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AT THE CROSSROAD OF INEQUALITIES / DISCRIMINATION

Recommendations

for policy /decision makers and advocacy and association/foundations from

Slovenia, Italia and Romania

Addressing intersectional discrimination

(support document)

FORUM FOR EQUITABLE DEVELOPMENT

ZAVOD GLOBAL

NO 25 ANNI INSIEME

asociația pro democrația

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I. Introduction

The project **"At the crossroad of inequality/discrimination"** is a collaborative project between 3 non-governmental organizations from Italy, Romania and Slovenia, which aimed to address the lack of perception and recognition of stereotypes and norms in the field of gender, race and ethnic equality among young people, and the intersection of these that only deepen discrimination. Not knowing the underlying reasons for discrimination also means not recognizing it in general, both of which are the first and necessary step for action to be taken more widely in society and to include people with experience of intersectional discrimination. We recognize both the issue of multiple discrimination and intersectional discrimination, which includes gender, race, color and ethnicity. Youth workers occasionally address discrimination issues, often separately, not together. Due to the mission and values highlighted, the work of youth workers/people working with young people is essential in supporting young people to become aware of the forces that influence their lives, as well as support for their equality and access to a decent life, which also includes discrimination and the fight against intersectional discrimination.

That is why this project aims:

- to increase the quality of youth work by addressing intersectional discrimination and developing a sensitive, open and critical attitude towards gender, racism, ethnicity and intersectionality issues of these categories;
- to strengthen the knowledge and skills of youth workers/experts working with young people in the field of critical learning on the above-mentioned topics;
- to support youth/youth working organizations in mainstreaming gender, race and ethnicity and the intersection of these issues in their daily activities;
- increase stakeholder involvement in the dialog.

In other words, the project aims to bring the importance of addressing intersectionality and multiple discrimination from the perspective of youth workers/people working with young people into the public space. To this end, the partners set out on the road and brought together youth workers/people working with young people to strengthen the intersectionality approach through a series of activities such as: Conducting research to identify the current status and perceptions of intersectional discrimination, with a focus on gender, race and ethnicity , among youth workers and young people in Italy, Romania and Slovenia; developing and publishing an online training module on intersectional discrimination; organization of an online and offline training to train interest workers/people working with young people on intersectional discrimination and how to address it; development of a document with recommendations for policy makers and advocacy in addressing intersectional discrimination; raising awareness on intersectional discrimination through communication and dissemination of results.

This document includes information about what intersectional discrimination is and what are its consequences for young people, but also in general, what are the European practices in addressing intersectional discrimination, good and bad practices in partner countries, who are the policy makers who could be involved in preventing and combating intersectional discrimination at local, national and European level, and at the end we want to propose a series of recommendations to policy makers about what we need and what can be done, concretely, to prevent and combat intersectional discrimination.

II. What is intersectional discrimination

Intersectionality as a concept was invented by Kimberlé Crenshaw, an American-born lawyer and professor. In 1989, she analyzed how women of African descent in the US are uniquely affected by overlapping racial and gender discrimination, which cannot be understood if we consider racism or sexism alone.

Thus**, intersectional discrimination** refers to situations where an individual or group faces several forms of discrimination at the same time. It refers to the simultaneous or intersecting effect of different discriminations. These personal circumstances, identities and social categories do not add up, but rather intersect, creating a 'new reality'. This is not a mere sum of individual personal characteristics/circumstances or individual discriminations, but a specific situation created by the simultaneous interaction of personal characteristics/circumstances and their associated discriminations.

Intersectional discrimination recognizes that traditional anti-discrimination approaches that address only one type of discrimination (e.g. racism alone or sexism alone) are often inadequate to address the complexities experienced by people with multiple, overlapping identities.

This means that, for example, ethnicity or race or gender should not be addressed in isolation if we want to understand the inequality experienced by either a woman of color or a girl who is the child of migrant parents.

The concept of intersectionality explores how different forms of social discrimination and identity intersect, and how these intersections affect individuals and groups in unique and complex ways.

Intersectionality theory has since gained wide recognition. It seeks to understand and address social injustice in a more comprehensive way. It emphasizes that traditional anti-discrimination approaches often neglect how different forms of oppression intersect to create unique forms of discrimination[1] .

Unlike multiple discrimination, intersectionality takes into account all intersecting grounds without prioritizing one over the other. It considers the different aspects of people's experiences and identities using a bottom-up approach. Applying an intersectional approach to analysis and policy requires rethinking how we understand identity, equality and power imbalances. Intersectionality analyzes how different social categories such as gender, class, race, sexuality, disability, religion and other identity axes are interwoven at multiple and simultaneous levels, leading to systemic injustice and social inequality[2] .

