

DIVERSITY, EQUITY AND INCLUSION STRATEGY



DEI

CONTENTS

DIVERSITY, EQUITY AND INCLUSION STRATEGY

3

Introduction

4 - 10

**Regulatory context of equality
and diversity policies**

11 - 12

**Commitment
and track record**

13

**Methodology
and objectives**

14

**Outcomes of the
diagnosis**

15

**Actions to be
implemented**

INTRODUCTION

Diversity, equity and inclusion are three closely interrelated values that Bilbao Convention Bureau actively defends.

Diversity in terms of race, ethnicity, gender, beliefs, sexual orientation and neurodiversity helps us to become stronger as an organisation. With diversity we gain talent, improve the quality of decision-making, and increase employee motivation and satisfaction.

Companies that are diverse, equitable and inclusive are better able to respond to challenges. In this way, workforce requirements will be better supported by the Diversity, Equity and Inclusion (DEI) Strategy.





REGULATORY CONTEXT OF EQUALITY AND DIVERSITY POLICIES

BiCB is currently committed to implementing its line of work in a way that ensures the equality of women and men, diversity, and equity, according to public policies on equality, municipal government priorities in this area, and the principles and aims of the Bilbao City Council Ordinance for the equality of women and men. Furthermore, this line of work shall be coherent with the Bilbao City Council actions on quality matters in the period 2020-2023, aligned with the 5th Municipal Plan for the Equality of Women and Men, and aligned with the Bilbao Intercultural Municipal Plan for Citizenship and Diversity.



REGULATORY FRAMEWORK (I): INTERNATIONAL LEVEL

- CEDAW (Convention on the Elimination of All Forms of Discrimination against Women).
- World Conferences on Women.



REGULATORY FRAMEWORK(II): EUROPEAN LEVEL

- Treaty on European Union.
- Charter of Fundamental Rights of the European Union.
- European Charter for Equality of Women and Men in Local Life, 2006.
- Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention 2014).



REGULATORY FRAMEWORK(III): NATIONAL LEVEL

- Spanish Constitution of 1978 - Art. 1.1; Art. 9.2; Art. 10.1; Art. 14; Art. 18.1; Art. 35.1 and Art.53.2
- Organic Law 3/2007 of 22 March for the Effective Equality of Women and Men.
- Organic Law 1/2004 of 28 December on Integrated Protection Measures against Gender Violence.
- Royal Decree-Law 6/2019 of 1 March on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.
- Organic Law 4/2000 of 11 January on the rights and freedoms of foreign nationals in Spain and their social integration.



REGULATORY FRAMEWORK(IV): REGIONAL LEVEL

- Organic Law 3/1979 of 18 December on the Statute of Autonomy for the Basque Country.
- Law 4/2005 of 18 February 2005 on Equality between Women and Men.
- Basque Social Pact for Migration.



REGULATORY FRAMEWORK(V): LOCAL LEVEL

- Local regulation 4/2018 of 20 June for the Equality of Women and Men.
- Bilbao City Council Ordinance for the equality of women and men.
- Bilbao Charter of Values.

5 IGUALDAD DE GÉNERO



10 REDUCCIÓN DE LAS DESIGUALDADES



In addition to the above-mentioned regulations, the Plan is also framed by:

- The development and fulfilment of the forecasts and commitments set out in the European Commission's Strategy for Gender Equality for the period 2020-2025.

- As established in Law 4/2005 of 18 February on Equality between Women and Men, the Plan is in line with the lines and guidelines established in the Basque Government's overall plan, specifically those from the 7th Plan for the Equality of Women and Men in the Basque Autonomous Community.

