

PROTOCOL FUTURE LAB – Closing Event 08.11.2022

LOCATION: CISCO WEBEX (DIGITAL)

TIME: 10:00 – 14:30 o'clock (CET)

Agenda

1. Welcome, review and agenda
2. Report on exchange on creative methods to work against everyday sexism, Marburg
3. Presentation of international theatre project with women from the twin cities, Sfax
4. Report on support for anti-violence work, Sfax
5. Report on the exchange on women's political representation, Eisenach, Marburg, Maribor
6. Prospect: Where do we go from here?

TOPIC 1: Welcome, review and agenda

Lord Mayor Dr. Thomas Spies and Drⁱⁿ Christine Amend-Wegmann welcomed the attendees, followed by greetings from the representatives of the host cities, Alenka Iskra (Maribor), Zoé Lorient-Chevalier (Portiers), Diana Marton (Sibiu) and Dr. Chahir Krichen (Sfax). Thanks were expressed for the mutual solidarity and networking so far. Zoé Lorient-Chevalier invited the partners to visit Portiers for the occasion of the 15th anniversary of the fight against violence against women.

A short round of introductions and a review of the last meeting on 19 October 2022 followed this. The following topics were discussed:

- Everyday sexism
- Exchange with Sfax: Support for shelters for women
- Political representation of women

Today's meeting gave an interim summary and addressed the question: Where do we go from here?

TOPIC 2: Report on exchange on creative methods to work against everyday sexism, Marburg

Drⁱⁿ Christine Amend-Wegmann, Head of the Department for Equality, Diversity and Anti-Discrimination

- The declaration "Together against sexism and sexual harassment" was signed by Lord Mayor Dr. Thomas Spies, Drⁱⁿ Christine Amend-Wegmann and the artistic directors of the State Theatre of Marburg, Eva Lange and Carola Unser-Leichtweiß.
- Through dialogue forums on sexism, methods on different forms of sexism emerged, which were used as inspiration for the exchange on 19.10.2022 on creative methods for activities against sexism (see presentation in the attachment).
- The following starting points were collected:
 - o Dismantling sexist structures within cultural institutions
 - o Public relations and awareness-raising by projects such as:
 - The poster campaign "Sexism isn't sexy".
 - Development of a code of conduct, e.g. monitoring the proportion of men's and women's speech in meetings
 - Forum theatre, field reports and online workshops.

The following points were discussed afterwards:

- Online workshops for all partner cities and in cooperation of different organisations
- Inclusion of men as allies against sexism
- Theatre not only as an art form but also as a tool against sexism.
- Early learning about sexism is important, for example:
 - o Cultural programmes, performances and theatre should become more accessible to young audiences.
 - o Setting gender equality and inclusion as issues for young people: National theatre festival in Maribor end of May 2023. Partners are the State Theatre of Marburg, GONG Theatre Sibiu and partners from the Czech Republic. Invitation to the festival, the programme will be given to the attendees of this meeting via mail.
 - o Development of a digital platform that aims to make these issues easier to understand through cultural education (project from Maribor).

An exchange on youth work/inclusion of young men between Marburg and Maribor is planned. Representatives of Marburg's Children and Youth Parliament should also be invited.

Florence Cazals introduced the new member of staff, Séverine Vacher (Equal Opportunities Officer of the city of Poitiers) and will send the participants the programme and materials of gender-equitable actions in Poitiers, e.g. the creation of safe spaces in public areas or the sensitisation of staff in pubs and bars.

TOP 3: Presentation of international theatre project with women from the twin cities, Sfax

Mouna Affes from Sfax presented the project idea.

- Together with roughly 80 women from the each partner city, a play is to be written, rehearsed and performed.
- The play will deal with the topic of women and their experiences of violence and will have the title "Rights for All".
- It's supposed to be an original production that also includes personal experiences of sexism and sexual violence.
- Women are to be encouraged by playing theatre to tell their own stories and express their experiences. The silence of many women, especially in relation to everyday sexism, needs to end. The aim is to empower women not to take their experiences for granted but to openly call them out. Sadly, violence against women in particular is still socially normalised.
- This should also sensitise the public to the effects sexism has on society.

