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By the *Recognize and Change* partners  
**Good Practices and Tools**  
For Local Authorities

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## Suggestions from Turin



The Project is co-funded  
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## **PACT OF COLLABORATION FOR AN ANTI-RACIST TURIN**

### **GIVEN THAT:**

- By City Council Resolution 2019 01609/070 the City of Turin approved the *Regulation for the governance of urban commons* (Regulation no. 391). This Regulation defines the Urban Commons as follows: *«the tangible, intangible and digital resources falling within urban assets and services of common interest, that citizens and the Administration recognise to be functional to the exercise of fundamental rights of human beings, to individual and collective wellbeing, and to the interest of future generations and that emerge as being connected to the identity, culture, traditions of the territory and/or directly functional to the development of the social life of the community in which they are located»*
- Regulation no. 391 is based on the principles of:
  - trust and good faith: the Administration and civil society organisations shape their relationships on mutual trust, and they presuppose that the respective will of collaboration is geared towards the pursuit of a common goal and they behave in good faith with regards to criteria of social solidarity
  - inclusion and access: the forms of governance and the interventions of regeneration, care and management of the commons must be organised in order to ensure that the community of reference is open and inclusive;
  - equal opportunities, respect for dignity, and combat discrimination: the forms of governance of commons promote equal opportunities for origin, citizenship, social status, creed, sexual orientation, gender identity, and disability. They are based on principles of anti-racism, anti-sexism, and anti-fascism
- By resolution of the Municipal Executive Committee 2020 00859/130 dated 17 March 2020, the City of Turin firstly approved the *Action Plan for the prevention and combating of hate crimes in the City of Turin* mentioned above. Secondly, the City Administration intended to *«recognise the heritage of anti-racist knowledge, actions and good practices accumulated over time in our city as an intangible common good, functional to the exercise of fundamental human rights, individual and collective well-being and the interest of future generations, closely related to identity, culture, traditions of the territory of Turin and directly functional to the development of social life therein»*
- With the same document the Administration undertook to *«launching with a specific notice, a public consultation to all those civil society organisations or public or private operators in the city that recognise the political values expressed in the documents mentioned herein, inviting them to express their interest in joining a process aimed at signing a Pact of Collaboration on Anti-racism (as defined in Article 2 of Regulation no. 391) and to express requests and proposals for collaboration in this regard. This Pact, in accordance with Article 8 of the aforementioned Regulation, will define the programme of care and management of the heritage described above and the related forms of shared governance, specifying among the others, objectives and actions, the duration, role and mutual commitments of the parties involved, tools of shared governance and participation, publicity measures, methods of documenting the actions carried out, periodic monitoring and evaluation»*
- Among the Pact's objectives, the Administration indicated four main lines of action:

- consolidate, enhance, promote, extend the heritage of anti-racist knowledge, actions and good practices
- coordinate the efforts of the City Administration and the signatories in the field of anti-racism, each in accordance with their own prerogatives and functions
- identify the priorities on which to work and on which to invest the resources made available by the parties involved
- verify the state of implementation of public policies and the effectiveness of the actions of the various parties in the fight against racism and discrimination on ethnic, cultural and religious grounds
- Accordingly, pursuant to Article 11 of Regulation no. 391 of the City of Turin, the City published a *Notice on 4 June 2020 for the submission of proposals for collaboration*, approved by executive decision 2020 1672/130. The object of the consultation was «*the submission of proposals aimed at co-planning for the definition of a Pact of Collaboration concerning the care and management of the city's heritage of anti-racist knowledge, actions and good practices by civil society organisations*»
- These proposals for collaboration had to be submitted with reference to one of the three different areas of action outlined below:
  - increase in the knowledge and awareness to the topic
  - the construction of spaces for facilitated dialogue and exchange of practices between different organisations
  - construction of tools to favour the emergence of the racist phenomenon and its combating indicating one or more needs in the field of anti-racism recognised as a priority by the proposing organisation and measures with general validity to address these needs that would involve a joint effort by several organisations.
- Sixty organisations responded to the public notice, sending their proposals within the deadline and declaring their interest in participating in the co-planning process for the development of a *Pact of Collaboration for Anti-Racist Turin*.
- A special Board, appointed internally by the Area Giovani e Pari Opportunità (*Youth and Equal Opportunities Area*) with executive decision 2020 2083/130, examined the proposals received, verifying their consistency with the general principles of collaboration pursuant to Article 3 of Regulation no. 391 and with the city's heritage of anti-racist knowledge, actions and good practices. The results of this verification were approved on 13 July 2020 by executive decision 2020 2221/130, evaluating fifty-nine of the proposals received as admissible.
- This opened the next phase of co-planning, based on discussion and facilitated, participatory dialogue between the Administration and the various organisations, each of whom brought their own point of view, proposals and experience. During this phase, two other organisations formally renounced their participation.
- The first meetings between the participants took place on 16 July and 19 September 2020, at Open011, home of youth mobility and interculturalism. Among the priorities that emerged were the creation of safe and non-discriminatory spaces for dialogue, combating systemic racism through concrete and continuous actions, and the valorisation of existing competences. The second meeting was specifically aimed, through an interactive facilitation conducted by the association Giosef Torino - Marti Gianello Guida APS, at the emergence and sharing of a common vocabulary of values and objectives for the future Pact
- At the end of this phase, the City and the Civil Society Organisations, while starting with the awareness that there is no common definition of racism, for the purposes of the objectives and