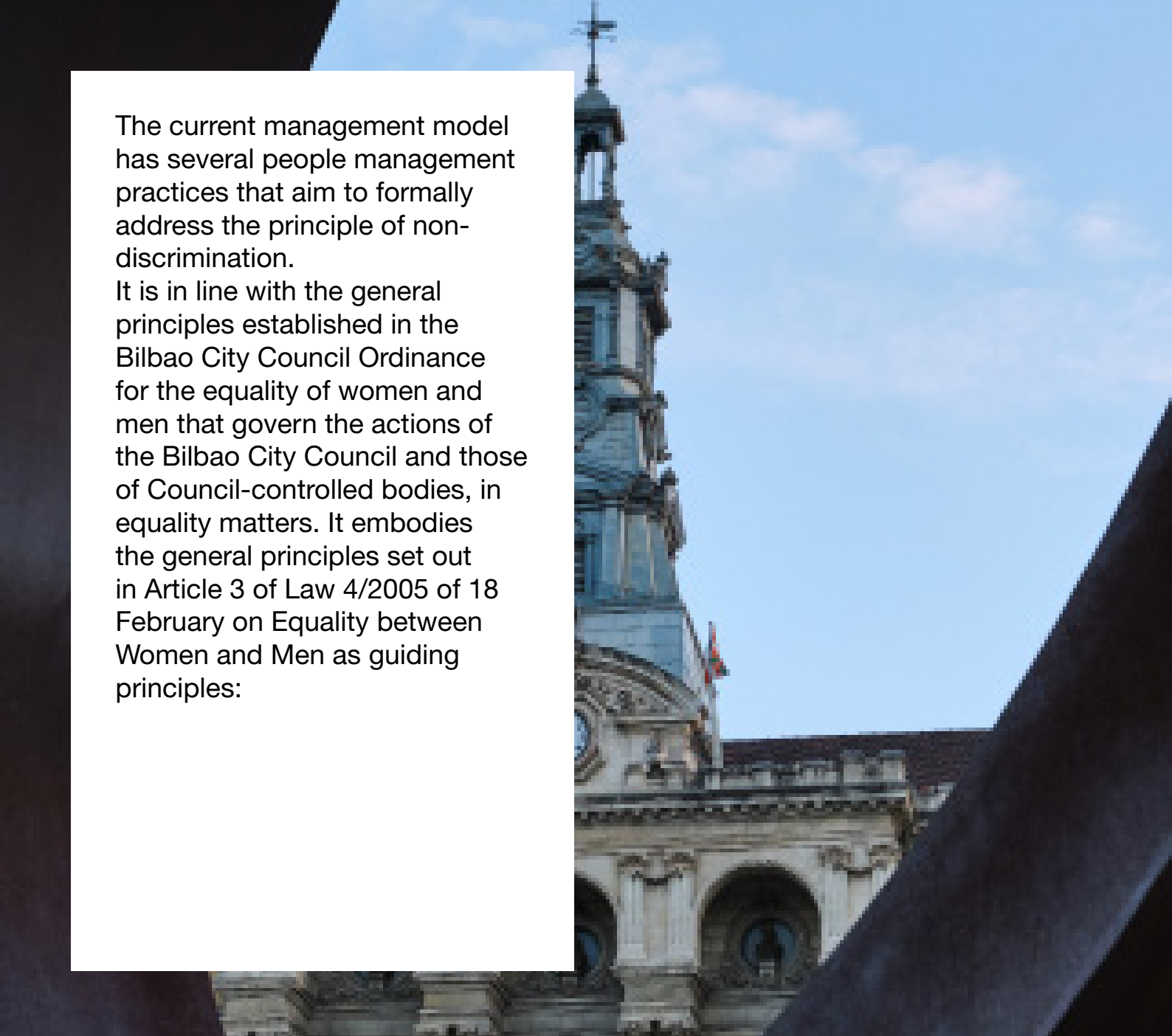
- Furthermore, the strategy is aligned with the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda, a specific goal being to "Achieve gender equality and empower all women and girls" (SDG 5).

COMMITMENT AND TRACK RECORD ON EQUALITY

As Bilbao Convention Bureau is a Delegation of the Bilbao City Council, it should be noted that the implementation of equality policies for women and men reached a turning point when the Women's Service was created in 1988. Since then, 5 municipal plans for equality have been approved over a period of time spanning two decades (1997-2023), which have become necessary instruments that notably define the lines of intervention and priorities of municipal policies in the field of equality.

