

For a gender equitable future
together and across borders!



Futurelab „Sister Cities for Gender Equality“

3 and 4 of Juni 2022 at the Erwin-Piscator-House

**International Conference with the partner cities of Marburg and
Representatives from administration, politics and
urban society with focus on:**

- ❖ Political representation of women*
- ❖ Work against gender based violence
- ❖ Gender justice in the cultural sector



Making gender equality a reality!



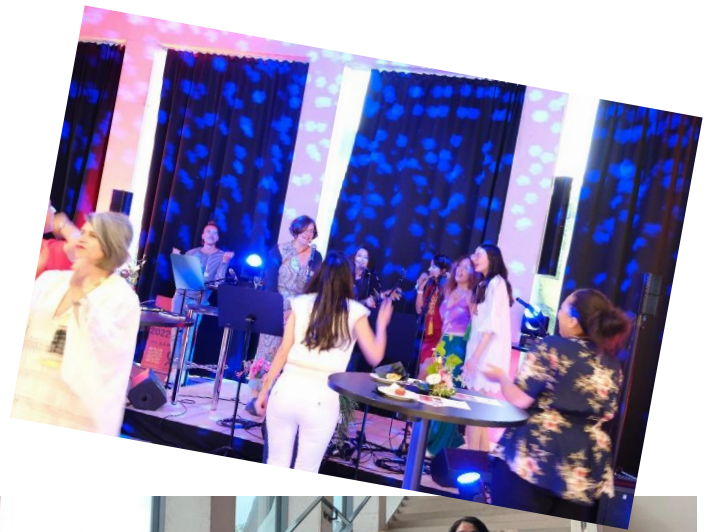
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Impressions of the Welcome Dinner

Ceremonial Opening 02 of June 2022



Programme

The Future Lab took place in hybrid form on 03 and 04 June in Marburg. The participants were able to exchange ideas and needs on three main topics of existing projects in the respective partner cities:

Political representation of women

Work against gender-based violence

Gender justice in the cultural sector

There were different formats for the individual topics, such as lectures, panel discussions or workshops. The contents as well as concrete arrangements are explained on the following pages.

The detailed programme as well as available presentations can be viewed on the website www.marburg.de/zukunftslab and downloaded from the download area.

Main topic 1 – Political representation of women*

Moderation: Tina Dürr, Scientific Assistant at Philipps-University Marburg

Specialized lecture: Prof.in Dr.in Eva Wegner (Philipps-University Marburg): Do Women in Power affect Politics?

Presentations & Documents on the inputs in the workshops at www.marburg.de/zukunftslab (Download sektion)





- Presentation for Mentoring-Programme "Women into politics" (county level) City of Eisenach
- Presentation for Mentoring-Programme "Women into politics" City of Marburg
- Presentation for the "Shadowing Programme" IPES Maribor (requested)





Results and notes for the subsequent discussion





- Quota regulations - if they are well thought out and implemented - have a positive effect on women's political participation. It is not necessarily the women themselves who need the quota, but the society whose structures make equal participation difficult for women.
- Women are just as competent as men, but have a greater time and nervous effort (especially women with children) to participate politically. Digital variants are proving to be particularly popular with women, who can thus save time and better reconcile other aspects of their lives.
- A major difficulty is seen in getting "into the school of politicians", i.e. finding access to knowledge and networks: Men still make the majority of decisions, especially in "male" areas such as economics or politics.
- For women, the focus is much more on what they CANNOT do. The main goal should therefore be to promote women with knowledge in their views (also in the sense of being role models) and to generally work against gender stereotypes.
- Shadowing programmes or mentoring programmes can contribute to this:
 - o making successful women visible as role models
 - o create access to male-dominated fields
 - o impart knowledge
 - o Strengthen networking and mutual support.





- Political participation is more difficult for foreigners than for women with a migration history, as there are few to no opportunities to get involved politically. It is therefore even more gratifying that participation in the election for the Foreigners' Advisory Council has increased in Marburg since the last municipal election and that more women are also involved in the Foreigners' Advisory Council.





