrissa GERAGA**

*City Representative of the C4I Project - Head of Programming-Networking & International Affairs Department*

Patras Municipal Enterprise for Planning & Development-ADEP S.A. - <http://www.patrasculture-c4i.gr/index.php/gr/>



Chrissa holds Bachelor Degree in Physics (University of Patras-GR), postgraduate diploma in "Training & Development" (Thames Valley University-UK), MBA by Hellenic Management Association, certificate as trainer by Hellenic Certification Centre (EKEPIS). She participated in specialized vocational training courses (three-month) basis in Brussels, organized by the European Commission – ex DG XXIII (responsible for SMEs and Tourism) (1991-1996). Since 1991, she has been dealing with EU proposals, implementation of projects (youth, equal opportunities, interculturalism, active citizenship, tourism and culture), organization and monitoring of networks of enterprises and organizations at a local, national and international level. Since 1997, she works for the Municipality of Patras (GR) on the European dimension of the city (e.g. involvement in European city networks such as "Forum of Adriatic & Ionian cities", ALDA: Association of Local Democracy Agencies, Intercultural Cities network, etc.) being the local coordinator of activities. She also acts Patras link with E.U. instruments (e.g. Committee of the Regions, European Commission-Representation Office in Greece, European Parliament-Office in Athens). She is Head of "Programming-Networking &International Affairs" dpt. of "ADEP S.A.-Patras Municipal Enterprise for Planning & Development". Since 2008, she is a member of "TEAM EUROPE" specialist's group coordinated by the European Commission (DG Communication)

Contact details:

E-mail: [geraga@adep.gr](mailto:geraga@adep.gr)

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**Jim GIBBONS**

*European Journalist and Media Consultant*

<http://www.jimgibbons.eu/>



Jim Gibbons is a journalist, broadcaster and video-maker who has reported on European affairs for TV, radio and the written press for nearly 30 years. During a career that stretches back four decades, he has won many journalism awards, including five from CNN, and has presented television debates and news magazine programmes for international channels including Euronews and Deutsche Welle. Jim has also produced training and information videos for such clients as the City of London, the European Central Bank, the Council of Europe and the European Court of Human Rights. He also moderates international conferences and trains journalists as well as those whose jobs involve having to face the media.

Contact details:

E-mail: [jgibbons7@gmail.com](mailto:jgibbons7@gmail.com)

---

**Beth GINSBURG**

*Associate Manager for Supplier Diversity Europe*

Migration Policy Group - [www.migpolgroup.com](http://www.migpolgroup.com)



Beth Ginsburg is an Associate Programme Manager, specialising in social inclusion, for the Migration Policy Group which she helped found in 1995 with Dr Jan Niessen, MPG's Director. She has been working extensively on supplier diversity since 2002, and has been responsible for standard-setting, benchmarking, capacity-building, training and public policy work for large purchasing organisations from both the public and private sectors in this area.

Contact details:

Migration Policy Group, in residence at 50 Ashen Grove London SW19 8BN, United Kingdom

Tel.: +32 2 230 59 30 (secretariat) E-mail: [bginsburg@migpolgroup.com](mailto:bginsburg@migpolgroup.com)

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**Catalin GROSU**

*Local Coordinator of the DELI project*

*Head of Protocol and International Affairs Department*

City of Bucharest - [http://www1.pmb.ro/pmb/index\\_en.htm](http://www1.pmb.ro/pmb/index_en.htm)



Senior Expert in International Relations and Protocol (Head of Protocol and Director of Foreign Affairs – Bucharest City Hall), Secretary General - Romanian

Protocol Association, President of 'Forum IT' Association (NGO, focused on training activities for IT students), TV editor-in-chief for Science programs, BA/LLB. More than 20 years of developing nationwide programs, 20 years in Science journalism (in particular, 10 years of experience in television as a broadcaster), with expertise in communications and information technology, lifelong education and social programs, security policies and public administration.

Contact details: Bucharest City Hall, Romania

Tel.: +40722505489 E-mail: [catalin.grosu@pmb.ro](mailto:catalin.grosu@pmb.ro)

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### **Guillermo GUERRERO RUIZ**

*Coordinator of immigrant area*

ATA Federation (National Federation of Self-employed persons) - <http://www.ata.es>

<http://autonomosinmigrantesata.blogspot.com>



Degree in Sociology from the Complutense University of Madrid (UCM). Coordinator of Immigrant Area in ATA's Federation. Responsible of viability reports on immigrant entrepreneurs projects for obtaining temporary residence permit. Member of Microfinance and Credit for Women Entrepreneurs Ideas Committee. One of the Project Manager of Productive Return to Senegal program.

Contact details:

Tel.: +34 618515981 E-mail: [autonomosinmigrantes@ata.es](mailto:autonomosinmigrantes@ata.es)

---

### **Irena GUIDIKOVA**

*Head of Division – World Forum for Democracy – Directorate General II*

Council of Europe – [www.coe.int/interculturalcities](http://www.coe.int/interculturalcities)



A graduate of Political Science and Political Philosophy from the Universities of Sofia (BG) and York (UK), she has been working at the Council of Europe since 1994. Her carrier started at the Directorate of Youth and Sport where she developed and carried out a large research programme, through a transversal 3-year project on the future of democracy in Europe producing standards on e-governance and e-voting, party financing, internet literacy and an agenda for the future of democracy in Europe. She then worked at the Private Office of the Secretary General where she was a policy advisor, and is now Head of Division at the Directorate of Democratic Governance, overseeing programmes on urban policies for intercultural integration and media and diversity. Since 2013 she is in also charge of the organisation of the annual World Forum for Democracy organised by the Council of Europe on issues relating to democratic innovation, bringing together over 1000 decision-makers, activists, journalists and academics from all over the world.

Contact details:

E-mail: [irena.guidikova@coe.int](mailto:irena.guidikova@coe.int)

---

**Paul HADFIELD**

*City Representative of the DELI Project*

London Borough of Lewisham - <http://www.lewisham.gov.uk>



Paul has been a manager in the council's Economic Development Team since 2001. As the Enterprise Development Manager he is currently responsible for enterprise and business development across the borough. He has over twenty years experience of working in urban regeneration in London working primarily in local government but also for NGOs and the private sector. After leaving university in the late 1980's Paul taught English as a Second Language and worked with refugee communities to develop employment, vocational training and enterprise programmes in Manchester and London. He developed through this experience an interest in language and the multicultural society which he pursued through postgraduate academic study attaining in 1994 a distinction in the MA Language and Multiculturalism at the University of West London.

Contact details: Lewisham City Council, United Kingdom

Tel.: +44 020 8314 3708 E-mail: [paul.Hadfield@lewisham.gov.uk](mailto:paul.Hadfield@lewisham.gov.uk)

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**Declan HAYDEN**

*City Representative of the DELI Project*

Dublin City Council, Office for Integration - [www.dublincity.ie](http://www.dublincity.ie)



Declan Hayden Works in Dublin City Council for the past 8 years, initially developing an Intercultural Relations Unit that has developed into the Office for Integration which is the first of its kind within the public service in Ireland and developed links and projects with all the migrant and cultural communities in Dublin City. Following the development of "Towards Integration: A city Framework" the first developed and agreed strategy with all partners in Dublin City in 2008, the OFI have developed numerous projects, initiatives and events to promote integration. Key to these are cultural celebrations and festivals such as the Dublin Chinese New Year Festival. A recent campaign called "One City One People: Dublin says no to racism and discrimination" has seen the city run a blanket campaign with a host of activities and projects. Declan is a keen promoter of human rights.

Contact details: Dublin City Council, Block 4, Floor 1, Wood Quay, Dublin 2, Ireland

Tel.: +353 1 222 5091 E-mail: [declan.hayden@dublincity.ie](mailto:declan.hayden@dublincity.ie)

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**Annasophia HEINTZE**

*Local Coordinator of the C4I Project*

Municipality of Erlangen - [www.erlangen.de/vielfalt](http://www.erlangen.de/vielfalt)



Annasophia is a research and project management consultant for diversity projects and immigration policies and lectured European Studies and Migration Studies at the NCRE, the Science Po Strasbourg and the FAU. She is currently the C4I local coordinator, Erlangen. During her previous employment at the Council of Europe, Annasophia was involved in the developed, implementation and evaluation of international policy programmes, importantly the Intercultural Cities programme. Having lived in seven countries, she is fluent in multiple languages. Annasophia holds an M.A. with distinction in European History and Civilisations from the Universities of Leiden, La Sorbonne and the University of Oxford.