Over the last few decades, Bilbao Convention Bureau has been developing a management model that seeks to continuously improve internal processes and to provide a comprehensive response to management aspects and the outcomes of the model.





The current management model has several people management practices that aim to formally address the principle of non-discrimination.

It is in line with the general principles established in the Bilbao City Council Ordinance for the equality of women and men that govern the actions of the Bilbao City Council and those of Council-controlled bodies, in equality matters. It embodies the general principles set out in Article 3 of Law 4/2005 of 18 February on Equality between Women and Men as guiding principles:

- Equal treatment and equal opportunities.
- Respect for diversity and difference.
- Gender mainstreaming.
- Positive action.
- The elimination of gender roles and stereotypes.
- Balanced representation.
- Coordination and collaboration.

METHODOLOGY AND OBJECTIVES

The process to draw up the strategy started with an analysis of the strategic and regulatory framework. Next, a documentary analysis was conducted of the 5th Municipal Plan for Equality between Women and Men and the Bilbao City Council's Bilbao Intercultural Municipal Plan for Citizenship and Diversity, with the aim of adapting the structure of the strategy to these two plans.

After this, a diagnostic analysis was performed of the Bilbao Convention Bureau's current situation in terms of equality, real inclusion of women and men, and diversity in the workplace. In addition, areas for improvement have been identified in the process.

Finally, objectives and actions have been determined to achieve gender mainstreaming and inclusion in the various strategies and services, making up what the Bilbao Convention Bureau's Strategy for Equality and Diversity will be.

The work carried out was based on the methodology proposed by

Emakunde - the Basque Institute for Women and the Bilbao Charter of Values.

Finally, the Equality and Diversity Strategy was drawn up.

Its main purposes are:

- To understand the Bilbao Convention Bureau's current situation in the field of equality and diversity and to start working on tools to improve how it is managed.
- To promote the application of gender mainstreaming within the scope of action and within the framework of the Bilbao Convention Bureau's competences.
- To develop and implement positive impact actions.
- To develop the planning required to implement Equality, as well as its monitoring and evaluation.
- To act at all times and in all places in accordance with these Principles.

OUTCOMES OF THE DIAGNOSIS

- The current management team consists of one man and three women, as well as two temporary staff members who are currently women.
 - No situations of direct or indirect discrimination are identified in the organisation or in its functioning in terms of equality and diversity.
 - There is a balanced composition at management and middle management level, with no vertical segregation identified at present.
 - The work-life balance policy is positively assessed, which is based on the policy developed by the Provincial Government of Bizkaia in this area.
 - There is a balanced composition of the workforce.
 - There is no discrimination on the basis of gender or race when it comes to new recruitment.
- Actions are required that impact on the services provided by the Bilbao Convention Bureau. Measures must be identified that involve gender and diversity mainstreaming.
 - Assuming the driving role to be adopted by public entities, there is a need for actions that impact on society and require a commitment by the entity and its staff to the equality of women and men, and diversity of any kind. Consequently, Bilbao Convention Bureau undertakes to actively participate in campaigns to raise awareness and collaborate with networks and initiatives. It also commits to formalise programmes and campaigns that involve bringing equality and diversity into the field of business tourism and event management.

ACTIONS TO BE IMPLEMENTED

- Adapt the use of non-sexist language.
- Ensure a balanced presence of women and men in decision-making and staff representation bodies and areas of participation where possible and when more than one person is involved.
- Define non-discrimination criteria that avoid bias in people management processes, as well as tools for preventing and addressing situations of discrimination based on sexual orientation, gender identity and race.
- Incorporate actions to promote diversity in the events organised and/or coordinated by Bilbao Convention Bureau.
- Communicate the Strategy to event organisers.
- Incorporate LGTBIQ+ diversity in the Bilbao Convention Bureau's management and the services they offer





Este documento cuenta con la colaboración y conocimiento de todo el equipo de Bilbao Convention Bureau y la aprobación y firma de su director

Kepa Olabarrieta