When we talk about intersectionality most often the grounds of discrimination are related to race, ethnicity and gender. The European Court of Human Rights, through Article 14 (prohibition of discrimination) classifies the *grounds of discrimination* in 10 categories/points[3] , which we should take into account, namely:

1. Gender discrimination
2. Discrimination on grounds of race and color
3. Discrimination based on language
4. Discrimination based on religion
5. Discrimination based on political or other opinions
6. Discrimination based on national or social origin
7. Belonging to a (national) minority

[1] Online training on intersectional discrimination, project "At the intersection of inequality/discrimination".

[2] Exploring Discrimination Experiences: A Dialogue Between Young Individuals and Youth Workers, research project "At the Intersection of Inequality / Discrimination".

[3] https://ks.echr.coe.int/documents/d/echr-ks/guide_art_14_art_1_protocol_12_eng

8. Wealth discrimination
9. Discrimination based on birth
10. Discrimination based on "other status", these being:
    - Age
    - Gender identity
    - Sexual orientation
    - Health and disability
    - Parenthood and marital status
    - Immigration status
    - Employment situation
    - Other examples of "other situation"
    - Examples of situations not covered by 'other situation'

III. The consequences of intersectional discrimination

Discrimination in any form can have a significant negative impact among young people as victims in terms of their social and economic status, well-being and health. Experiences with acts of discrimination including intersectionality associated at the individual level show that the consequences of the effects lead in most cases to **symptoms of stress and depression**. Intersectionality does not only have a threatening effect on the victims, but also on society as a whole, leading to economic dysfunction and undermining social cohesion. Individuals (especially young people) who have the humiliating experience of discrimination are affected in a myriad of ways and often do not want to address these issues in public. Even though for some people discrimination has become an everyday distressing experience, they are unwilling to take action, such as lodging complaints with the relevant state bodies.

Although discriminated against people do not know or are unwilling to take legal action does not mean that their experience will not affect their behavior. A typical reactive behavior to different forms of discrimination is the adoption of an avoidance attitude whereby a person knowingly or unknowingly tries to avoid situations where there might be a risk of being discriminated against.

The effects of intersectional discrimination in dependence on the related can be:

The level of individual

- Lack of motivation
- Lack/declining self-confidence
- Low job satisfaction
- Feelings of guilt
- Low performance
- Non-involvement
- Non-integration in groups
- Become vulnerable

At group level

- Encouraging and perpetuating stereotypes
- The emergence or maintenance of conflict situations
- Unproductive competition
- Poor communication
- Manifestation of individualism

- Lack of interaction between one or more group members
- No group development

Community level

- Non-integration of discriminated people into the labor market
- High costs to sustain social, health and social support services
- High costs with projects promoting diversity and inclusion
- Maintaining discriminatory attitudes and stigmatization

All these aspects taken cumulatively and multiplicatively lead to the phenomenon of segregation in society of the discriminated individual/individuals. Referring to the youth field, the consequences of intersectional discrimination for young people lead to:

- social isolation and marginalization of young people;
- psychological problems (depression, anxiety, low self-esteem, low self-confidence or self-image);
- lower educational outcomes;
- behavior problems;
- increased levels of stress and negative emotions;
- limited access to employment;
- poorer prospects of improving their economic situation;
- lower chances of promotion;
- increasing inequality;
- poor health and access to health services;
- distrust in social systems.

Thus, young people become victims of discrimination, become vulnerable, are exposed to structural inequalities in society, poverty, social exclusion and marginalization, practically become invisible in society and are excluded or less involved in the development of public policies that affect them[4] .

IV. Addressing intersectional discrimination at EU level

The European Union remains firm in its commitment to promote and protect human rights, democracy and the rule of law worldwide. Underpinning the EU's engagements with other nations and regions is a firm commitment to human rights. The EU Fundamental Rights Agency (FRA) plays a crucial role, providing impartial and evidence-based guidance to both EU and national authorities. Through this role, it enriches fundamental rights discussions, policies and legislation, ensuring their quality and focus. The FRA advises on a wide range of fundamental rights issues, including discrimination, access to justice, combating racism and xenophobia, data protection, victims' rights and children's rights (6).