actions of this Pact, recognise racism as a mental attitude based on stereotypes, prejudices and the erroneous belief that there are different human races and that there is a hierarchy among them. While prejudices and stereotypes are at the level of individual beliefs and conceptions, racist discrimination is translated into actions that result in unlawful unfavourable treatment and are based on membership (real or presumed) of a particular ethnic and social group. Where discriminatory behaviour constitutes a criminal offence under current law, it is referred to as racist hate crime. Hate crimes therefore constitute an aggravating circumstance in law for behaviour (which is in itself relevant from a criminal point of view) such as intimidation, threats, damage, assault, homicide, etc.

- The City and the Civil Society Organisations also recognise the existence of different forms of racism. Alongside **individual racism**, which depends on and derives from the discriminatory behaviour of individuals, there are also forms of **institutional racism**, which occurs if an institution is unable to provide services equally to all people, and **structural racism**, which is linked to a systematic difference in the level of social inclusion that does not depend on specifically discriminatory regulations and which results, for example, in regularly lower rates of employment, education, career progression, etc. Finally, there is also a form of **historical racism** linked to the unawareness and/or refusal to acknowledge historical facts related to racism, such as colonialism.
- While starting from a general and unitary vision of the phenomenon, the City and the Civil Society Organisations agree on the existence of **specific forms of racism**, such as anti-Semitism, Islamophobia, Afrophobia, Anti-Gypsyism, Sinophobia, Xenophobia, each with different causes, dynamics and effects; and may decide, through the co-management mechanisms illustrated in Section 2, to orient some of the actions or planning towards specific topics or targets.
- The City and the Civil Society Organisations define **anti-racism** as an active and participatory choice that stems from the recognition of the existence of universal rights and the concept of equality and that aims at eliminating all types of racism, not only individual racism, through practical, institutionalised and inclusive policies. The development of anti-racist and inclusive actions must include an **intercultural** and **intersectional** dimension. The process of recognising the demands linked to people's multiple identities must aim to guarantee concrete possibilities and tools for full participation in the social, cultural, political and economic life of the city.
- Finally, the City and the Civil Society Organisations adhering to the Pact recognise themselves in a series of values related to
  - reciprocity, respect, recognition, listening
  - anti-fascism
  - self-determination, awareness, the free pursuit of one's own happiness
  - the constitutional principles of equality, fairness, justice and dignity and the universal principles of humanity, empathy and solidarity
- After the preliminary phase of defining the concepts, the actual co-planning phase started. Following the reintroduction of social distancing regulations aimed at limiting the spread of Covid19, the subsequent meetings were held electronically. After a third plenary session held on 28 October, it was deemed appropriate to continue the process by dividing the members into groups and subgroups dedicated to four macro-topics: access to services, intercultural narratives, empowerment and education. Between 16 November and 21 December 2020, twelve meetings of the macro-areas and about thirty meetings of the individual subgroups took place, sharing information and experiences and the joint and participatory planning of proposals for common activities to be carried out within the Pact.

- The co-planning phase ended with further plenary meetings on 5 and 26 February and 5 March 2021, aimed at sharing and approving the textual parts of the outline of the *Pact of Collaboration for an Anti-racist Turin*, divided into sections and articles.