Contact details:

E-mail: [annasophia.heintze@stadt.erlangen.de](mailto:annasophia.heintze@stadt.erlangen.de)

---

**Lucia HERNANDEZ MARTINEZ**

*Coordinator of Immigration and Development Cooperation of the City of Cartagena*



Coordinator of Immigration and Development Cooperation of the City of Cartagena since 2006, and previously a director of the Centre for Social Services. She has been working on immigration issues with municipal projects since 1995, promoting the creation of the Coordinator of Labour and Solidarity with Immigrants from Cartagena. She has developed her professional activity in the field of municipal social services and health area, part of the first primary care teams developed in the Autonomous Community of Murcia. She was a part of the technical team for Social Cohesion and Integration of the Spanish Federation of Municipalities, working on action plans and coordination of integration. Lucia belongs to the technical team of the Intercultural Cities Network in Spain, representing the City of Cartagena.

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**Nava HINRICHS**

*Managing Director*

The Hague Process on Refugees and Migration (THP) - [www.thehagueprocess.org](http://www.thehagueprocess.org)



Ms Hinrichs is currently Managing Director of The Hague Process on Refugees and Migration (THP) in the Netherlands. Ms Hinrichs is a regular guest lecturer on International Migration Law and Refugee Law in Maastricht University (the Netherlands) and was previously a lecturer at the University of Witwatersrand (South Africa) in Human Rights Law and Politics. Prior to her work in Johannesburg, Ms Hinrichs was a legal advisor for asylum seekers in Egypt who were seeking refugee status from the UNHCR. She also has experience working with internally displaced people and migrants in Colombia as well as in the UK.

Contact details:

E-mail: [nava.hinrichs@thehagueprocess.org](mailto:nava.hinrichs@thehagueprocess.org)

---

**Jean-François ISTASSE**

*Commission for Social Policy, Education, Employment Research and Culture (SEDEC)*  
European Committee of the Regions



Jean-François Istasse is a Member of the Committee of the Regions (European Union) for more than 10 years (he is a member of the Bureau and the commissions SEDEC and NAT), and a former Senator and Honorary President of the Parliament of the Wallonia-Brussels Federation. His former political functions include i. a. Secretary of the Union of Employees, Technicians and Managers in Verviers, City Councillor and first Mayor in Verviers, Member of the Cabinet of the Wallonia Minister-President, Member of the Wallonia Parliament for several periods, and Provincial Councillor and Head of the Socialist Group. He's a former administrator of the RTBF (belgian public radio and television) and chairman of the Local Televisions of Belgium (french). Mr. Istasse is a specialist in media and non-profit organization. He provides his own, well-followed journal at facebook.

Furthermore, he dedicates a boundless passion to Egyptology and J-Pop music (he is a true fan of the AKB48)! Mr. Istasse studied law at the University in Liege and also owns a master degree in public management from the Free University in Brussels. He is born the 27th of november 1950 in Uccle (Brussels)

Contact details:

Email: [istasse@skynet.be](mailto:istasse@skynet.be)

---

**Aleksandra IWANSKA**

*Vice-president of the board*

TEAM Teatrikon Foundation - [www.teatrikon.pl](http://www.teatrikon.pl)



Aleksandra Iwańska is Vice-president of the board of TEAM Teatrikon Foundation, psychologist and culture manager. For four years she has been coordinating projects directed at young people.

Contact details:

Tel.: +48698670703 E-mail: [aiwanska@lublin.eu](mailto:aiwanska@lublin.eu)

---

**Shantie JAGMOHANSINGH**

*DELI Local Platform Manager*

City of Rotterdam - <http://www.rotterdam.nl>



Shantie holds an MSc in Public Administration (Policy & Politics - European & Global Governance) by the Erasmus University Rotterdam. In 2013 she was selected to represent The Netherlands at a Summer School of the United Nations – Alliance of Civilizations in New York. She has years of research experience at the Center for Social Studies in the city of Rotterdam. She worked on studies related to vulnerable groups, including people living in poverty, migrants, refugees. She is the author of several research reports, articles and essays in the field of poverty, social assistance recipients, labour and health & wellness. Other fields of experience are women's

empowerment and gender diversity in society. In her current role as public innovation consultant, she works at the intersection of government and society.

Contact details: City of Rotterdam, Postbus 1024 3000 BA Rotterdam, Netherlands

Tel.: +31620009887 E-mail: [sls.jagmohansingh@rotterdam.nl](mailto:sls.jagmohansingh@rotterdam.nl)

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**Thomas JEZEQUEL**

*Policy advisor social inclusion*

Eurocities – [www.integratingcities.eu](http://www.integratingcities.eu)

[www.eurocities.eu](http://www.eurocities.eu)



Thomas Jézéquel is a policy advisor for social inclusion at EUROCITIES, which he joined in 2012 as project coordinator for migration and integration. Thomas coordinated from 2012 to 2014 the ImpleMentoring project on “city-to-city support on migrant integration”, a pilot peer mentoring project involving 15 cities across Europe on issues of civic and political participation of migrants, public perception of diversity and management of diversity in a city’s administration. Thomas is now Policy Advisor for Social Inclusion at EUROCITIES, covering Migration & Integration issues.

Contact details:

Tel.: +3225520864 E-mail: [Thomas.Jezequel@eurocities.eu](mailto:Thomas.Jezequel@eurocities.eu)

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**Olga JIMENEZ PALAU**

*Head of Civil Rights and Citizenship Department*

Sabadell Municipality [www.sabadell.cat/antirumors](http://www.sabadell.cat/antirumors)  
[www.sabadell.cat/dretscivils](http://www.sabadell.cat/dretscivils)



Olga is from September 2011 she has been Head of Civil Rights and Citizenship Department. She has been Councillor to the Sabadell City Council from 1999-2003. She became an assistant technical advisor in Management in the Culture Department of the City Council. From 2005 to 2007 she has been head of Libraries and Civic Culture Section of the Culture Deptment. She then joined the Comissionada of Immigration Area of the City Council (2007-2010) before becoming Head of Coexistnece and Citizenship Department (2010-2011). From 2007 she has been Advisor for the Immigration Commision of the Federation of Municipalities of Catalonia. Olga holds a BA in Philisophy at the Universitat Autonoma de Barcelona and has completed two years of Political Science with the Universitat Nacional de Educacion a Distancia (UNED)

Contact details:

E-mail: [ojimenez@ajsabadell.cat](mailto:ojimenez@ajsabadell.cat)

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**Barbara JOHN**

*First Vice-Chair, European Commission against Racism and Intolerance (ECRI)*

<http://www.coe.int/t/dghl/monitoring/ecri>

Contact details:

E-mail: [barbara.johnberlin@t-online.de](mailto:barbara.johnberlin@t-online.de)  
[john@paritaet-berlin.de](mailto:john@paritaet-berlin.de)

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**Lumana KAMASHI**

*Project Officer responsible of the European Integration Fund at DG Migration and Home Affairs*

European Commission, DG Migration and Home Affairs - <http://ec.europa.eu>



**Background and experience:** Project Officer at INEA –European Commission; Corporate Governance analyst at PIRC in London; Business analyst at Hopsys in India; Human Resources officer at EUPA in Malta and Traineeship as EU Policy officer in the European department of TÜV Nord Group AG in Brussels.

**Qualifications:** MSc in Management with specialisation in European Business , Louvain School of Management, KULeuven. BSc in Economics with an option in European studies, University of Louvain la Neuve.