The principle of non-discrimination of workers on grounds of nationality and sex was introduced in the Treaties of Rome in 1957 to promote free movement, equal pay and other conditions. The Defrenne judgment, handed down by the Court of Justice of the European Union (CJEU) in 1976, affirmed equal pay as a fundamental principle of the EU, accessible to European citizens even in Member States without specific legislation.

[4] https://www.coe.int/en/web/gender-matters/intersectionality-and-multiple-discrimination / https://www.crj.ro/wp-content/uploads/2021/01/Brosura-INTERSECT-Miniabecedar.pdf

While initial progress in anti-discrimination was linked to the needs of economic integration, there has been significant progress in political integration, marked by the transformation of the European Economic Community (EEC) into the European Union in 1992. The Amsterdam Treaty of 1997 gave the EU new powers to combat discrimination (Article 13), leading to a rapid expansion of legislation in the following years (7).

In addition, non-discrimination was enshrined as a fundamental right in the Treaty of Nice in 2000, with the adoption of the Charter of Fundamental Rights, which includes a section on equality. With the entry into force of the Lisbon Treaty in December 2009, the Charter became legally binding in the EU and carries the same weight as the Treaties of the Union. In addition, with the Amsterdam Treaty of 1999, the EU acquired new powers to address discrimination based on racial or ethnic origin, religion or belief, disability, age or sexual orientation, exemplified by the unanimous adoption of Directive 2000/43/EC (Racial Equality Directive) and Directive 2000/78/EC (Employment Equality Directive) by the Member States (8).

As regards gender equality, the EU Strategy fulfills the von der Leyen Commission's promise to achieve a Union of equality. This strategy sets out the objectives and policy initiatives designed to lead to substantial progress towards gender equality in Europe by 2025. The overall objective is to establish a Union where people of all genders, ages and backgrounds are free to pursue their aspirations, enjoy equal opportunities to succeed, be actively involved in and lead our European society (9)[5] .

However, the European Union pays moderate attention to intersectional discrimination in general and among young people in particular, and research suggests that the problem is tending to deepen. Inequalities within the EU have grown in recent years, the Covid-19 pandemic has deepened them on the one hand and exposed them on the other, and the future of an increasingly marginalized part of the population will be increasingly uncertain.

So how can we address intersectionality in EU practice and legislation?

The Charter of Fundamental Rights of the European Union stipulates in Article 21 para. (1) prohibits discrimination based on any ground such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation[6] .

and,

The European Convention on Human Rights, in Article 14 *Prohibition of Discrimination*, specifies that the enjoyment of the rights and freedoms recognized by this Convention shall be secured without discrimination on any ground such as sex, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status[7] .

But more often than not, international and European legal and policy frameworks have traditionally been based on approaching discrimination from a single angle/aspect. Current interpretations of anti-discrimination law in Europe do not have ***explicit standards for cases involving intersectional patterns of discrimination***. Similarly, the international human rights instruments and enforcement mechanisms on which European bodies rely conceptualize discrimination on a single discrete ground that might involve race, gender, sexuality or religion. This limited and fragmented arsenal of approaches reflects the way in which European legal bodies are currently under-equipped to deal with cases of intersectional discrimination. The fact that intersectional discrimination tends to be poorly understood

[5] Exploring Discrimination Experiences: A Dialogue Between Young Individuals and Youth Workers, research project "At the crossroads of inequality/discrimination".

[6] https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2010:083:0389:0403:ro:PDF

[7] https://www.echr.coe.int/documents/d/echr/convention_ron

has a negative impact on the legal discourse on intersectionality. For example, the terms multiple discrimination and intersectional discrimination are often also used incorrectly. Although they are related concepts, multiple discrimination and intersectionality are not identical. [8]

Discrimination becomes invisible without an intersectional approach. An example is DeGraffenreid v General Motors[9] , the case that formed the basis of Kimberlé Crenshaw's invention of the term **intersectionality**. Most often cases of intersectional discrimination lack concrete evidence, and the lack of such evidence and especially the lack of understanding of intersectionality lead to the impossibility of resolving cases of intersectional discrimination by the judiciary. Unlike multiple discrimination, intersectional discrimination is not explicitly covered by laws or policies and is often overlooked.

This is why, at European level, work is being done to ensure that the legal and policy framework clearly includes the concept of intersectionality, as mentioned in the EU Action Plan against Racism: "In addition to religion or belief, racism can also be combined with discrimination and hatred on other grounds, including gender, sexual orientation, age and disability or against migrants. This needs to be addressed through an intersectional approach", as well as other EU equality strategies. In addition, the European Parliament has adopted a resolution urging the Commission and Member States to develop policies that take intersectionality of discrimination into account[10] .