Idas & Appointments for the first topic

 Appointment	Further networking and exchange of cities offering a mentoring programme
 target group	Political interested women
 Involved parties	Cities Eisenach, Marburg and Maribor
 Initiator and Contact City	Department for Gender Equality, Diversity and Anti-discrimination gleichberechtigungsreferat@marburg-stadt.de Marburg

 Appointment	The idea of taking stock of the composition of municipal bodies is taken to Eisenach.
 target group	City administration Eisenach
 Involved parties	Cities Eisenach and Marburg
 Initiator and Contact City	Gender Equality Commissioner Ulrike Quentel <ulrike.quentel@eisenach.de </ulrike.quentel@eisenach.de Eisenach

	Appointment	Marburg mentoring programme to be opened up more to women with a migration background and women with disabilities
	target group	Women with migration history and/or disabilities
	Involved parties	Women with disabilities Women with migration history Independent actors and initiatives working for women with a migration history and/or disability
	Initiator and Contact	Department for Gender Equality, Diversity and Anti-discrimination gleichberechtigungsreferat@marburg-stadt.de
	City	Marburg

	Appointment	Political mentoring programme involving the city partners - possibly a building block for an EU project? (Including education on feminist history/women's rights)
	target group	Politicians or young women who are interested in politics; students, entrepreneurs
	Involved parties	Universities, Non-governmental-organisations, City and municipal council
	Initiator and Contact	Camelia Proca camelia.proca@aleg-romania.eu
	City	Sibiu

	Appointment	Enable political education also for boys and men, promote schools
	target group	Pupils (Boys and girls)
	Involved parties	Schools in Sfax Education advisor on site
	Initiator and Contact	Aida Zahaf selamaz@yahoo.fr
	City	Sfax

Main topic 2 – Work against gender-based violence

Moderation: Sabine Schlegel, Juko e.V. & Laura Griesse, Department for Gender equality, Diversity and Anti-Discrimination

Specialized lecture: Prof.ⁱⁿ Dr.ⁱⁿ Stefanie Bock (Philipps-University Marburg): Istanbul Convention as an international legal framework for work against gender-based violence





Presentations & documents on the inputs at the workshops at
www.marburg.de/zukunftslab (Downloadbereich)





- Presentation for the EU-Projekt Marburg without partner violence
- Presentation about the Work with perpetrators - Juko e.V.
- Presentation Concept Autodéfense – Anne van Hyfte Morel
- Counselling and support for queer People – Anti-Discrimination office City of Marburg

Appointments from the individual workshops



Workshop 1 Counselling, protection, support in cases of gender-based violence



	Appointment	<p>European cities should support Sfax with regard to financial resources and personnel for shelters (especially administration and politics). -> Online exchange will be initiated by the Equal Opportunities Unit. Expansion and consolidation of networking and cooperation -> Department for Equal Rights establishes contact Further networking on working with perpetrators is carried out by Juko e.V.</p>
	target group	City society in Sfax
	Involved parties	<p>Partner cities(administration & politics) Feministische Anti-Gewalt Einrichtungen in den jeweiligen Städten Juko Marburg e.V.</p>
	Initiator and Contact	<p>Department for Gender Equality, Diversity and Anti-discrimination</p> <p>gleichberechtigungsreferat@marburg-stadt.de Marburg</p>

	Appointment	<ul style="list-style-type: none"> ➤ Train children & young people and multipliers who work with them on human rights and gender equality. ➤ Call for education on gender equality.
	target group	Children and adolescents in Sfax
	Involved parties	Educators, Trainers; Human rights experts
	Initiator and Contact	Affes Mouna, Theatre teacher, trainer for theatre and human rights in cooperation with the Friedrich Ebert Foundation Affesmonaj@yahoo.fr
	City	Sfax





	Appointment	Education and awareness raising about human rights in general and women's rights in particular in Sfax to enable women to act through education
	target group	Pupils and Students in Sfax
	Involved parties	Educational staff Womens rights activists
	Initiator and Contact	Houneida Kammoun houneidakammoun@gmail.com Tel. 00216 22201454
	City	Sfax

Workshop 2 Making sexism visible, working preventively

	Appointment	Include the creative ideas of the partner cities in future measures in the action plan for implementing the Eu Charter in Marburg. -> Equality Unit will approach partner cities regarding their initiatives
	target group	City Society of Marburg
	Involved parties	Every partner city that participated at the future lab
	Initiator and Contact	Department for Gender Equality, Diversity and Anti-discrimination gleichberechtigungsreferat@marburg-stadt.de
	City	Marburg