All the foregoing being accepted,

#### **BETWEEN**

**City of Turin**, Tax Code and VAT no. 00514490010, with its registered office in Turin, piazza Palazzo di Città 1, in the person of Mariangela De Piano, pro tempore Manager of the Youth and Equal Opportunities Area, [omissis], who is not acting in her own right, but as representative of the aforementioned organisation on the basis of the provisions of Resolution of the Municipal Executive Committee of 20 March 2020, no. 2020 00859/130 (hereinafter: City);

#### **AND**

The following Civil Society Organisations:

(ACMOS)

the Association of Aggregation, Conscientisation, Social Movement (ACMOS), (...);

(ACFIL)

the Filipino Cultural Association of Piedmont (ACFIL), (...);

(AIA)

the Islamic Association of the Alps (AIA),(...);

(ALMATERRA)

the Almaterra Association, (...);

(ALTERA)

the Altera APS Association, (...);

(ALTRA MENTE)

the Altra Mente Social Cooperative Society, (...);

(AMECE)

the Amateur Sports Association - Association Maison d'Enfant pour la Culture et l'Education (AMECE) Baity APS, (...);

(AMMI)

the Multiethnic Association of Intercultural Mediators (AMMI), (...);

(AMNC)

the National Cinema Museum Association (AMNC), (...);

(AMNESTY INTERNATIONAL)

the Amnesty International Association – Italian Section SB, (...);

(ANGI)

the Italian - Chinese New Generation Association (ANGI), (...);

(ARCI Torino)

the ARCI Torino APS Association, (...);

(ARCIGAY TORINO PER CASARCOBALENO)

the Arcigay Torino APS Association, as leader of the project “CasArcobaleno Torino”, (...);

(ARIS)

the Aris Association, (...);

(BALON MUNDIAL)

the Balon Mundial ONLUS Amateur Sports Association, (...);

(BENVENUTI IN ITALIA)

the Benvenuti in Italia Foundation, (...);

(CIFA)

the International Centre for Childhood and Family Association (CIFA), (...);

(CGIL)

the Italian General Confederation of Labour (CGIL) - Provincial Chamber of Labour of Turin, (...);

(COMALA)

the Comala Cultural Association, based in Turin, (...);

(JEWISH COMMUNITY OF TURIN)

The Jewish Community of Turin, (...);

(CTRL Com)

the “CTRL Com” informal group (...);

(DIACONIA VALDESE CSD)

Diaconia Valdese –Synodal Commission for Diaconia (CSD), (...);

(DONNE AFRICA SUBSAHARIANA E II GENERAZIONE)

the Sub-Saharan Africa and Second-Generation Women's Association, (...);

(EDUCADORA)

the Educadora ONLUS Association, based in Turin, (...);

(ENGIM)

the Giuseppini del Murialdo Foundation–Piedmont (ENGIM), (...);

(ERI)

the European Research Institute ONLUS Association (ERI), (...);

(EUFEMIA)

the Eufemia APS Cultural Association, (...);

(FARMP)

the Federation of Romanian and Moldavian Associations of Piedmont (FARMP), (...);

(GIOSEF)

the Giosef Torino - Marti Gianello Guida APS Association, (...);

(GRUPPO ABELE)

the Gruppo Abele ONLUS Association, (...);

(IL VASO DI SAREPTA)

Il Vaso di Sarepta SB Association, (...);

(IMMAGINA)

the Immagina Cultural Association (Museolab of the Imaginary and Science Fiction of Turin, MUFANT), (...);

(INMENTEITACA)

l'Associazione InMenteltaca APS, based in Turin, (...);

(LA TENDA)

La Tenda SB Association, based in Turin, (...);

(LIBERAMENTE CONSAPEVOLI)

the Liberamente Consapevoli APS Association, (...);

(LIBERITUTTI SCS)

The Liberitutti Social Cooperative Society, (...);

(MAIS)

the Movement for Self-Development, Interchange and Solidarity Association (MAIS), (...);

(MAMRE)

the Mamre ONLUS Foundation, based in Turin, (...);

(MAU)

The Museum of Urban Art Association, Turin (MAU), (...);

(RESISTANCE MUSEUM)

the Widespread Museum of the Resistance, Deportation, War, Rights and Freedom Association, (...);