At European level, the legal and policy framework is progressing towards a clear inclusion of the concept of intersectionality, as stated in the EU Action Plan against Racism: "In addition to religion or belief, racism can also be combined with discrimination and hatred on other grounds, including gender, sexual orientation, age and disability or against migrants. This needs to be addressed through an intersectional approach", as well as other EU equality strategies. In addition, mainstreaming and the promotion of intersectionality are also present in the European Parliament, which, for example, has adopted a resolution urging the Commission and Member States to develop policies that take intersectionality of discrimination into account.

Intersectional discrimination is also increasingly being addressed at international level. The UN Committee on the Elimination of Discrimination against Women has stated that greater attention should be paid to *"intersectional forms of discrimination and their combined negative impact on the women concerned"*. In addition, Article 26 of the International Covenant on Civil and Political Rights 1966 (ICCPR) and Article 2 of the International Covenant on Economic, Social and Cultural Rights 1966 (ICESR) use open-ended definitions of discrimination which state that *"the law prohibits any discrimination and guarantees to all persons equal and effective protection against discrimination on any ground ... or other status"*[11] . So, this generalized language easily and easily makes room for the notion of intersectional discrimination.

V. Overview of intersectional discrimination in partner countries

As an integral part of the project "At the crossroads of inequalities / discrimination", the project partners developed a study which aimed to identify the current status and perception of intersectional discrimination, with a focus on gender, race and ethnicity, among youth workers and young people in Italy, Romania and Slovenia. In order to understand this reality, a methodology with an interactive approach was used, where the aim was not only to collect data, but also to stimulate critical dialog and

[8] https://www.enar-eu.org/wp-content/uploads/intersectionality-report-final-2.pdf

[9] https://law.justia.com/cases/federal/district-courts/FSupp/413/142/1660699/

[10] https://equineteurope.org/intersectionality-just-another-tool-to-fight-discrimination

[11] https://www.enar-eu.org/wp-content/uploads/intersectionality-report-final-2.pdf

reflection among young people and youth workers. The guided dialogues on discrimination were carried out with a multifaceted approach, with the aim to cover a variety of social, cultural, educational, environmental and/or political situations. The work was carried out collaboratively, involving both paid and voluntary youth workers, operating within non-formal and informal learning frameworks revolving around the voluntary involvement of young people.

In addition, in order to better understand the current situation in the field of intersectional discrimination and which is also reflected in youth work in the partner countries, desk research was carried out to review national legislation, policies, existing studies and potential good practices. In the following we will briefly present how intersectional discrimination is addressed in countries such as Italy, Romania and Slovenia.

5.1 Italy

Italy is formally equipped of normative acts that regulate the principle of non-discrimination and guarantee the inviolable rights of the person, both as an individual and in the social groups in which the human personality is expressed. However, this equality remains largely on paper, lacking substantial implementation in practice.

Article 3 of the Italian Constitution recognizes the principle of equality of all citizens, regardless of sex, race, language, religion, political opinion, personal and social conditions. The Workers' Statute was also adopted by Law No. 300 of May 20, 1970 prohibiting discrimination in employment based on various grounds, including sex, political opinion, trade union activity, religion, race, language, disability, age, sexual orientation, personal beliefs and recently, nationality (added by Law No. 238 of December 23, 2021). On January 1, 2022, the Equal Pay Act introduced the Gender Equality Certificate, which aims to reduce gender differences in career progression. According to Legislative Decrees No. 215 and No. 216 of 2003, sexual and gender harassment are also included under forms of discrimination. In addition to national legislation, Italy has adopted a number of directives (Legislative Decree No. 215 of July 9, 2003; Legislative Decree No. 216 of July 9, 2003; Legislative Decree No. 198 of April 11, 2006) in line with the European regulatory framework.

However, they have been developed over time unevenly and unfortunately, discrimination and violent crimes based on factors such as race, skin color, gender, sexual orientation and religion persist as painfully widespread events in Italy. This is also due to the fact that Italy faces complex immigration dynamics and is a major gateway for migrants and refugees crossing the Mediterranean Sea. A 2017 SWG Italia survey on racial discrimination revealed deep-rooted intolerance towards immigrants, with 55% of participants believing that some forms of racism could be justified. Another poll conducted in 2022 by Demos & Pi, found that 40% of Italians are concerned about immigrants.