	Appointment	Women's economic empowerment - developing female leadership, "femme betobe" project. Creating a platform as a space for ideas
	target group	Women who want to be materially independent
	Involved parties	Women/Coaches Women who want to share experiences/ideas
	Initiator and Contact	Houneida Kammoun houneidakammoun@gmail.com Tel. 00216 22201454
	City	Sfax

Workshop 3 Counselling and support for queer people

	Appointment	<ul style="list-style-type: none"> ➤ Meet and greet (online) to kick off the project ➤ Monthly hanging out / excursion (in future also an international meeting (funded e.g. by ERASMUS+?)) in the form of a "Unicorn Road Trip" (model projects in Maribor) ➤ Specialist events on the topic of queerness ➤ In general: projects with a focus on youth work, BIPoC, queerness, mental health
	target group	Adolescents
	Involved parties	Municipal bodies, youth (aid) institutions, anti-discrimination structures, WIR-Diversitycentre,
	Initiator and Contact	Not yet defined
	City	All partner cities represented at the Zukunftslab

	Appointment	<ul style="list-style-type: none"> ➤ International theatre about diversity (Maribor Theatre Festival could be a model). ➤ Talk about issues and start dialogue; improve communication to empower queer people (so far little networking with theatres, state and/or social actors from partner cities) ➤ Support from abroad everyone brings strengths with them ➤ Distribution of tasks and attempts to create a platform so that participation is possible (IFA Stuttgart = for financing?)
	target group	(especially queer) Adolescents in Marburg, Maribor, Sibiu
	Involved parties	<p> Department Culture & Youth Maribor, Mojca Redjko mojca.redjko@maribor.si Theater Gong, Adrian Tibu manager@teatrulgong.ro Department Culture City Marburg kultur@marburg-stadt.de Queer Centre Marburg, Rebecca Richter rebecca.richter@posteo.de </p> <p> Sibiu – Actors and Actresses Marburg – contribute knowledge / theory Marburg, Maribor, Sibiu – Adolescents </p>
	Initiator and Contact	Department 41 Culture - Nils Böttner nils.boettner@marburg-stadt.de
	City	Marburg, Maribor, Sibiu

Main topic 3 – Gender justice in the cultural sector

Moderation: Hannah Weiss, Jazz musician

Specialized Input: Iúisa





Presentations of main topic 3 at www.marburg.de/zukunftslab (Download section)

- Projects of the womens music office /Melodiva – Mane Stelzer, Frankfurt
- Society ALEG “Gender Equality Festival” – Camelia Proca, Sibiu
- Cultural centre Borj Kalel – Aida Zahaf, Sfax
- “messy and bearded” Festival – Tanja Cvitko, Maribor





Ideas of the individual workshops

Workshop 4 Gender-equitable promotion of young people

- Discussion using the example of the music sector/rock and pop.
- It is necessary to actively break down role models, for example by:
 - o Every child tries out all the instruments (making it possible to get to know them).
 - o Positive examples are conveyed and lived (also by the teachers)
 - o Music is taught beyond perfectionism.
 - o E. g. theatre roles gender swapping
- What could i change in my everyday work?
Events such as the Future Lab more exchange on the topic
 - o Networking in other cultural areas and in non-artistic areas
 - o Make sure to increase the visibility of FLINTA (women, lesbians, inter*, non-binary, trans*, agender) (for example on the radio)
 - o Intergenerational network
 - o Show that art is there for all social classes Create access points
- Important questions:
 - o Where are the hurdles where girls have problems with instruments?
 - o Where are gender inequalities in our offers?
- ➔ Integrate gender-sensitive projects into existing projects, for example: revise concepts, think differently and in new ways.
- 3 groups discussed:
 - o Aziza Bayar: Women artists help each other by promoting each other's work
 - o Bringing old and young together
 - o Access for civil society is difficult in the cultural sector
 - o No picture available of how many people use the offers at the music schools: Music teachers can join forces to provide access to more people, youth and children through bands

	Appointment	Upgrading the MANO festival with young bands from Marburg and partner cities by bringing more FLINTA*s (women, lesbians, inter, non-binary, trans* and agender) and more diverse bands onto the stages. Therefore networking of the actors
	target group	Culturally active FLINTA*
	Involved parties	Multipliers in the cultural field in all partner cities
	Initiator and Contact	Department for Gender Equality, Diversity and Anti-discrimination
	City	gleichberechtigungsreferat@marburg-stadt.de Marburg