(ME.DIA.RE)

the Mediation, Dialogue, Relationship Association (Me.Dia.Re.), (...);

(MOSAICO)

the Mosaico Association – Actions for Refugees ONLUS - APS, (...);

(NO BORDERS)

the No Borders Association, (...);

(PAIS)

the Pathways to Support and Social Inclusion Association (PAIS) APS - ETS, (...);

(PANAFRICANDO)

the Panafricando Association, based in Turin, (...);

(PRATI-CARE)

the Prati-Care ONLUS Association, (...);

(QUASI QUADRO)

the Quasi Quadro Association, (...);

(RETE CASE QUARTIERE)

the Rete Case del Quartiere APS Association, (...);

(RETE 21 MARZO)

the “21 March – Hand in hand against racism” informal group, (...);

(SAVE THE CHILDREN)

the Save The Children Italy ONLUS Association, (...);

(SERENO REGIS)

the Domenico Sereno Regis Centre for Studies and Documentation on Participation, Development and Peace Problems, abbreviated to "Study Centre Sereno Regis SB", (...);

(TENENTE MERCURIO)

the “Tenente Mercurio” informal group (...);

(TERRA E PACE)

The Terra e Pace APS Association, (...);

(TRIANGOLO CAMBIAMENTO)

the “Il Triangolo del Cambiamento” informal group, (...);

(UNICORNO STYLE)

the F. Marino/F.C.A./Unicorno Style Amateur Sports Association, (...);

(VOL.TO)

The Turin Volunteer Service Association (VOL.TO), (...);



(YEPP)

the “Yepp Porta Palazzo” informal group (...);

(ZHI SONG)

The Zhi Song Italian Chinese Socio-Cultural Association, (...);

hereinafter defined as «the Parties»,

## **THE FOLLOWING IS DEFINED:**

### **SECTION 1: PURPOSE AND LINES OF ACTION**

#### **Art. 1 – Purpose**

The purpose of this Pact is the collaboration between the Parties for the shared governance of knowledge, actions and good practices to combat racist discrimination, and aims to combat all forms of individual, institutional, structural and historical racism in order to guarantee all citizens fair and equal access to the political, cultural, social and economic life of the city.

This collaboration is expressed in the lines of action that emerged from the co-planning phase and are reported in the following articles (articles 2-6). On the areas considered, the Civil Society Organisations adhering to the Pact and active in the Thematic Working Groups are primary interlocutors for the City's projects. To this end, on the proposal of the Steering Committee, the Board identifies a priority theme each year for co-planning actions to be expressed in the Annual Activity Plan according to a logic of valorisation and synergy with the services already operating in this field.

#### **Art. 2 – “Events and initiatives” line of action**

The Parties agree that it is a priority to give space and dignity to all the voices of society, restoring complexity and richness and avoiding one-dimensional representations. To this end, they are committed foremost to supporting and enhancing initiatives that give voice to people and communities who suffer daily from various forms of racist discrimination.

For the purposes described above, the Civil Society Organisations constitute a special Thematic Working Group whose task is to decide, from year to year, a format or a theme for all events scheduled during the week of March 21 (International Day for the Elimination of Racial Discrimination).

The City, through its Events offices, Community, Interculture and Rights Events, accompanies, organises and supports their realisation; it supports their communication through its own multimedia channels and through the construction of a graphic identity, making use of its own resources and those of the participating organisations and in collaboration with the Civil Society Organisations.

The Parties commit to promoting and realising events and initiatives and to look for synergies with other Thematic events that fall on the same date and week in order to converge on intersectional themes, approaches and visions.

#### **Art. 3 – “Spaces” line of action**

The Parties recognise the value that spaces for socialisation have in building an inclusive, safe and discrimination-free society; this work of dialogue is carried out daily by and in the spaces of institutions, private social organisations and community associations. The Parties therefore believe it

is essential to foster the emergence of sports, educational, recreational, spiritual and cultural meeting places that are intercultural, inclusive and safe.

The City and the Civil Society Organisations are committed to promoting the dissemination of and participation in municipal calls for tenders, in particular those for the concession of real estate, according to the procedures provided for by the regulations in force and, in compliance with the principles of equal treatment and non-discrimination, through the activation by the competent offices and the Interculture office of measures to support planning.