**Languages:** French, English, Dutch

Contact details:

E-mail: [Lumana.KAMASHI@ext.ec.europa.eu](mailto:Lumana.KAMASHI@ext.ec.europa.eu)

---

**Selin KAYHAN**

*Local Coordinator of C4I Project*

Municipality of Botkyrka – <https://www.facebook.com/antirykteskampanjenbotkyrka>



Selin is the new Development manager for intercultural affairs and the Project manager for the Anti-rumour campaign at the Department for Democracy, Human Rights and Intercultural Development in the municipality of Botkyrka. She holds a BA degree in Political science and Labour economics from the University of Stockholm. Selin has eight years background in the organization field and has worked with both national and international projects around topics like school-development, how to combat racism in daily life and sustainable development. Selin has for instance been engaged in developing recommendations to combat racism within the youth section in the European Coalition of Cities Against Racism in 2008 in Bologna. Selin is also the secretary for the Democracy-board in the municipality of Botkyrka.

Contact details:

E-mail: [Selin.Kayhan@botkyrka.se](mailto:Selin.Kayhan@botkyrka.se)

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**Kseniya KHOVANOVA-RUBICONDO**

*C4I Impact and Social Change Consultant*



Dr. Kseniya Khovanova-Rubicondo is an experienced professional in socio-economic impact evaluation, theory of change design and implementation, sustainable (transnational) network management, and behaviour adoption analysis. She worked in consulting and evaluation in a number of projects of the Council of Europe's (CoE) and the joint CoE-EC's Programmes including Intercultural Cities, Public Policy Review, Compendium (2009), CultureWatchEurope (2010), Cultural Routes (2010-2013) as well as of the EC funded (FP-6/FP-7) programs: Urban Structural Funds (2008), ERINA, ERINA+ (2011-2013), Maxiculture (2012-2013), iMentors (2013-2014). She has also designed a number of evaluation frameworks, systems of indicators, indices and toolkits that are currently used by local governments/city administrations in the USA and Europe: Cities' Fiscal Health Index, Index of Innovation (2008), Intercultural Cities Index (2009), Toolkit for the CoE Cultural Routes: Compliance Indicators (2013). An important part of her career Dr. Khovanova-Rubicondo dedicated to the fields of intercultural integration and diversity management. She served as an evaluator and then as an academic adviser to the Intercultural Cities Programme (CoE), and to the EC supported initiatives including 'Attitudes to Migrants, Communication and Local Leadership' (AMICALL) project (Oxford University, UK) and 'The European Migrant Integration Academy' (EU-MIA). She holds a Ph.D. in Public Affairs from the University of Chicago.

Contact details:

E-mail: [kseniya.khovanova@gmail.com](mailto:kseniya.khovanova@gmail.com)

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## **Brenda KING**

European Economic and Social Committee - [www.eesc.europa.eu](http://www.eesc.europa.eu)



Brenda King is CEO of ACDiversity in the United Kingdom, where she advises the Government on Social Mobility and universities and companies on their Widening Participation strategies to attract minorities into elite universities and the professions. She is also a UK representative on the European Economic and Social Committee (EESC). Brenda is currently President of the IT Group of the Committee. Between 2010 and 2013 she was President of the African Caribbean and Pacific (ACP)–EU civil society forum. She was President of the EESC’s Employment, Social Affairs and Citizenship Section, between 2006 and 2008, which focused on job growth, quality employment, diversity, immigration and integration, lifelong learning, training and youth unemployment. She worked at the Royal Mail Group for nearly 15 years, leading many cultural change programmes including TQM and led on the implementation of Business Process Improvement (BPI). She has given presentations on TQM and BPI to conferences both in the USA and Europe. Later she became a technical adviser to overseas administrations on postal sector reform. Brenda has a BSc from University College, London and a Masters from Warwick Business School. In July 2009, she received an honorary degree from Warwick University and in 2004 the Queen awarded her a MBE for her work.

### Contact details:

E-mail: [brenda@acdiversity.org](mailto:brenda@acdiversity.org)

---

## **Silvia KLEIN**

*City Representative of the CAI Project*

Municipality of Erlangen – [www.erlangen.de/vielfalt](http://www.erlangen.de/vielfalt)



Silvia Klein is head of the unit “Integration and International relations“ in Erlangen Municipality. Working for the City of Erlangen since 1986 at Mayors and Press office, she was secretary at the Foreigners’ Council from 1986 to 2003. She has extensive experience and skills in managing cross-company processes and led the city global strategy for integration. She holds a Diploma on Social Work and a MA on Organisational Development and Human Resources.

### Contact details:

E-mail: [silvia.klein@stadt.erlangen.de](mailto:silvia.klein@stadt.erlangen.de)

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**Georgios KLIS**

*Administrative Assistant, C4I Project*

Council of Europe - <http://pjp-eu.coe.int/en/web/c4i>



Giorgos joined the Council of Europe in March 2013 where he worked for the HELP Programme on the training of Legal Professionals regarding the implementation of the European Convention of Human Rights at the national level. He joined the C4i Project in June 2014 where he is responsible for administrative, financial and organisational aspects. He holds a bachelor degree in Modern History and International Relations from the University of St-Andrews and a MSc in International Political Economy from the London School of Economics and Political Science.

**Contact details:**

E-mail: [Georgios.KLIS@coe.int](mailto:Georgios.KLIS@coe.int)

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**Lilia KOLOMBET**

*DELI project Manager*

Council of Europe, Democratic Initiatives Department - <http://pjp-eu.coe.int/en/web/deli>



Lilia Kolombet is a project Leader and a strategy planning professional with more than 10 years of combined experience in legal and judicial reforming, good public governance and diversity management. She is currently in charge of DELI management and coordination.

**Contact details:** Council of Europe, 1 quai Jacoutot, 67075 Strasbourg Cedex France

Tel.: +33 3 90 21 53 85 E-mail: [lilia.kolombet@coe.int](mailto:lilia.kolombet@coe.int)

---

**Ekain LARRINAGA**

*City Representative of the DELI Project*

Getxo City Council - [www.getxo.net/deli](http://www.getxo.net/deli)



Since 2004, Ekain is in charge of the Immigration and Interculturality Unit of Getxo City Council (Basque Country, Spain), where he carries out activities relating to: intercultural mainstreaming in City Council, specific host programs for immigrants, awareness programs, and mentoring and support programs aimed at strengthening immigrant organizations. He holds a bachelor's degree in Law from the University of Deusto (Basque Country, Spain) and Master's degree in Migration, Refugee and Community Relations from the Autonomous

University of Madrid. He is also qualified as intercultural mediator by the Intercultural and Social Mediation School of Madrid (EMSI). He has worked professionally, and as a volunteer, in NGO's providing legal assistance to immigrants.

Contact details:

E-mail: [elarrinaga@GETXO.NET](mailto:elarrinaga@GETXO.NET)

---

**Carmen LAZARO TALABANTE**

Sabadell Municipality [www.sabadell.cat/antirumors](http://www.sabadell.cat/antirumors)  
[www.sabadell.cat/dretscivils](http://www.sabadell.cat/dretscivils)



Carmen is a sociologist. She has studied in Autonomía University of Barcelona and finished her studies in 1993. She has been working for many years in local administration (Barcelona, Rubí, Sabadell) developing social policies for women, unemployed people and foreigners. Too, she had been working in Politechnical University Foundation of Barcelona as a Trainee Product Manager, She has a degree in local public policies for foreign people of "Citizen and Migration: the management of cultural diversity" and in "Internacional Cooperation". In Sabadell has been working for six years on projects for foreigners, and she also developed a observatory to look into and to research the behaviour of these foreigners and their relationship with others citizens. Nowadays she develops the observatory of Civil Rights Department and is working in communication.

Contact details:

E-mail: [clazaro@ajsabadell.cat](mailto:clazaro@ajsabadell.cat)

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**Michelle LEIGHTON**

*Chief - Labour Migration Branch*

International Labour Organisation (ILO) – <http://www.ilo.org/global/topics/labour-migration/lang-en/index.htm>



Michelle Leighton was appointed Chief of the Labour Migration Branch, International Labour Organization, at the D1 level on 15 April 2013. Ms. Leighton is a member of the World Economic Forum Global Agenda Council on Migration. She received her LL.M degree from the London school of Economics and Political Science, London, England in 1987. M. Leighton's expertise is in labour migration, democratic governance, human rights and human security and she has conducted global and field research into best practices and the linkages between human migration and development, including impacts to rural livelihoods from unsustainable agricultural land and water management, and climate change. Before

joining the ILO, Ms Leighton taught on many law faculties in Asia, Europe and the United States and authored numerous publications. She served as an adviser and consultant to international institutions, government, and non-profit organizations, and has led research and policy projects with academics, government agencies and local experts on migration, including in the Americas, Africa, Central Europe and Central Asia. Most recently, Ms. Leighton co-founded the American University of Central Asia's Tian Shan Policy Center and was Professor of law, following her service as the United States Fulbright Scholar in Kyrgyzstan. She was the Munich Re Foundation Chair on Social Vulnerability for the United Nations University-EHS Institute, Bonn, Germany (2009-2012), and Director of the Center for Law and Global Justice Human Rights Program at the University of San Francisco School of Law. She also co-founded the nonprofit Natural Heritage Institute in San Francisco and served as Director of its international programming.