Another sensitive issue facing Italy is LGBTQ+ rights. Italy is a country with no effective legal protection in terms of LGBTQ+ rights, and it remains a country with homophobic issues. According to Rainbow Europe, despite legislation that appears to prohibit discrimination in employment based on sexual orientation, there are still cases of discrimination against LGBTQ+ people in various sectors, including health, family work and education. The report also highlights a worrying trend of an increase in hate speech targeting trans people in particular. The ongoing discussions and dialogues surrounding the tensions surrounding LGBTQ+ rights in Italy underline the need for continued advocacy and transformation of society at large.

Another problem facing Italy is the rise of populist and anti-system movements, especially with the emergence of parties such as Lega Nord and Fratelli d'Italia, which advocate policies aimed at alleviating economic inequality while expressing concerns about immigration and promoting euroscepticism. Furthermore, these movements recognize only the "traditional family," leading to

resistance against acknowledging - and recognize - the rights of those who do not fit into this outdated category.

In conclusion, in Italy, a painful reality persists where millions of people face discrimination on various grounds, including sexual orientation, race, religion, as well as physical and social conditions. Discrimination manifests itself in multiple ways, encompassing verbal abuse, ill-treatment, unfair denial of access to fundamental services, social ostracization and, regrettably, esposodes of direct violence.

It is clear that this stark reality underlines the urgent need for a more effective implementation of anti-discrimination measures and an analysis of societal attitudes in order to promote a more inclusive and equitable environment in Italy.

5.2 Romania

According to Article 16 of the Romanian Constitution, citizens are equal before the law and public authorities, without privileges and without discrimination, and Article 30 of the Fundamental Law prohibits incitement to discrimination. The criteria established by Romanian law according to Article 2 of Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination are: race, nationality, ethnicity, language, religion, social category, beliefs, sex, sexual orientation, age, disability, non-contagious chronic disease, HIV infection, belonging to a disadvantaged category, as well as any other criterion that has the purpose or effect of restricting or eliminating the recognition, use or exercise, under equal conditions, of human rights and fundamental freedoms or rights recognized by law, in the political, economic, social and cultural fields or in any other field of public life.

In Romania, the issue of discrimination is directly addressed by the National Council for Combating Discrimination (NCCD), which is responsible for preventing discrimination, mediating acts of discrimination, sanctioning discriminatory acts and promoting and supporting workers from the European Union who exercise their rights in Romania.

The most widespread forms of discrimination faced in Romania are related to: gender equality, gender discrimination, sexual harassment, human trafficking and domestic violence.

According to the UNODC's Global Report on Trafficking in Persons, discrimination against women and Roma, human trafficking and lack of sex education are among the issues Romania faces most often. In the first three months of 2023, 13,307 criminal acts of domestic violence were recorded by the Romanian Police, almost 1,000 more cases than in 2022.

However, Romania performs poorly in collecting data on violence against women. Romania does not have an integrated data collection system on domestic violence and other forms of violence against women" (Baseline Evaluation Report Romania 2022, p. 23). Apart from domestic violence, police reports do not cover other types of discriminatory assaults. Furthermore, the state has conducted very few surveys on perceptions and experiences of violence. Due to lack of data, Romania is not included in the European Gender Equality Index. This is in itself an indicator that public policies in the field of gender equality and violence against women are insufficiently developed and implemented: any public policy manual says that the diagnostic phase is essential for the development of relevant and consistent strategies and plans[12] .

According to a report by the European Agency for Fundamental Rights, Roma are the most discriminated ethnic group in Romania, continuing to face extreme poverty, social exclusion and discrimination related to their rights to education, health, housing and work. The majority of Roma live

[12] GENDER VIOLENCE BAROMETER 2022 *Violence against women in Romania: representations, perceptions, Filia Center*

in overcrowded conditions, attend segregated schools, drop out of school at an early age and suffer discrimination in the workplace.

On the other hand, the national media, as an opinion-former, under-reports multiple discrimination cases. In general, journalists do not use the concept of multiple discrimination although it exists in Romanian legislation. In terms of access to public services (education, health services, relations with the authorities), the most vulnerable groups to discrimination are Roma women, elderly women, pregnant women and poor women. Of these areas, the most strongly perceived discrimination at a collective level is discrimination occurring in hospitals and the health system.

Considering the above, Romania, through its competent public authorities, together with civil society and other key actors, must develop and implement policies and programs to achieve and guarantee equal opportunities between women and men and eliminate all forms of discrimination on the grounds of sex, ethnicity, gender and other forms such as domestic violence and sexual harassment with an intersectional approach.