The Civil Society Organisations also consider it a priority to create a form of anti-racist certification attributable to public and private spaces and civic stores arising from Regulation No. 391 on Commons, including temporary ones. This certification is intended to be obtained at the end of a training course for owners and/or proprietors and their staff and operators. These paths can be in synergy with other similar experiences in the field of anti-fascism and anti-sexism in collaboration with other public bodies that share the same goals and objectives.

For the purposes described above, the Civil Society Organisations constitute a special Thematic Working Group with the task of developing and implementing the aforementioned training courses.

#### **Art. 4 – “Empowerment” line of action**

The Parties recognise that civil society in Turin plays a central role in combating racism and creating a resilient, solid and inclusive city, also responding to the principles of subsidiarity, free democratic aggregation and the emergence of sensitive issues in the face of politics and institutions. The Parties aim at strengthening the competencies of associations and Civil Society Organisations, especially those of the community, through paths of growth developed within the collaboration between Civil Society Organisations.

The organisations adhering to the Pact, starting from the second level networks, commit to cooperate in order to encourage the realisation of training courses based on the mutual transfer of skills and experiences, the specific focuses of which are decided every year by a specially constituted Thematic Working Group. The Parties intend to encourage the participation of everyone in the training activities, and to this end they commit to identifying resources and methods to grant participants a reimbursement of expenses, or token of attendance.

#### **Art. 5 – “Access to services” line of action**

The Parties agree that equal access to services is the cornerstone for everyone's full participation in city life and for deconstructing institutional and systemic forms of racism. In Turin there is a wealth of tools (websites, brochures, videos, apps, etc..) designed to facilitate access to public services for people with a migrant background and/or at risk of racist or religious discrimination; however, these tools often remain little known by the public administration, other associations and users in general. In order to promote clearer, more transparent and accessible information to citizens about their rights and services related to them, the Parties intend to take a census, map and systematise in a single container the often incomplete and not consistently updated information on the services that Public Administrations and other realities of the Turin territory put in place for the benefit of people with a migrant background and / or at risk of racist or religious discrimination. This mapping work is carried out thanks to the synergies between the Civil Society Organisations adhering to the Pact, through collaboration with existing projects and the sharing of other tools; the results are made available to citizens on the pages of the institutional website of the City and through the various information desks spread throughout the territory in collaboration with the Mayor's Cabinet Participation Office.

The City is committed to developing training courses aimed at service personnel with the aim of increasing knowledge, refining skills and building new approaches (according to the "SKA" model inherent in the holistic approach to skills and non-formal education codified by the Council of Europe) on issues of combating racism. The paths aim to share information, knowledge and best practices, identify critical issues and solutions, promote knowledge of local resources and are carried out in collaboration with the signatory Civil Society Organisations of the Pact in the planning, training and evaluation phases.

Through the Civic Services and the Intercultural Office, the City is committed to creating a space for discussion with the Civil Society Organisations in order to map the difficulties in accessing registry services, organise moments and informative material on practices and reference regulations, and regularly evaluate the impact and effectiveness of the actions implemented.

Through collaboration between the Parties, the Pact aims to carry out a survey on access to City services by people with a migrant background and/or at risk of racist or religious discrimination.

Particular focus will be addressed to the gender perspective, with the aim of producing and disseminating informative material regarding access to health services, and to collect data and experiences of women on the services existing in the health sector from the reception, mediation, listening and approach and result of the services active in the territory.

For the purposes described above, the Civil Society Organisations constitute a special Thematic Working Group with the task of supervising the updating of the mapping referred to in § 2, enhance the results of the survey referred to in § 3, and support the actions referred to in § 4.

#### **Art. 6 – “Education and culture” line of action**

The Parties recognise that education and culture are fundamental tools to address the challenges posed by systemic racism and all forms of discrimination inherent in contemporary society and to build virtuous models of intercultural inclusion. However, greater coordination and dialogue between institutions and associations and within civil society itself can further increase the effectiveness and sustainability of education and training activities in the long term.

The Civil Society Organisations are committed to mapping the initiatives that deal with education on issues of anti-racism and interculturalism in the territory of Turin and to create a working group with the organisations that promote them for discussion, sharing and co-planning on the topic, with particular attention to the so-called "historical racism", Italian colonialism and its consequences.