Contact details:

Tel.: +417996493 E-mail: [leighton@ilo.org](mailto:leighton@ilo.org)

---

**Doris LINDER**

*DELI Local Platform Coordinator*

City of Munich - <http://www.muenchen.de>



Doris Linder works for the Department of Labor and Economic Development, City of Munich, as the local coordinator of the DELI Project. Being a trained journalist she is focused on research and PR. For many years she was working as a press officer in German private banks. She studied Economics in Germany.

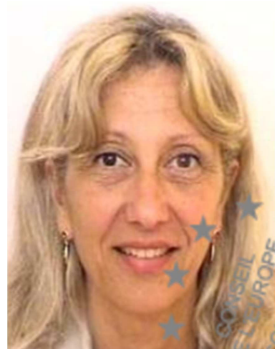
Contact details:

E-mail: [linder.ramsauer@web.de](mailto:linder.ramsauer@web.de)

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**Claudia LUCIANI**

*Director of Democratic Governance Directorate – Directorate General II*  
Council of Europe



Claudia Luciani worked in the Directorate General of Political Affairs for a number of years as Director of Political Advice and Co-operation, she was appointed Director of Democratic Governance in September 2012 in the Directorate General of Democracy. This Directorate General was created in 2011 following a major reform of the Organisation in order to address the challenges of democracy on the continent and their impact on European citizens. The work of Claudia Luciani's Directorate focuses notably on: the solidity of democratic institutions by ensuring an equal application of European standards across Council of Europe membership and by looking at the critical interaction between different levels of governance (local, regional,

national); the need to “manage” the increasing diversity of our society in an harmonious manner fully respectful of fundamental rights and freedoms and the the wider implications of democratic principles and practices in relation to democratic transition processes outside Europe through the World Forum for Democracy.

Contact details:

Tel.: +33 3 88 41 21 49 E-mail: [claudia.luciani@coe.int](mailto:claudia.luciani@coe.int)

---

**Anna-Victoria LYNCH**

*Youth and Community Project Support Worker*

Christ Church United Methodist and Presbyterian, Limerick



Anna-Victoria Lynch joined Doras Luimni in October 2014 to work voluntarily with the Anti-Rumours project. She holds a diploma in Youth and Community Work, and has worked in an intercultural community setting through her work with the Methodist Church in Limerick and through her work with the Central Buildings Community Project. She has also worked extensively with young people, running youth programs for youth groups consisting of young people from different West African and Eastern European countries.

Contact details:

Central Buildings, 51a O'Connell Street, Limerick, Republic of Ireland

E-mail: [ithiliendude@yahoo.co.uk](mailto:ithiliendude@yahoo.co.uk)

---

**Joaquin MARTINEZ VICTORIO**

*DELI Local Platform Coordinator*

Cartagena Local Development and Employment Agency - <http://adle.cartagena.es/DELI>



Joaquin holds a Master in Integral Security Management Company as well as a Master in Sports Law. Joaquin has fifteen years of professional experience in the field of employment and integration working on several social projects with disabled persons, immigrants, battered women and with different ethnic groups. He is a technical career advisor teaching entrepreneurial spirit, job placement and occupational risk prevention. Sport is his passion. Joaquin competed (at national and international level) in several disciplines: water skiing, rowing, canoeing and sailing.

Contact details:

Local Development and Employment Agency, C/Caridad 1, 30202 Cartagena, Spain

E-mail: [cartagenaadle17@gmail.com](mailto:cartagenaadle17@gmail.com)

---

**Jelena MOCEVIC**

*Project Officer, Social media expert*

European Heritage Days, Directorate General II – Democracy, Council of Europe -

<http://www.europeanheritagedays.com/>



Jelena graduated in 2009 with the degree in Political Sciences and continued her Master Studies simultaneously in the fields of Local Governance and Public Administration, and European Culture. She joined the Council of Europe in 2011 within the framework of the European Heritage Days Programme. Jelena is involved in the implementation of the Programme, coordination with the European Commission and National Coordinators, and in charge of the implementation of the Social Media Strategy for the Programme and relevant audience building trainings. Social media enthusiast. Passionately in love with the idea of using technology to help people.

Contact details:

E-mail: [jelena.mocevic@coe.int](mailto:jelena.mocevic@coe.int)

---

**Rui MONTEIRO**

*City Representative of the C4I Project*

Municipality of Loures – <https://www.facebook.com/pages/O-Bairro-i-o-Mundo/370204329765600>

<https://www.facebook.com/loureslivrederumores?ref=hl>



Rui is the assistant of the deputy Mayor responsible for Social affairs, Human resources, education and housing, for the last 7 months. Rui holds a Business degree and has experience in the private and public sectors. Worked in banking, outsourcing services, education and import-export. He is working in several projects concerning social affairs and integration of minorities in the municipality of Loures

Contact details:

E-mail: [ruimonteiro@cm-loures.pt](mailto:ruimonteiro@cm-loures.pt)

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**Gudrun MOSLER-TORNSTROM**

*President of the Chamber of Regions of the Congress of Local and Regional Authorities*

Council of Europe - [http://www.coe.int/t/congress/default\\_en.asp](http://www.coe.int/t/congress/default_en.asp)



Gudrun Mosler-Törnström (Austria, SOC) was elected President of the Chamber of Regions of the Congress on 14 October 2014 for a two-year term of office. She has been the head of the Austrian delegation to the Congress since 2011 and has chaired the Socialist Group of the Congress until 2014. As member of the monitoring committee, she has been on election missions in the

Ukraine, Georgia and Azerbaijan. Her monitoring missions include visits to Greece, Sweden, Azerbaijan, Lithuania and France.

In Austria, she currently holds the position of Vice President of the Regional Parliament of Land Salzburg.

**Contact details:**

E-mail: [gudrun.mosler@salzburg.gv.at](mailto:gudrun.mosler@salzburg.gv.at)

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**Thomas MULLER**

*Project Coordinator – City Representative of the C4I Project*

Municipality of Nuremberg – [www.integration.nuernberg.de](http://www.integration.nuernberg.de)

<http://www.nuernberg-ist-bunt.de/kampagne/fotoaktion.html>



Thomas Müller is the coordinator of the municipal integration policy in Nuremberg. He is managing the Co-ordinating Group for Integration as a working group across all municipal departments on the level of the city administration, the central focal point for various approaches to integration work. He is expertise in the promotion of culture and its integration in urban development policies. Born in 1957 in Basel, Switzerland, Thomas Müller holds a degree in communication science.

**Contact details:**

Tel.: +49911 2318523 E-Mail: [thomas.mueller@stadt.nuernberg.de](mailto:thomas.mueller@stadt.nuernberg.de)

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**Andy MURRAY**

*MCIPS – Procurement Advisor*



Until recently Andy held the position of Procurement Strategy Manager with the London Borough of Lewisham. Ha was in this role for over six years, however, his procurement experience dates back to the mid 1990's. The main purpose of the role was to ensure that Lewisham received "best value" when procuring goods and services and to deliver procurement savings. Lewisham used the best value regime to not only achieve value for money for it's residents but also to promote social, economic and environmental benefits with it's procurement activity. Andy lead on this initiative and the procurement teams' main achievements included letting service contracts whereby contractor's staff were paid the London Living Wage; including the requirement that contractors provided apprenticeships within the awarded contracts and to encourage local companies to bid for Council contracts. Andy is also a Member of the Chartered Institute of Procurement and Supply.