Discussion on the topic

- Ms. Affes suggested that the play could be developed and practiced in Marburg for about 4 days. The experience gained could then be passed on to the partner cities and performed there with local women.
- Since the theatre scene in Marburg couldn't be present at the meeting, this topic will be given to them to notice.
- A cooperation with the festival in Maribor was suggested (see TOP 2), building on the cooperation of the theatre scene in the partner cities. The participants from Sfax and Maribor want to deepen the topic after the meeting. The Department for Equality, Diversity and Anti-discrimination will establish the contact.

TOP 4: 4. Report on support for anti-violence work, Sfax

Dorra Ouali from the Association for the Development of Cooperation between the City of Sfax and Marburg presented the project idea, Ulrike Rohde from the Freundeskreis Marburg-Sfax e.V. added.

- In Sfax, the second largest city in Tunisia, a women's shelter or a centre for women is to be built. The project is divided into three phases:
 1. long-term: The Ministry of Family Affairs of Tunisia has provided funds to build a centre for women. There, women affected by violence will receive counselling, first aid and also temporary housing. The parcel of land for the construction and 25.000 euros/80.000 dinars have already been provided. However, it is not yet foreseeable when the building process will be initiated.
 2. medium term: Until the centre for women is completed, accommodation is to be rented in the meantime. Donations are being raised for this purpose by the Friends of Marburg-Sfax in cooperation with the city of Marburg, among others. The fundraising campaign is to start in Marburg on 25 November, the International Day against Violence against Women.
 3. short term: In order for the people from Sfax to be able to take up their work, know-how must first be gathered. Here we want to work more closely with the association Frauen helfen Frauen from Marburg and, if necessary, bring their experience in violence prevention and anti-violence work to Sfax through further training and workshops.

Discussion on the topic

- Details about the money transfer to Tunisia still need to be clarified.
- The Marburg Women's Shelter wants to support Sfax in further questions despite the shortage of staff, and remains in contact with the women.
- The training and further education as well as workshops should primarily address women who aren't specialised in this field yet and who can then pass on their knowledge as multipliers.
- It would be conceivable to cooperate with the so-called "MiMis" of the administrative district of Marburg-Biedenkopf or the organisations and initiatives that have organised the workshops locally. The nationwide project "MiMi - Violence Prevention with Migrants for Migrants" has conducted empowerment workshops for women and girls with migration background through trained mediators. This know-how could be used to train women or interested people from Sfax.

TOP 5: Report on the exchange on women's political representation, Eisenach, Marburg

Luka Lubi (Maribor) and Ulrike Quentel (Eisenach) reported on the exchange on 19.10.2022 on women's political representation.

- Political representation of women is not yet on the political agenda in Maribor and there are not yet enough resources for it. A central question is: How can equality be increased in Maribor and how can the needs of children and young people be addressed?
- Networking must be further promoted and could also be done internationally through cooperation with IPES (Institute for Gender Equality in Maribor).
- A project from the University in Maribor (IVAR, Dr. Suzana Košir, in cooperation with IPES Maribor) will start in November. It is funded by the EU for 2 years and deals with the political representation of women among young people:
 - o Data collection among youth and secondary school students* (over 18 years, with active voting rights) on their perception of political careers.
 - o 1 day with a member of parliament (expectation survey and follow-up survey)