5.3 Slovenia

In Slovenia the concept of discrimination is defined in the Protection Against Discrimination Act (PADA) as any unjustified, actual or lawful unequal treatment, differentiation, exclusion, limitation or unjustified, actual or lawful failure to act on the grounds of personal circumstances, the result or consequence of which is the prevention, reduction or nullification of the equal recognition, enjoyment or exercise of human rights and fundamental freedoms, other rights, interests and legal benefits. The PADA does not address intersectional discrimination, but it has been recognized that with its adoption, the Slovenian legal system has recognized the possibility of multiple discrimination due to multiple personal circumstances.

With the adoption of PADA in 2016, a new institution called the Advocate of the Principle of Equality was established in Slovenia. This institution is responsible for protection against discrimination in the public and private sectors, while providing advice and advocacy for anyone who believes that they have been discriminated against. The Advocate considers cases of discrimination occurring because of sex, nationality, race or ethnic origin, age, disability, sexual orientation, paternity, pregnancy and any other personal circumstances. The Advocate investigates discrimination in official proceedings, provides assistance in the exercise of victims' rights and in administrative and judicial proceedings and assesses the discriminatory nature of regulations.

Intersectional discrimination in Slovenia is a topic that is barely covered by Slovenian legislation. At the same time it is not widely researched and there is very little statistical data available.

The key legal instrument in Slovenia in the field of gender equality is the Act on Equal Opportunities for Women and Men in 2002, but it does not include intersectional discrimination. However, the first ***national program on gender equality*** was adopted in 2005, and the latest such program adopted in 2023 and in force until 2030 addresses the existence of intersectional discrimination, i.e. between gender and ethnicity, gender orientation and identity, migrant status, rural women, young and old women and women with differences. The program has specific objectives related to intersectionality: consultations in public administration on gender equality using the intersectional approach, promotion of equal rights in the workplace with a focus on vulnerable women facing intersectional discrimination, promotion of gender equality in school curricula including an intersectional approach, and improving the position of women in science using an intersectional approach.

As regards the Roma community, in Slovenia their special rights are guaranteed by the implementation of the constitutional provision, the Act on the Roma Community of the Republic of Slovenia as the basic law, and other legislative provisions applicable to the Roma community.

In Slovenia there is no specific national legislation on racism. It is often perceived as non-existent, which makes it even more difficult to understand the intersection of race and gender discrimination. Because of this perception, racism is often normalized or excused for ignorance. Data on race-based discrimination is scarce, but a 2015 FRA report shows that 7% of recently arrived migrants felt discriminated against on the basis of skin color, ethnicity or religion.

Within the project "Reduction and elimination of discrimination based on ethnicity, race, nationality and/or religion, the Peace Institute conducted research on discrimination based on ethnicity, citizenship, skin color and religion in Slovenia, which revealed that discrimination is most often experienced by people who are perceived as foreigners, either at the institutional and legislative level or by the population. Asylum seekers and refugees are among the groups most often facing discrimination and also report experiences of ethnic profiling by the police. Research has shown that not only people who are foreign citizens face this problem, but also people who were born in Slovenia are discriminated against on the basis of surname, language, skin color, ethnicity and religion. Discrimination based on skin color, language and religion are often strongly associated with discrimination based on ethnicity and citizenship, which then leads to intersectional discrimination.

Another 2017 survey shows that respondents often perceive discrimination as unequal treatment based on skin color or race (19%), unequal treatment in general (16%) and unequal treatment based on religion (15%). Respondents mentioned ethnicity, sexual orientation, religion and social status as the most common reasons for discrimination. At the same time, about a quarter of respondents consider Roma people to be the most frequent targets of discrimination in Slovenia, followed by homosexuals, refugees and people from lower social classes.

Based on the existing knowledge on intersectionality and intersectional discrimination in Slovenia, the research focused not only on multiple discrimination, but also on separate, individual discrimination. The research showed that this approach was a legitimate one , as there has been very little work on this topic in Slovenia in terms of general research or youth work.

As far as media space is concerned, the media rarely report on the topic of discrimination. More often than not, the state media takes over and reproduces the political parties' prejudices on discrimination, which has led to the normalization of discrimination in Slovenia.

In conclusion, the data show that much more research is needed on intersectional discrimination in Slovenia to better understand its existence and extent.

Examples of good practice in partner countries and the EU in general

The European Union prioritizes the promotion of social justice and equality for all people in its Member States. Through funding and strategic initiatives, the EU actively tackles various forms of discrimination, including those intersecting and affecting young people, recognizing the complexity of social prejudices. By investing in such projects, the EU seeks to promote a more inclusive and equitable society in which every individual, regardless of their diverse background, can fully participate and develop within the European community.