**Contact details:**

Tel.: [murraytaxus@btinternet.com](mailto:murraytaxus@btinternet.com)

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**Clara NABROTZKI**

*Student*

EMMIR: European Master in Migration and Intercultural Relations



Clara Nabrotzki was born in Germany on March 28 in 1989. Clara completed her Bachelor in Cultural Studies and Educational Sciences at Oldenburg University in Germany, one semester in Santiago de Chile included. Clara is currently enrolled in a Master study programme called EMMIR: European Master in Migration and Intercultural Relations. Part of the programme being an internship, is with the organisation ENAR (European Network Against Racism) in Brussels. During her Masters, she spend one semester at Stavanger University in Norway.

Contact details:

E-mail: [clara.n@gmx.de](mailto:clara.n@gmx.de)

---

**Jan NIESEN**

Migration Policy Group - [www.migpolgroup.com](http://www.migpolgroup.com)



Retired in 2014, Jan Niessen is former director of the Brussels based Migration Policy Group. He had overall responsibility for MPG's Programmes. His professional activities includes designing and conducting international comparative research and campaigns, establishing and managing international expertise networks and authoring, reports, handbooks. He advises public and private sector organisations on matters related to migration, anti-discrimination and diversity.

Contact details:

E-mail: [JNiessen@migpolgroup.com](mailto:JNiessen@migpolgroup.com)

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**Adam NYMAN**

*Director*

Debating Europe – [www.debatingeurope.eu](http://www.debatingeurope.eu)



Adam is the Director of Debating Europe the online discussion platform launched in 2011, designed to engage citizens and decision makers in an ongoing conversation on the critical issues affecting Europe. It's based on a simple model: citizens speak, decision makers respond. It's proved to be a popular idea: in three years it has built up over a million strong community of citizens and more than 200,000 Facebook and



Twitter followers from across Europe to debate with its leaders, challenging “top-down” thinking with a “bottom-up” approach. A selection of their 50,000 questions have been put to over 1,100 key policymakers.

Contact details:

E-mail: [adam.nyman@debatingeurope.eu](mailto:adam.nyman@debatingeurope.eu)

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### **Mercedes OLEAGA**

*DELI Local Platform Coordinator*

Getxo City Council - [www.getxo.net/deli](http://www.getxo.net/deli)



Mercedes Oleaga is a sociologist with fifteen years of research and consulting experience. She has contributed to innovative projects on talent, social innovation, innovation and competitiveness, social capital, business innovation and new markets for emerging industries. She has participated in several projects in different European programmes as FP5, FP6, FP7, INTERREG and Regions of Knowledge.

Mercedes was visiting researcher at the Centre for Advanced Studies in Social Sciences from the University of Cardiff (UK) and worked in the department of regional development of TECNALIA (R.T.O) where she carried out research on regional innovation systems, regional innovation strategies, economic competitiveness, social equity and regional development. She works for Naider Consultancy for seven years, developing strategy consultancy for policy makers. Nowadays she is a freelance adviser. Mercedes holds a degree in Sociology, a Diploma of Advanced Studies (pre-PhD level) in International Economy and a Postgraduate in Applied Social Research, all from the University of the Basque Country (Spain).

Contact details:

Getxo City Council, Spain Tel.: +34 646 94 77 03

E-mail: [mercedes.oleaga@gmail.com](mailto:mercedes.oleaga@gmail.com)

---

### **Sean O SIOCHRU**

*CAI Evaluation Consultant*



Sean is a researcher, writer and advocate in media, communications and ICTs. For the Council of Europe and European Union he recently completed the evaluation of the MARS Programme and is currently working on MEDIANE, the follow-up. He has written many books, chapters and articles, completed assignments in over 50 countries for UN and international bodies, and represented civil society in the World Summit on the Information Society. In Ireland ongoing work with local communities and public bodies on empowerment issues is pursued alongside his commitment to community broadcasting, as founder of Dublin Community Television.

Contact details:

E-mail: [sean@nexus.ie](mailto:sean@nexus.ie)

---

**Peter O’SULLIVAN**

*Resettlement Officer*

UNCHR - [www.unhcr.org](http://www.unhcr.org)



Peter O’Sullivan is the Resettlement Officer to UNHCR’s Bureau for Europe in Brussels, advocating for more and better resettlement to Europe, for the development of other forms of legal admission, and for improved integration measures. In addition, he works in cooperation with IOM and ICMC in the coordination of the European Resettlement Network. Professionally, he has worked in various contexts on development, human rights and conflict-related issues, including in Ireland, India, Lesotho, Bosnia and Herzegovina, the Gaza Strip, Canada, and now Brussels.

Contact details:

Rue van Eyck 11b, 1050 Brussels

Tel.: + 3226275981 E-mail: [osulliva@unhcr.org](mailto:osulliva@unhcr.org)

---

**Irma PARINGER**

*Diversity Manager*

Siemens AG, Employer Branding & Diversity



Irma has worked for several years in the diversity department at Siemens. She is responsible for the project “Internship for Asylum Seekers at Siemens” as part of the C4i-project of the city of Erlangen. Irma is the contact person for all internal and external partners. She coordinates the internships, performs intercultural team workshops and trains Buddies and interns. The project fits very well in the Siemens Diversity Strategy which focuses on a culture of inclusion and tolerance.

Contact details:

Tel.: +499131735073 E-mail : [irma.paringer@siemens.com](mailto:irma.paringer@siemens.com)

---

**Marta PEREZ**

*DELI Local Platform Coordinator*

London Borough of Lewisham - <http://www.lewisham.gov.uk>



Marta is responsible for monitoring European policy, legislation and funding opportunities in the fields of environment, sustainable development and regional policy. She also manages and undertakes monitoring and evaluation activities, supporting clients to communicate the success of their projects. With a BA in Economics and a MA in International Relations, as well as experience of providing consultancy services, she understands the solutions available for different kinds of organisations. Prior to joining GLE, Marta has advised clients, including public authorities and Chambers of Commerce, on how to access and develop EU funded projects in areas which include: Regional development, Knowledge transfer with less developed countries, Business development and access to finance. Her knowledge of EU funding programmes and her experience of working with a wide range of organisations enable her to help organisations identify the support they need, and develop well-structured proposals which meet both local and European objectives.

**Contact details:**

Tel.: +44 0207 749 5163 E-mail: [marta.p@gle.co.uk](mailto:marta.p@gle.co.uk)

---

**Gemma PINYOL-JIMENEZ**

*Head of Migration and Mobility Policies*

Instrategies – <http://instrategies.eu/>



Gemma Pinyol-Jiménez is Head of Migration and Mobility Policies at Instrategies and associate researcher at GRITIM-Pompeu Fabra University. She is also an expert for Intercultural Cities-Council of Europe and policy advisor at RECI-Spanish Network of Intercultural Cities. Member of the European Commission's Informal expert group on economic migration, she has been involved in several European projects such as "Estrategia antirumores para prevenir el Racismo" funded by Open Society and the C4i-Communication for Integration project, co-funded by the Council of Europe and the European Commission.

**Contact details:**

E-mail: [gpinyol@instrategies.eu](mailto:gpinyol@instrategies.eu)

---

**Miguel PEREZ CERDA**

*Department for Equality, International Cooperation and Citizenship*

*International Cooperation Project Manager*

*City Representative of the C4I Project*

Bilbao City Council – [www.bilbao.net](http://www.bilbao.net)

<http://www.bilbao.net/inmigracion/>



Miguel Pérez is a project manager for International Cooperation and participation initiatives to promote Development Education Awareness Raising. He also coordinates European programs about Fair Trade and Decentralized Cooperation at Bilbao City Council. He studied Economic Sciences at the University of the Basque Country and has complementary master's degree in International Cooperation from the same University. He has worked at Bilbao City Council since 1996.