#### **Art. 7 – Financial resources**

The City undertakes to support the actions defined in the Annual Activity Plan through identifying specific resources consistent with budget availability allocated to the purchase of goods, services, and works, as provided for in Section IV of Regulation no. 391.

#### **Art. 8 – Annual Activity Plan**

The Annual Activity Plan is prepared on an annual basis (1 April – 31 March) by the Steering Committee (as per art. 12) with the support of the Thematic Working Groups (as per art. 13) and submitted to the Board (as per art. 11) for its final approval within the month of December of the previous year to which the Plan refers.

The Plan contains the activities on anti-racist issues, each one declined by a Line of Action, which will be carried out by the Parties.

The City of Turin adopts the Plan annually with its own Council Resolution.

#### **Art. 9 – Monitoring and evaluation**

In compliance with the general principles of clarity, comparability, periodicity and verifiability described in article 26 of Regulation n. 391, the monitoring and evaluation of the actions provided for by the Pact are carried out according to the following procedures:

- periodic monitoring by the Steering Committee of the activities carried out by the Thematic Working Groups, in order to verify their good progress and express its opinion on criticalities
- approval by the Anti-Racist Board of the Activity Evaluation Report, prepared annually by the Steering Committee on the basis of reporting the activities carried out by the Thematic Working Groups

## **SECTION 2: ROLE OF THE PARTIES AND MODES OF COLLABORATION**

### **Art. 10 – Principles of collaboration**

For the implementation of the Pact, the Parties draw inspiration from the contents indicated in the introduction and the general principles of article 3 of Regulation n. 359: trust and good faith, publicity and transparency, inclusion and access, equal opportunities, sustainability and ecological regeneration, proportionality, adequacy and differentiation, informality, civic autonomy, territoriality, non-subrogation, training and awareness.

In compliance with the principle of civic autonomy, referred to in Article 3, paragraph 1, letter i), of Regulation no. 359, for the coordination of actions and their best outcome, the Parties will make use of the following tools of shared governance and participation:

- Board of the Anti-Racist Pact.
- Steering Committee
- Thematic Working Groups

### **Art. 11 – Board of the Anti-Racist Pact**

The Board is the place where the Civil Society Organisations adhering to the present Pact of Collaboration participate and make decisions.

The Board consists of the representatives of the Civil Society Organisations adhering to the Pact and is chaired by the Chairman, normally the Councillor pro tempore of the City of Turin with responsibility for Rights, and by two Vice-Chairmen elected from among the representatives of the Civil Society Organisations for a non-renewable two-year term.

The Chairman represents the Anti-Racist Board before third parties.

The decisions of the Board are adopted with the favourable vote of the majority of Civil Society Organisations present. Each citizen is entitled to one vote, regardless of the number of referents present for the same citizen.

The Board is ordinarily convened by the Chairman at least twice a year, for the approval of the Annual Activity Plan for the following year or the Activity Evaluation Report carried out in the previous year; on an exceptional basis at the request of the Steering Committee as per art. 12 or one or more Thematic Working Groups as per art. 13, the convocations must be made with a notice of at least 15 days, except for urgent and motivated needs.

The tasks of the Board are:

- the acknowledgement of new adhesions to the Pact of Collaboration or exclusions from it decided by the Steering Committee
- the acknowledgement of any withdrawal from the Pact communicated by the Steering Committee
- the definition of the Thematic Working Groups

- the acknowledgement of the composition of the Thematic Working Groups
- the approval of the Annual Activity Plan developed by the Steering Committee
- the sharing of the implementation status of the actions undertaken, on the basis of the periodic monitoring carried out by the Steering Committee
- the approval of the Activity Evaluation Report

#### **Art. 12 – Steering Committee**

The Steering Committee of the Pact consists of:

- the Councillor pro tempore of the City of Turin with delegation to Rights
- the two Vice-chairmen elected as per art. 11
- the coordinators of the Thematic Working Groups as per art. 13
- the Manager, the Executive and the Official in an organisational position pro tempore of the offices of the City of Turin responsible for Rights, without voting rights.

The meetings of the Steering Committee are chaired by the Councillor of the City of Turin with delegation to Rights or by one of the Vice-chairmen. At least one coordinator of each of the Thematic Working Groups must attend the meetings.

The decisions of the Steering Committee are approved by a majority of those present, after hearing the technical representatives of the City.