Over the last decade, the Erasmus+ programme has funded more than 10 000 projects aimed at tackling discrimination, of which only 51 specifically target intersectional discrimination and 19 involve young people and/or youth workers from 41 countries, regardless of their EU membership status. In particular, 868 of these projects have been labelled as good practice, with a focus on inclusion, promoting gender equality and combating racism and discrimination, and 127 have involved the participation of young people and youth workers. The majority of these projects focused on gender issues, including issues affecting migrant women and LGBTQIA+ discrimination.

In the following we present three additional ERASMUS+ projects that we consider to have an interesting methodological approach. These projects have developed compelling manuals or guides to equip youth workers and young people with the knowledge, tools and methods to initiate bottom-up campaigns against pressing issues such as discrimination, hate speech, racism, bullying, cyber-bullying, violence. and their impact on young people:

- ***RAISE - Raising Awareness for Inclusive Societies Expression, 2022.*** This project aimed to empower youth by fostering higher levels of self-confidence and affirming their identities through collaborative efforts with youth workers and educational institutions. By providing them with tools for self-empowerment, the project aimed to not only strengthen the resilience of youth but also enhance the effectiveness of professionals working with marginalized groups. (Project Reference: 2019-1-FR02-KA205-015865).
- ***HateBusters: Youth Against Hate, 2022***. The project aimed to contribute to the achievement of these goals, and through the implementation of its results, the project partners have significantly enhanced the learning experiences of young people, youth workers, teachers, and NGOs.(Project Reference: 2019-3-AT02-KA205-002565).
- ***Diversity & Inclusion: Building Strengths Together, 2022.*** In this project, the partners prioritized the exchange of non-formal education practices to promote the social inclusion of marginalized young people. As a result, they developed an appealing toolkit centered around non-formal education, emphasizing inclusion and diversity. The toolkit was designed to be user-friendly and durable, comprising three types of work-forms: energizers, activities, and reflection methods. It was translated into four languages and made available in a digital format, which was distributed to youth workers, teachers, career counsors, trainers, volunteers, and specialists in youth affairs (Project Reference: 2020-1-LV02-KA205-003015).

Some specific examples from Italy: RE.A.DY Network (Rete Nazionale delle Pubbliche Amministrazioni Anti Discriminazioni per Orientamento Sessuale e Identità di Genere): network of public administrations committed to combating discrimination based on sexual orientation and gender identity. It involves municipalities, regions, and provinces across Italy.2. INGRID: research, training, advocacy https://www.projectingrid.eu3. DiversaMENTE: promote the role of young people and the educational community as leaders of positive change in fostering the development of more inclusive cities and societies https://icei.it/progetti/diversamente/

Furthermore, in our review process, we came across a specific project that captured our interest, despite not being explicitly focused on youth or the involvement of youth workers. This project pertaining to discrimination, entitled "***How much freedom of speech can a democracy tolerate***", was undertaken by three non-governmental associations from Germany, Ireland, and Slovenia. This project resulted in the creation of a handbook and an app called "DecontRamination". The handbook aims to equip individuals with the tools and knowledge needed to recognize the power we possess to envision an alternative perspective for public spaces. This perspective emphasizes the protection of human rights, international cooperation, intercultural coexistence, and respect for differences and diversity, all while rejecting the promotion of hate. The app, on the other hand, allows for the monitoring of public hate speech against marginalized groups in the streets and serves as a concrete starting point for resisting such hatred. Additionally, an online map of ***DecontRamination*** was created, showcasing the location and description of each reported instance of public hate speech for anyone to access and examine.

Most of the time examples of bad practice stand out much more easily, and for this we need more involvement through examples of good practice as mentioned above. However, it is good to remember and realize that they exist and should not be ignored. In the following we present some examples of bad practices with some solutions for improvement.

In Italy we can mention about *the Lack of Support for LGBTQ+ Migrants Issue*: LGBTQ+ migrants in Italy often experience compounded discrimination based on both their sexual orientation/gender identity and their immigration status. They face barriers in accessing asylum, healthcare, and social services, often encountering hostile environments in reception centers or communities that are not equipped to support their specific needs.

Suggestions for Improvement:

- Create specialized support services within migrant reception centers, including safe spaces and counseling for LGBTQ+ individuals.
- Train staff at these centers on LGBTQ+ issues and how to address the specific challenges faced by this group.
- Collaborate with LGBTQ+ organizations to develop inclusive policies and practices in migrant services.