Contact Details:

Tel.: +34944204353 E-mail: [mperez@ayto.bilbao.net](mailto:mperez@ayto.bilbao.net) / [cooperacion@ayto.bilbao.net](mailto:cooperacion@ayto.bilbao.net)

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**Anna PLATONOVA**

*Regional Labour Migration/Migration and Development Specialist*

*Regional Office for the EEA, EU and NATO*

*International Organization for Migration- <http://iris.iom.int>*



Anna Platonova guides the work of the International Organization for Migration (IOM) in the EU, Norway and Switzerland on labour migration, integration and migration and development being based at the IOM's Regional Office in Brussels. From 2009 to 2011, she was in charge of the IOM Independent Network of Labour Migration and Integration Experts (LINET), and published a number of comparative studies on various aspects of migration policy development and immigrant integration in the labour market. Before joining the IOM, she has worked for over five years on migration and freedom of movement issues at the Office for Democratic Institutions and Human Rights of the Organization for Security and Co-operation in Europe (OSCE ODIHR). She was also working on European integration in the public administration in her native Latvia before its accession to the EU.

Contact details:

E-mail: [APLATONOVA@iom.int](mailto:APLATONOVA@iom.int)

---

**Eva PONS**

*Policy & Programme Support Unit – Policy and Programme Assistant*  
Regional Office for the EEA, EU and NATO  
International Organization for Migration- <http://iris.iom.int>



Eva Pons supports the work of the International Organization for Migration (IOM) in the EU, Norway and Switzerland in core areas of migration management including labour migration and integration. Prior to joining the IOM, she worked for an NGO empowering victims of human trafficking in Denmark. She holds a Master's Degree in International Relations from Sciences Po Bordeaux in France.

Contact details:

E-mail: [EPONS@iom.int](mailto:EPONS@iom.int)

---

**Luis PRADA**

*Local Coordinator of the C4I Project*  
Municipality of Nuremberg – <http://www.nuernberg-ist-bunt.de/kampagne/fotoaktion.html>



Luis Prada works as an International Project Coordinator at the Cultural Department of the City of Nuremberg (KUF) since 2010. Until mid-2013 he combined his work with a position at the coordination office of the European Network of Cultural Centres (ENCC) which he held for more than 8 years. His work experience includes participatory inter- and socio-cultural work, mobility of cultural workers e.g. management of exchange programs, arts in public urban spaces and revitalization of former industrial sites through cultural activities. Born in 1975 in Murcia, Spain, Luis has been living in Germany since 2003, holds a degree in Law and is a trained (inter) cultural community mediator. Since 2014 he is the Local Network Coordinator for C4I Nuremberg.

Contact details:

E-mail: [luis.prada@stadt.nuernberg.de](mailto:luis.prada@stadt.nuernberg.de)

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**Alexandra PUNTAS**

*Civil Rights and Citizenship Department*  
*Local Coordinator of the C4I Project*  
Municipality of Sabadell – [www.sabadell.cat/antirumors](http://www.sabadell.cat/antirumors)  
[www.sabadell.cat/dretscivils](http://www.sabadell.cat/dretscivils)



Alexandra is currently member of the professional team of the Civil Rights and Citizenship Department from Sabadell city council, as well as the coordinator of the anti-rumours network. She has participated in several seminars and conferences about interculturality, against rumors and stereotypes that promote discrimination,

diversity management, conflict management and mediation processes, and development cooperation. For eight years, she has developed technical tasks like planning and coordinating related to the area of awareness, development education and training in Sabadell city council, which has led to create a strong bond with the associations' network of the city, especially with the ones related to the area of solidarity and immigration, as well as city schools. She has also worked as educator in youth institutions (Vilana Center - Mercé Fontanilles Foundation), in open centers specialized in groups at social risk and immigrant reception centers. She graduated with a Social Education degree from the Autonomous University of Barcelona and an International Development Agent degree from the Catalanian Polytechnical University.

Contact details:

E-mail: [apuntas@ajsabadell.cat](mailto:apuntas@ajsabadell.cat)

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**Matteo RINALDINI**

*DELI Local Platform Coordinator*

Municipality of Reggio Emilia - <http://www.municipio.re.it/>



Matteo Rinaldini, PhD in Social Science at University of Modena and Reggio Emilia, is a fellowship researcher at University of Modena and Reggio Emilia. He is teaching "Organizational behaviour" "Employment relations" and "Organizational studies" at the same University. Senior researcher of GIUnO (Justice within Organizations) Research Centre of Department of Communication and Economics of University of Modena and Reggio Emilia, chief of migration area of IRES (Institute of Economic and Social Research) of CGIL Emilia Romagna, coordinator of Master on "Work-life balance" of University of MORE, Municipality of Reggio Emilia and Province of Reggio Emilia and coordinator of inter-University Master EMINIS (Economia e Management dell'Internazionalizzazione e dell'Innovazione Sostenibile).

Expert in the local governance processes and participative project and planning, since 2010 he is Coordinator of economics and social cohesion forum of Chamber of Commerce of Reggio Emilia. He carried out several researches and published several articles. A main focus of his research activity is migration in Italy, in particular migrant entrepreneurship, migrants and labour market, diversity management and migrants' unionization.

Contact details:

The University of Modena, Reggio Emilia, Italy

E-mail: [matteo.rinaldini@unimore.it](mailto:matteo.rinaldini@unimore.it)

---

**Paulo ROCHA TRINDADE**

*Administrator – Directorate E : Horizontal Policies and Networks – Unit E3: ARLEM, Decentralised cooperation, Contact Group with the Council of Europe*  
European Committee of the Regions – [www.cor.europa.eu](http://www.cor.europa.eu)



Paulo Rocha Trindade was born in Lisbon in 1965, is a former diplomat career, he served in the Balkans and in Africa. Paulo is a holder of a Council Competition, he became Administrator at the European Committee of the regions where he is currently responsible for Migration policies. He studied at ULB where he did a Master degree in "The External Dimension of EU". He completed last year the Advanced Certificate of Vesalius College in Global Risk and Crisis Management at Vesalius College. He completed this year at ULB/Université de Liège the Certificate "Migrations, Ethnic Diversity and Intercultural Relations".

Contact details:

E-mail: [Paulo.RochaTrindade@cor.europa.eu](mailto:Paulo.RochaTrindade@cor.europa.eu)

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**Aideen ROCHE**

*Communications and Project Officer*

Doras Luimni – [www.dorasluimni.org](http://www.dorasluimni.org)  
[www.antirumours.net](http://www.antirumours.net)



Aideen Roche has been working with Doras Luimní, a human rights and migrant support organisation based in Limerick, since 2014. Aideen holds an LLM in International Human Rights Law and a BA in Anthropology and Sociology, specialising in migration and migrant rights. She has worked with migrants and minority groups in Ireland and overseas, with agencies such as the Irish Department of Foreign Affairs; the European Centre for Minority Issues; and the International Organisation for Migration.

Contact details:

Tel.: +35361310328 E-mail: [a.roche@dorasluimni.org](mailto:a.roche@dorasluimni.org)

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**Laia ROIG SARRIO**

*Head of the Migration and Interculturality Department*

Municipality of Barcelona - <http://www.bcn.cat/novaciutadania/>



Laia Roig i Sarrío received a degree in Law by Universitat de València and Degree in Political Sciences by Universitat Oberta de Catalunya and a Master in Migration public policies by Universitat Pompeu Fabra, Barcelona. During 2005-2013 Laia worked for the Catalan Government (Generalitat de Catalunya) in migration public policies. From 2013-January 2015 Laia worked for the Barcelona city council as a Director of the Irregular Settlements Plan. From February Laia became the Head of the Migration and Interculturality Department.

Contact details:

Tel.: +34932564480 E-mail: [lroigs@bcn.cat](mailto:lroigs@bcn.cat)

---

**Helena ROJAS**

*Director of the Division for Democracy, Human Rights and Intercultural Development*

*City Representative of the C4I Project*

Municipality of Botkyrka - <https://www.facebook.com/antirykteskampanjenbotkyrka>



Helena is currently Director of the Division for Democracy, Human Rights and Intercultural Development at the Municipality of Botkyrka, the most ethnic diverse municipality in Sweden. Until recently Helena had the position of Vice President of the UNESCO initiative European Coalition of Cities Against Racism (2009-2013) and she has just concluded the project leadership of the first Unescocenter for intercultural development in Northern Europe (the inauguration was on May 9). Her mission is to work at different levels to create the necessary conditions for sustainable intercultural development free from discrimination. The responsibility extends to the municipal organisation and territory, as well as to contribute to and promote the same development at the regional and national level. Helena holds a BA in Behavioural Sciences (Social Psychology and Social Anthropology). Helena is a former Human Rights Officer supporting human rights civic movements in Paraguay, the Dominican Republic and Haiti, as well as former official at the Regional Government of Stockholm. Helena grew up in Madrid and came to Sweden and Botkyrka when she was 11 years old.