The Steering Committee is responsible for:

- deciding on new adhesions, withdrawals and exclusions from both the Pact of Collaboration and the Thematic Working Groups, reporting them to the Board at the first available meeting
- drawing up, with the support of the Thematic Working Groups, the Annual Activity Plan to be submitted to the Board for approval
- coordinating the Thematic Working Groups in the realisation of the actions foreseen by the Annual Activity Plan
- periodically monitoring the activities carried out by the Thematic Working Groups during the year and expressing its opinion on their adherence to the set objectives
- coordinating the drafting of the Activity Evaluation Report through the reports received from the Thematic Working Groups and submitting it to the Board for approval

The Steering Committee is ordinarily convened by the Chairman at least twice a year for the approval of the Annual Activity Plan of the following year and the Activity Evaluation Report carried out in the previous year, to be submitted to the Anti-Racist Board for final approval.

The Steering Committee may be convened on an exceptional basis at the request of the coordinators of one or more Thematic Working Groups or one of the Vice-chairmen. Convocations must be sent with at least 10 days' notice.

It is possible to invite professionals and experts, both internal and external to the Pact, whose presence is deemed useful to the Steering Committee meetings. The Steering Committee may request that representatives of the organisations that have submitted an adhesion application or withdrawal from the Pact during the preliminary phase be invited to the meetings.

#### **Art. 13 – Thematic Working Groups**

The Thematic Working Groups are defined by the Anti-Racist Board and operate, also in synergy with each other, to design, plan and implement the actions defined in the Annual Activity Plan, aimed at the implementation of the Lines of Action referred to in Section 1.

Professionals and experts, both internal and external to the Pact, whose presence is deemed useful, can be invited to the Thematic Working Groups.

The Thematic Working Groups may also, upon communication to the Steering Committee, discuss with other boards, organisations, and institutions on specific programs and initiatives, in order to promote the achievement of concrete and shared objectives, reporting them to the Steering Committee.

The Thematic Working Groups appoint two coordinators that are elected by a majority of those present, as members of the Steering Committee as per art. 12. In case of their resignation or unjustified absence for more than three consecutive meetings, the Group itself will proceed to their replacement.

The coordinators are responsible for:

- fostering relationships among the members of the Thematic Working Group
- convening the meetings of the Group and drafting the minutes of the meetings
- preparing the agenda for the meetings of the Thematic Working Group, on the basis of proposals made by the members of the Group itself
- coordinating the realisation of the actions foreseen in the Annual Activity Plan and monitoring their progress, reporting them to the Steering Committee, also with regard to any criticality
- drawing up a final report of the activities carried out each year, highlighting strengths and weaknesses for their evaluation.
- participating in the Steering Committee meetings
- assisting the Steering Committee in the preparation of the Annual Activity Plan and the Evaluation Report of the same
- communicating to the Steering Committee the prolonged absences, even if justified, of a coordinator in order to submit to the Board the possible disqualification from the anti-racist Pact of the organisation that the coordinator represents

The Thematic Working Groups must be convened with at least 10 days' notice, except for urgent and justified needs. Each Working Group may organise itself into subgroups to address specific issues.

#### **Art. 14 – Technical secretariat**

The Pact is supported in its activity by a Technical Secretariat composed of personnel from the offices of the City of Turin competent in the field of rights.

It is the task of the Technical Secretariat to

- maintain relations with the Civil Society Organisations adhering to the Anti-Racist Pact as regards technical and organisational aspects
- send convocations for the meetings of the Anti-Racist Board and the Steering Committee.
- collect proposals and draw up the agenda of the Board and/or Steering Committee meetings
- prepare, with the support of the Thematic Working Groups, all the issues to be submitted to the approval of the Board and/or of the Steering Committee; in particular, collect the adhesion applications and withdrawals from the Pact and/or from the Thematic Working Groups, the collaboration requests received from external organisations and follow the related procedures
- draft the minutes of the Board meetings
- carry out all the procedures related to the secretarial activity that gradually become necessary
- participate in the work of the thematic groups, in order to promote the connection between them

### **SECTION 3: FURTHER PROVISIONS**

#### **Art. 15 – Duration and expiry**

The Pact has a duration of four years from the date it was signed.

At the expiry of the Pact, the Parties may renew it by means of an agreement in writing, subject to verification of its punctual and correct execution.