Workshop 5 Networking and getting to know cultural and theatre institutions

	Appointment	<ul style="list-style-type: none"> ➤ Sibiu: event for young people in the field of theatre and performance (here the wish for more expertise on theatre pedagogy came up). ➤ Mouna Affes (Sfax) is planning a theatre workshop with a concrete idea, involving actors who are disadvantaged - an invitation has been extended. ➤ Poitiers invites to the festival in Avignon, Bureau des filles wishes international networking ➤ Request to the public sector: financial & symbolic support; create structures & frameworks for networking and dissemination of information
	target group	Young people, disadvantaged actors and actresses, etc.
	Involved parties	Urban societies, multipliers in Poitiers, Sfax and Sibiu
	Initiator and Contact	Each person will be responsible for their own area of the organisation in Poitiers, Sfax and Sibiu.
	City	

Workshop 6 Open Space for free exchange about the topics

Basic Brainstorming

- Diversity in the cultural sector must be strengthened, male domains must be broken up (e.g. in hip hop).
- Who awards/gets the contracts in the cultural sector Making queer people and issues visible
- Offers should become more family-friendly generally create more and better access for all people.
- Through cultural offers on queer people, people could be reached emotionally / stimulate reflection
- More visibility for culturally/musically active women (make only known men visible in the history of culture, e.g. also composers) & include this in history books, train teachers on this topic.
- Question/problem of how to reach all people in the cultural field and address them in a gender-sensitive way.

	Appointment	Networking of Maribor-Maribor youth support organisations with regard to work with queer young people Initiate a digital meeting of young people from the queer scene in Maribor and Maribor. Possibly international youth diversity festival?
	target group	Queer adolescents
	Involved parties	Youth development Marburg & Maribor Department for Gender Equality, Diversity and Anti-discrimination Cultural sector Marburg
	Initiator and Contact	Department 41 - Culture Kathie Brünink katharina.bruenink@marburg-stadt.de
	City	Marburg

	Appointment	Bring postcards by artists from Sfax to the Adult Education Centre in Marburg as a picture exhibition. A series of postcards by artists from Sfax has already been produced for the Future Lab and will be publicised and distributed.
	target group	City Society Marburg
	Involved parties	Artists from Sfax Department 43 City of Marburg – Adult education centre
	Initiator and Contact	City Councillor Kirsten Dinnebier Kirsten.dinnebier@marburg-stadt.de
	City	Marburg, Sfax

Results from the future lab

Evaluation	<ul style="list-style-type: none"> - 140 participants spread over 2 days. 22 of them online, from the fields of: Local politics, administration, work against violence, NGOs, culture, science. - Not only the twin cities were represented, but also a small number of people from other cities.
Outcome	<ul style="list-style-type: none"> - Getting to know good practice examples & incentive for doing more for gender mainstreaming in the cooperation with the partner cities. - Learn new/practical things and get in touch with people from other cities & countries. - Helped other participants to develop a solution to a problem.
Compliment for	<ul style="list-style-type: none"> - Structure and clarity - Simultaneous translation - Possibility for networking - Many inspiring projects - Great programme that makes you want to continue working together
Critique and Learnings	<ul style="list-style-type: none"> - Continuous use of professional translators necessary - Less programme, more changing group formats & time for exchange/translation - Preparation materials for participants (abstracts) - Better arrangements with input-givers in some cases - Take more account of intersectional perspectives - Signposting of food in different languages

Prospects & upcoming Dates

EU - Chart Marburg

- Results and agreements from Marburg will be taken over into the working structure of Fachdienst 16 Referat für Gleichberechtigung, Vielfalt und Antidiskriminierung Marburg::
 - 5 measures will be proposed in the next action plan for the European Charter for Equality between Women and Men at local level in Marburg.
 - Adoption of the action plan in autumn 2022
 - Duration: 3 Years

Networking of the partner cities

- Networking of the Gender Festivals in Poitiers, Maribor and Sibiu with MANO-Festival Orga-Team in Marburg
- Further networking on perpetrator work is planned
- For other dates, stakeholders are invited individually

Digital final meeting 08 of November 2022

- **Follow-Up with every Partner city**
- from 10 to 17 o'clock
- All participants of the Future Lab are invited.
- Time for presentations of the project status and networking
- Define further joint steps (visits etc.)

We are looking forward to further cooperation & the visits to the twin cities from 2023 onwards

Impressions of the future lab



Imprint

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Date

15.08.2022