Contact details:

E-mail: [helena.rojas@botkyrka.se](mailto:helena.rojas@botkyrka.se)

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**Patrick SANDERS**

*Documentary cartoonist* - [www.patricksanders.co.uk](http://www.patricksanders.co.uk)



Patrick Sanders is a documentary cartoonist based in Belfast, but his work has taken him across Europe. He specialises in using



cartoons to document discussions, concepts and opinions at conferences and public events. Recent clients include Dublin City Council, Novartis (Basel), Daimler (Stuttgart), Specialisterne NI, Innovation Lab NI. He is currently working on "Your Little Tiny Welcome to the Great Big Whole Wide World" - an illustrated book and accompanying exhibition for the world's first Babyday (sort of like a Culture Night for babies) in Belfast, September 2015.

Contact details:

E-mail: [info@patrickanders.co.uk](mailto:info@patrickanders.co.uk)

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**Ralf SANGER**

*Chief of the Competence Centre for Migrant Entrepreneurship*

- [www.migranteneconomie-iq.de](http://www.migranteneconomie-iq.de)



Dr. Ralf Singer studied political science at the University of Giessen and wrote his doctoral thesis about the political development in Portugal during the 20th century. Since 2002 he has coordinated various projects under the topic "tailored-made support structure for business start-ups", especially for people with migration background. Since 2011 he is responsible for the Competence Centre for Migrant Entrepreneurship, which is commissioned by the Ministry of Labour and Social Affairs. The main tasks of the Competence Center are (i) to develop tools and concepts and to give support for all projects, which are working in the field of "migrant entrepreneurship", and (ii) to give consult (recommandation)

the ministry or the Federal Employment Agency, if required by them.

Contact details:

Institut für Sozialpädagogische Forschung Mainz e.V. (ism), Augustinerstraße 64-66, 55116 Mainz, fon: +49 176 30494162, E-mail: [saenger@migranteneconomie-iq.de](mailto:saenger@migranteneconomie-iq.de)

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**Pedro DOS SANTOS PEREIRA**

*Journalist, Director*

Notícias de Loures and Moscavide Portela – <https://www.linkedin.com/pub/pedro-santos-pereira/56/6a1/a58>

<https://www.facebook.com/noticiasdeloures?fref=ts>



Journalism began to come into my life at 22 years, despite being attending the course of Psychology , which created the first newspaper of the University. Over the past 18 years i have always done journalism, closely followed by sports , especially football and futsal , i practice and training since the age of eight . Incidentally was the sport the first to show me that racial and social inequality are only options for those unaware of the real world. With journalism, and also with psychology , I had the opportunity to further believe in this concept . Right now I'm director of the local newspapers "Notícias de Loures" and "Moscavide Portela" and futsal coach at "Externato Marista de Lisboa".

Contact details:

E-mail: [santos\\_pereira@hotmail.com](mailto:santos_pereira@hotmail.com)

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**Cristina SANTOS SILVA**

*DELI Local Project Manager*

Municipality of Lisbon - <http://www.cm-lisboa.pt>



Sociologist in Lisbon City Council since 1992. Graduated in Sociology at the ISCTE- Lisbon University Institut, in 1993, and completed a Masters in Social Sciences, in 1998, in the ICS-Lisbon University. Her areas of professional activity are: urban regeneration, communitarian and social development, civic participation and citizenship, promotion of trade, business and economic activities, and since 2012, supporting employment and entrepreneurship programs, and promoting the business incubators network as a Project Manager in the Department of Employment, Entrepreneurship and Business.

Contact details: Municipality of Lisbon, Directorate of Economy and Innovation, Campo Grande, 25 – 7<sup>o</sup> C, 49-099 Lisbon, Portugal Tel.: +351 218 170 162 E-mail: [cristina.s.silva@cm-lisboa.pt](mailto:cristina.s.silva@cm-lisboa.pt)

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**Ryan SCHROEDER**

Regional Communications and Media

International Organization for Migration

Regional Office for the EU, Norway and Switzerland - [eea.iom.int](http://eea.iom.int)

Ryan came to IOM in 2011 after having previously worked with the UN in Kosovo and as a freelance researcher and communications consultant. He currently serves as regional communications, policy analyst and media contact at the IOM Regional Office in Brussels, which handles liaison and cooperation with the EU institutions and other multilateral organizations based in Brussels, as well as coordination and support to IOM offices in the EU, Norway and Switzerland.

Contact details:

E-mail: [rschroeder@iom.int](mailto:rschroeder@iom.int)

---

**Valeria SETTI**

*Policy Officer - Unit for Legal Migration and Integration -DG Migration and Home Affairs*

European Commission – [http://ec.europa.eu/dgs/home-affairs/index\\_en.htm](http://ec.europa.eu/dgs/home-affairs/index_en.htm)



Valeria Setti works as Policy Officer in charge of migrants' integration at the European Commission, DG for Migration and Home Affairs, since end of 2013. Prior to that, she worked for Missing Children Europe as the coordinator of the 116 000 European hotlines for missing children. She also worked for the EU

Fundamental Rights Agency and Human Rights Watch. She studied in Italy, France and Austria and holds a MA in International Studies.

Contact details :

Tel.: +3222957734 E-mail : [valeria.setti@ec.europa.eu](mailto:valeria.setti@ec.europa.eu)

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**Galina SHISHKOVA**

*Project Manager, Services*

**CSR Europe – [www.csreurope.org](http://www.csreurope.org)**



Galina Shishkova is responsible for two main areas of CSR Europe work – Diversity Management through the coordination of the EU Platform of Diversity Charters (an initiative of the European Commission) as well as Sustainable Supply Chain in the automotive sector through the European Automotive Working Group. Prior to this role, she worked for Ingersoll Rand and she had a primary focus on business development of emerging markets (Russia, Middle East and South Africa). Galina is also leading a non-governmental organization (GLOW Association) based in Bulgaria whose activities are focused on gender equality and youth empowerment through leadership programs and trainings. In 2014, GLOW received silver Stevie

Award for Women in Business, category ‘Women helping Women’.

Contact details:

E-mail: [GS@csreurope.org](mailto:GS@csreurope.org)

---

**Margret STEINLE**

*City Representative of the DELI Project*

City of Munich, Department of Labor and Economic Development - <http://www.muenchen.de>



Margret Steinle works at the Department of Labor and Economic Development, City of Munich. She is part of the team for Local Employment Policy and Qualification with a focus on diversity issues. She mainly concentrates on power\_m, an ESF-funded project to promote the return of women and men into the labor market after an extended family leave. Previously, she worked in the private sector in banking and consulting as a marketing and communications specialist. She studied Business Administration in Germany and the United States.

Contact details:

City of Munich, Department of Labor and Economic Development, Herzog Wilhelm Str 15, D-80331 München, Germany

Tel.: +49 89 233-22019 E-mail: [margret.steinle@muenchen.de](mailto:margret.steinle@muenchen.de)

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**Anna SZADKOWSKA-CIEZKA**

*Local Coordinator of the C4I Project*

Municipality of Lublin – <http://stopplotkom.lublin.eu/>  
<https://www.facebook.com/Lublin4All?fref=ts>



Anna Szadowska-Ciezka is psychologist, trainer, social integration, intercultural dialogue and equal opportunities expert. From 2010 until 2013 Social Economy Regional Centre in Lublin Coordinator, working for United Nations Development Programme (UNDP) on building a sustainable and efficient system of social economy support in three regions of Eastern Poland. Member of think-tank Centre for Eastern Competences programme board and programme area "Social Innovation" leader. Actively participating in creating a system of participatory management of migration processes in Lublin within the "Lublin 4 All" project.