#### **Art. 16 – NEW ADHESIONS**

All the Civil Society Organisations, as defined in article 2, letter b) of Regulation no. 391 on the Commons, interested in adhering to the Pact of Collaboration for an Anti-Racist Turin, may submit an application to adhere, signed by a representative of the Organisation, at any time of the year, to be sent to/to the Chairman of the Board, stating the following:

- name of the applicant organisation
- headquarters and contact details (address, telephone, e-mail, website if any)
- data of a representative (name, telephone, e-mail, front/back copy of an identity document)
- authorisation to process the data contained in the application, according to current regulations
- acceptance of the contents of the Pact of Collaboration for an Anti-Racist Turin, especially the definitions and values indicated in the introduction
- acceptance of the contents of Regulation no. 391 (in particular article 2 "Definitions" and article 3 "General Principles")
- reasons for the application to adhere
- any previous experience in the field

Adhesion applications are submitted by the Chairman of the Board, with the support of the Technical Secretariat, to a preliminary examination aimed at verifying their correct compilation. Subsequently, they are brought by the Chairman to the first meeting of the Steering Committee to decide whether to approve or reject them.

In case of approval, the applicant is contacted by the Chairman of the Board to sign the Pact and start the collaboration. Any rejection is communicated to the applicant with a note from the Chairman of the Board containing the reasons.

In its first possible meeting, the Board takes note of what has been decided by the Steering Committee. In the meantime, if admission has been decided, the applicant may participate in the work of the Pact without any voting rights.

#### **Art. 17 – Early withdrawal of the Parties**

The City may withdraw from the Pact for justified reasons of public interest.

Civil Society Organisations may withdraw from the Pact for just cause, providing adequate reasons.

The right of withdrawal referred to in the previous paragraphs shall be exercised by written communication to the Chairman of the Board and published on the City's website. The withdrawal shall be effective upon receipt of the notice.

#### **Art. 18 – Attempt at conciliation**

Should disputes arise between the Parties or between them and any third parties regarding the execution, termination or renewal of the Pact, an attempt at conciliation will be made by the Permanent Council for Urban Commons of the City of Turin (to be concluded within 45 working days).

#### **Art. 19 – Liability, safety and insurance coverage**

In implementing the actions defined by the Pact in the Annual Activity Plan, the City does not assume the role of employer and/or principal of the Civil Society Organisations. The latter operate without any relationship of dependence on the City.

The Parties are responsible for compliance with the provisions on prevention, protection, safety, health and hygiene at work, each in relation to the actions of the Pact. The Civil Society Organisations undertake, in any case, to comply with current labour regulations and to guarantee insurance coverage for their members and/or persons involved in the implementation of the Pact's actions.

The Parties are liable, pursuant to the civil and criminal laws in force, for the actions carried out within the scope of this Pact and are liable for any damages caused, due to negligence or wilful misconduct, to persons or property in the exercise of their activities, including for third parties participating in the activities pursuant to article 2049 of the Italian Civil Code, while relieving the City at the same time.

**Art. 20 – Interpretive provision**

Consistent with the principles and objectives of Regulation no. 391, the clauses of this Pact shall be interpreted in the most favourable manner for the Civil Society Organisations and the City to be able to implement the agreed upon actions.

**Art. 21 – Contractual expenses and registration tax in case of use**

Contractual, related, ancillary and consequential expenses are the responsibility of the Civil Society Organisations. This document has no patrimonial nature and therefore, registration tax is applied for tax reasons, in case of use pursuant to article 4 of the Tariff, part two of Presidential Decree no. 131 of 26 April 1986.

**Art. 22 – Publicity**

This Pact with the relative documentation is published on the official website of the City in order to favour the diffusion of good practices and the widespread evaluation of the results obtained, as well as to acquire proposals and observations from all possible interested parties, according to the provisions and for the purposes of article 10, paragraph 4, of Regulation no. 391.

**Art. 23 – Processing personal data**

Pursuant to EU Regulation 2016-679 (GDPR - General Data Protection Regulation), personal data relating to Civil Society Organisations and contained within this Pact will be processed and published in compliance with the provisions of the Regulation, excluding any further processing purpose. The Data Processor is the City of Turin, which may also operate through its own formally appointed employees to process the data.

*Done, read and signed for acceptance*

For the City

For the Civil Society Organisations