

1st challenge: guarantee fundamental rights:

- Cover people's basic needs, as they are essential for them to succeed. H
- All people living in Errenteria should have the same rights, responsibilities and opportunities, regardless of their origin and identity. A, O
- Bring the assertion and defence of pensioners' rights to different groups. O
- Protect the third sector against serious exclusion and poverty situations through prevention and other work. O
- Society should offer help to older people who need support. O
- Help people from different backgrounds with their daily needs (schoolwork, leisure, employment etc.). E
- The public authorities should implement the necessary measures to ensure social inclusion and employment for people facing exclusion. O
- Raise the profile of different abilities and overcome obstacles in the building design at the facilities. K

2nd challenge: undertake an analysis/diagnosis to understand the situations around us and respond to them: Carry out a complete diagnosis that enables us to understand educational situations and others, to become aware of the expectations, intentions, lifestyles, obstacles and problems that the citizens of Errenteria experience and to implement measures and resources to respond to all that. O, K, H.

- Implement special measures and offer subsidies to sports centre and school sports activities to counteract socio-economic obstacles or problems. K
- Overcome cultural and gender-related problems: understand cultural barriers and take them into account in sports activities. K

- Expand the parameters of what is offered: take into account other cultures, diversify the proposals, create mixed school sports teams with the approval of all the schools etc. K
- Promote the culture of sport, adapting it to different cultures. K
- Understand the inhabitants' situations in order to get closer to them. K
- The School Council should design an action plan on the basis of the conclusions of the diagnosis. The schools should progress together, cohesively, respecting the diversity between them. Share and balance the number of immigrant pupils between the municipality's schools. Introduce other sports (from other countries) into school sports and create mixed teams on a municipal level with the approval of all the schools. H

3rd challenge: create a complete and unified welcome plan that offers the necessary information and guidance.

- Align the city council's and schools' welcome plans. H
- Analyse the possibilities of launching the Physical Activity Guidance Service (JFOZ) to promote sports. K
- Present the offer of sports in the welcome process and use this instrument. K
- Offer the necessary resources (information). Request a commitment to change (learn the language to have more opportunities etc.). H

4th challenge: open the perspective and attitude of the public:

- Ensure that this opening is two-way. B
- Break down barriers, fears, prejudices, stereotypes, labels and rumours (through training and awareness-raising). A, H, B, O
- Be aware of the diversity of identities and see the people as persons, rather than just taking them as members of a group and categorising them. A, O
- Consider multiple perspectives (diversity, equality etc.). B

- Identify situations of risk and hate with various municipal bodies and review the limits. HG
- Work with the media. A

5th challenge: guarantee diversity in groups and activities in Errenteria, taking a cross-cutting approach to working with diversity and having sufficient resources: Attract inhabitants from different backgrounds to the initiatives and associations, and encourage the rest to participate in associations from other backgrounds and the activities they run. Guarantee a two-way flow. A, E, O, HG

- Work on intersectionality within the city council and offer partners tools for them to do the same. HG
- When working, bring together associations on the basis of their interests/functions, and not so much on the basis of their area, group, origin or community. A, HG
- Ensure that girls and boys mix in schools, and avoid segregation and ghettoization. H
- Implement the diversity perspective into municipal programming: include everyone in understanding and sharing the arts, literature and music. O

6th challenge: raise the profile of the value of diversity.

- Maintain the positive image of diversity in our discourse. HG
- It is the responsibility of the majority to include the minority, without absorbing them, taking their own identities and idiosyncrasies into account. H
- Create a citizens' network, to promote mutual respect, to unite us through the things we share and to assert everyone's needs: create an alternative online means of communication, spread positive news on the street, do positive publicity. O

7th challenge: create meeting points and shared spaces, to build relations, get to know one another and boost collaboration and harmony. H, E, B, O

- Offer spaces where each person can develop their culture. E
- Each person should be able to show and share their culture with others. E
- Work with informal education and with families (through parents' associations, leisure activities etc.). H
- Create more horizontal relations between people. O

Notes:

A: Cultural diversity

K: Sports

B: Equality

O: Fundamental rights and participation. Open session.

E: Basque language, culture and festivals

H: Education and youth

HG: Citizenship space (City Council)