Contact details:

E-mail: [aszadkowska@lublin.eu](mailto:aszadkowska@lublin.eu)

---

**Ana Paula TOMAS**

*Local Coordinator of the C4I Project*

Municipality of Amadora



Ana has been working as a social worker with gypsies and immigrants communities since 1997. Worked as a vocational training coordinator for young and adult gypsies at a NGO. Integrated a health centre working team between - Project: "Special Intervention in motherly and infant's health and family planning": Conception and management of Vocational training for young people who had leaved school early and nurses whose habilitations were not recognized in Portugal. Since 2003, has been working in the Municipality of Amadora: Programme URBAN II – Amadora (Damaia/Buraca), in the conception and management of projects which contributes for the social and professional integration of teenage mothers, unemployed and unskilled young and adults who had leaved school early, and drug addicts; Social Municipal Entrepreneurship Programme and Action Programme "Zambujal Get Better", a social and urbanistic intervention. Attending now a master's degree in development studies.

Contact details:

E-mail: [ana.tomas@cm-amadora.pt](mailto:ana.tomas@cm-amadora.pt)

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**Tülay TUNCEL**

Vienna Business Agency - <https://viennabusinessagency.at/>



Tülay Tuncel is working in the „Migrant Enterprises“ department of the Vienna Business Agency and is in charge of enhancing the support of migrant entrepreneurs in Vienna. She held various positions in the area of integration policy and implemented several projects on behalf of the “Gesellschaft für Kulturpolitik” (Organisation of Cultural Policy) and “Freies Radio Oberösterreich” (Free Radio Upper Austria). In her master thesis she focused on entrepreneurs with a migration background.

**Contact details:**

E-mail: [tuncel@wirtschaftsagentur.at](mailto:tuncel@wirtschaftsagentur.at)

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**Ignacio URIARTE**

*Councillor for Social and Economic Affairs*

Getxo City Council - [www.getxo.net](http://www.getxo.net)



Mr. Ignacio Uriarte, Commerce, Tourism and Employment Councillor (since 2013), Member of the Committee Information of Urbanism, Construction and Services, and Environment, Member of the Committee Information of the Public Finance, Advocacy, Human Resources, Youth and Basque Language. Degree in Insurance Actuarial Sciences and Economics. He currently works as Financial advisor.

**Contact details:**

E-mail: [igorostiaga@getxo.net](mailto:igorostiaga@getxo.net)

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**Maryam VAHEDI PARSA**

Bahá'í International Community - [www.bic.org](http://www.bic.org)



Mrs. Vahedi Parsa holds a masters in Social Sciences, University of Chicago and was involved in defending the rights of the girl child before concentrating her efforts in the field of education, in particular those that focus on the community's ownership of their own development. She is currently part of a process that is learning about building the capacities of three protagonists, the individual, community and it's institutions to serve the common weal.

**Contact details:**

E-mail: [brussels@bic.org](mailto:brussels@bic.org)

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**Helena VAN AELST**

*Policy Analyst*

Migration Policy Group - [www.migpolgroup.org](http://www.migpolgroup.org)

<https://ec.europa.eu/migrantintegration/index.cfm?action=furl.go&go=/home?lang=en>

Hélène Van Aelst is engaged in the Diversity Programme of the Migration Policy Group. She is the Content Manager of the European Web Site on Integration.

Contact details:

Tel.: +32 2 230 59 34 E-Mail: [hvanaelst@migpolgroup.com](mailto:hvanaelst@migpolgroup.com)

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**Dana WAGNER**

*Senior Research Associate*

Global Diversity Exchange – [www.globaldiversityexchange.ca](http://www.globaldiversityexchange.ca)



Dana Wagner is Senior Research Associate at the Global Diversity Exchange leading the Hire Immigrants and Flight and Freedom programs. She has worked in Toronto, Ottawa, Hanoi and Nairobi. Previously, she worked with the Maytree Foundation, Foreign Affairs, Trade and Development Canada, and the International Organization for Migration. Her writing has appeared in The Atlantic, The Globe and Mail, and The National Post and she blogs for The Huffington Post. In her spare time, Dana is co-

founder of the nonpartisan fact-checking site FactsCan. She holds a Master of Global Affairs from the University of Toronto's Munk School of Global Affairs and a Bachelor in Journalism and Political Science from Carleton University. She is co-author of *Flight and Freedom: Stories of Escape to Canada* published in the fall of 2015.

Contact details:

E-mail: [dana.wagner@ryerson.ca](mailto:dana.wagner@ryerson.ca)

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**Philippe WEILER**

*Senior Advisor Business Development*



CSR Europe - [www.csreurope.org](http://www.csreurope.org)

Philippe Weiler joined CSR Europe in March 2013. As Senior Advisor Business Development he is responsible for the development and implementation of CSR Europe's strategy, the coordination and roll out of CSR Europe's Enterprise 2020 Campaigns 'Skills for Job' and 'Sustainable Living in Cities' and the identification of new business opportunities for the organization. Prior to this role, he worked 14 years

for WWF. As Senior Partnerships Manager at WWF International, he developed and coordinated WWF's Climate Savers program, a business lead platform that positions companies as leaders of the low-carbon economy. He worked with companies like Lafarge, Coca-Cola, Tetra Pak and Volvo to improve their competitive advantage by defining climate leadership strategies and by setting best-in-class climate and energy targets. Before that, he led the Corporate Unit and the Freshwater Unit at WWF Belgium. Before joining WWF, Philippe worked 2 years as an environmental consultant and 3 years as the executivemanager of an El Salvadorian NGO. Philippe holds a master degree in bio-engineering from the University of Leuven in Belgium.

Contact details:

E-mail: [pw@csreurope.org](mailto:pw@csreurope.org)

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### **Annemarie WIERSMA**

*Administrator, Section for Employment, Social Affairs and Citizenship*

European Economic and Social Committee – <http://www.eesc.europa.eu/>



Annemarie Wiersma works as administrator in the specialised section for Employment, Social Affairs and Citizenship at the European Economic and Social Committee. Her fields of expertise are migration and asylum, home affairs, citizenship and demographic change. She supports the members of the Committee in drawing up opinions and organises hearings and conferences, among which the European Migration Forum.

Contact details: E-mail: [Annemarie.Wiersma@eesc.europa.eu](mailto:Annemarie.Wiersma@eesc.europa.eu)

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### **Yuk Lan Wong**

*Projects and Policy officer*

The European Federation of Journalists (EFJ)



Yuk Lan Wong is the Projects and Policy officer of the European Federation of Journalists (EFJ). She holds a BA degree in journalism and social policy from the Cardiff University in the UK. She was the project coordinator for various European projects on ethical journalism, media diversity, anti-discrimination issues including the Ethical Journalism Initiative, the Media Against Racism in Sport and Media in Europe for Diversity Inclusiveness (MEDIANE).

Contact details:

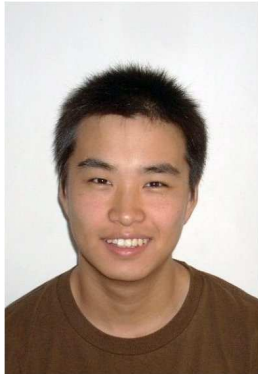
E-mail: [yuklan.wong@ifj.org](mailto:yuklan.wong@ifj.org)

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**Tiedong YANG**

*DELI Local Platform Coordinator*

Dublin City Council - [www.dublincity.ie](http://www.dublincity.ie)



Tiedong Yang is finalising his PhD in applied computing. For over 5 years, he has been managing digital development for a number of projects aiming to promote diversity and integration through art understanding, culture exchange and public education. Projects of such include Virtual Collection of Masterpieces based in The Netherlands and South Korea, Dublin Chinese New Year Festival based in Ireland, International Association for Comparative Study of China and the West based in Ireland and China, etc. He has also been providing consultancy on China affairs and business planning for companies based in Ireland , Canada and China. He is also a gold award holder of the Gaisce Award - the Irish President's Award in 2010.

Contact details:

Dublin City Council, Block 4, Floor 1, Wood Quay, Dublin 2, Ireland, Tel.: +353 1 222 5091

E-mail: [tiedong.yang@gmail.com](mailto:tiedong.yang@gmail.com)

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**Sabine ZIMMER**

*Head of Planning, Coordination and institutional Communication Unit/Adviser to the Vice-President of the Congress of Local and Regional Authorities - [www.coe.int/congress](http://www.coe.int/congress)*



Contact details:

E-mail: [Sabine.ZIMMER@coe.int](mailto:Sabine.ZIMMER@coe.int)

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