- Work with decision-makers in the preparation of policy proposals on gender equality Conferences, workshops and networking are also planned.
 - Goal: Test instruments and their impact
 - Luka Lubi (luka.lubi@maribor.si) can establish contact with the project management if interested.
- Supra-regional networking with regions/cities where there are also few women active in politics is beneficial to the topic, as Ms. Quentel explained using the example of Eisenach. Workshop discussions, also on political education, are to be continued when the federal programme "Women into Politics" ends for Eisenach in spring 2023. At an international exchange, it would be a pleasure to report on this again.
 - From the perspective of Marburg, it was exciting to see which participation formats are needed for women. Social disadvantage is also a very relevant factor when it comes to participation in the political sphere. It is also important to ask what parties etc. can do to keep women in political work: What resources are needed for this?
 - A regular exchange between the three cities Eisenach, Marburg and Maribor is desired by all sides.
 - Alenka Iskra emphasised that there are too few women internationally who are interested in entering politics and staying active, so she sees it as indispensable to remain active in this regard. Every city that was present at the Future Lab should continue to work actively on this.

TOP 6: Prospect: where do we go from here?

Laura Griese explained that some of the topics from the Future Lab are part of the Third Marburg Action Plan for the implementation of the EU Charter. This ensures that international cooperation will continue on certain topics.

The action plan is currently being translated into English and will then be made available to the partner cities.

Reciprocal visits of the partner cities

The Department for Equality, Diversity and Anti-Discrimination would like to travel to the partner cities next year. The following occasions for visits to the partner cities have been collected:

- National Theatre Festival in Maribor, end of May 2023.
- 15th anniversary of work against violence, Poitiers, 15 November to 29 November 2023
- German Unity Day, 3 October 2023 in Eisenach
- Invitation to Marburg for the Gender Music Festival 2024, for which preparations have begun.

It is still open whether a partner city could host a meeting of all cities for 2023. The Department for Equality, Diversity and Anti-discrimination Marburg will ask the representatives of Poitiers if an invitation of the partner cities would be possible. Marburg could host again in 2024.

Gender equality as a topic of the partnering program of the partner cities

Gender equality themes should be anchored in further exchanges between the cities, e.g. at a twinning sporting event, fire brigade exchanges or similar.

- Twinning associations can provide information about further exchanges, as official exchanges are only part of the cooperation.

- The Marburg Department for Equality, Diversity and Anti-discrimination will ask the main officials, Lord Mayor, Mayoress, Town Councillor to always take the equality issue into account in town twinning. It is also likely that the associations will have to be reminded again.
- It is suggested to create a flyer on the Future Lab and translate it into different languages. The aim: to win over interested parties, to publicise the results of the Future Lab, to distribute to twinning associations and during visits to twin towns. This requires the approval of the heads of administration in the individual twin towns.

Technical support for exchange

Exchanges are still important and could be organised as follows:

- The Department for Equality, Diversity and Anti-discrimination can create a small newsletter 1-2 times a year where the partner cities can inform each other about projects in gender equality work.
- Other digital tools, such as a digital platforms, could also be considered. Maybe the platform from Maribor could be used, which is currently still being developed (contact: Mojca Redjko and Luka Lubi).
 - o This platform should become a kind of forum. All articles, presentations, documents should then be designed in a certain form. This will make it easier to compare different types of documents. It is still in the making. Each partner should present their own project in a kind of presentation, which will then be integrated into this platform. It is expected that the platform will be released at the end of April, beginning of May during the 3-day national theatre festival.
- Further ideas for technical possibilities for networking and exchange can also be submitted afterwards to the Department for Equality, Diversity and Antidiscrimination: gleichberechtigungsreferat@marburg-stadt.de
 - o Matching platform, which was developed in Marburg for the Marburg 800 festival.
 - o Working platform could be Betrix, where documents can also be shared
 - o Permanent link for the exchange between the twin towns; on the part of the city of Marburg, this would have to be done via Webex. The challenge here would probably be the language barrier.

Dr.in Christine Amend-Wegmann thanked all attendees and closed the meeting. All documents and the documentation of the day will be made available to the participants.

signed. Ann-Kathrin Dreyer, Laura Griesse, Saba Kidane, Stephanie Theiss