The second one is the *Segregation of Roma Issue*: In many Italian cities, Roma communities are segregated in isolated, poorly serviced camps or settlements, often lacking basic amenities such as running water, electricity, and adequate sanitation. This practice not only perpetuates social exclusion but also impacts access to education, employment, and healthcare for Roma individuals.

Suggestions for Improvement:

- Implement policies to end segregated "settlements" and promote the integration of Roma families into mainstream housing.
- Develop social inclusion programs focused on education, vocational training, and employment support for Roma individuals.
- Collaborate with Roma communities to identify their needs and involve them in decision-making processes related to housing and social policies.

The third one *is Gender and Racial Bias in Employment for Migrant Women Issue*: Migrant women, particularly those from African or Middle Eastern backgrounds, and in particular Muslim woman, face intersectional discrimination in the labor market. They are often relegated to low-wage, precarious jobs with limited rights and are at higher risk of exploitation and abuse. The overlapping factors of race, gender, and immigration status create significant barriers to stable and fair employment.

Suggestions for Improvement:

- Strengthen labor laws to protect the rights of all workers, regardless of immigration status, and ensure fair wages and working conditions.
- Create programs that provide language training, professional skills development, and legal support specifically tailored to migrant women.
- Promote diversity and inclusion in the workplace by encouraging companies to adopt anti-discrimination policies and practices and by providing incentives for hiring from underrepresented groups.

The most recent study[13] on intersectionality on the Romanian market shows that familiarization with the concept of intersectionality is still at an incipient level, but it is growing among NGOs that recognize its usefulness in addressing the complex needs of beneficiaries. However, many NGOs continue to address the needs of beneficiaries in a one-dimensional way, focusing on a single type of vulnerability

[13] https://instaredebine.ro/wp-content/uploads/2024/09/Intersectionalitatea-Intre-Concept-si-Practica-FINAL.pdf

rather than adopting an intersectional approach. In the same study shows that in Romania, intersectional discrimination is not regulated in Romanian legislation, although in 2020 there was an initiative legislative initiative to introduce the concept. The explanatory memorandum explicitly referred to the intention to complement the law with other forms of discrimination, including by regulating intersectional discrimination as an "aggravating form of discrimination, the proposed definition being comparable to the one established by the European Commission in 2007. Although the legislative proposal has been shelved, intersectionality is mentioned fragmentarily in several public policies on the social inclusion of Roma, people with disabilities and in relation to gender equality.

The results of the survey of the general population show that the main aspects for which the population felt treated differently in different life situations were age, income, occupation and gender.

Lack of support for Roma and rural women, who are often discriminated against when looking for a job.

Suggestion for improvement:

- Training qualified people to support rural and Roma women in finding suitable employment.
- Create special training programs for women to gain the skills and abilities needed for employment.

Lack of support for women victims of domestic violence: Violence against women such as sexual assault, rape and 'domestic violence' constitute a violation of women's fundamental rights to dignity, equality and access to justice. Regardless of factors such as ethnicity, cultural background, education, skin color, economic status, women are the most frequent victims of domestic violence.

Suggestion for improvement:

- Preventing and responding to violence against women requires a multi-sectoral approach, understanding the phenomenon, knowing the consequences, as well as dealing appropriately with the victim as a survivor of domestic violence, contributes to a better understanding of the phenomenon and to the development of society as a whole.
- Creating safe spaces for women to be listened to and supported in their social empowerment.
- Strengthening legislation to protect victims of domestic violence.

VI. Recommendations on addressing intersectional discrimination in youth work

Recommendations for policy-makers on addressing and eliminating transversal forms of discrimination.

Acceptance of diversity is the first and most necessary step in the process of civic evolution of pacifist and partnership thinking and attitude towards this reality. Acceptance of diversity is the objective and necessary possibility of the knowledge process on the basis of which stereotypes and attitudes must and can change. Without such a stage, the upper point of a positive attitude towards diversity or its cultivation is not possible. This is the premise and starting point for the formation, implementation and development of what is called a culture of diversity[14] .

[14] https://www.edituradp.ro/carte/oportunitati-egale-si-strategii-antidiscriminatorii--i1021

As we can well observe, intersectional discrimination remains one of the major unresolved issues worldwide. This hinders the development of societies to be inclusive and peaceful, where participatory citizenship and equal opportunities are fully expressed.

If we refer to addressing intersectional discrimination in youth work, it is often completely missing from the public arena. Most often we encounter age discrimination, which is also commonly recognized as a repetitive factor in cases of discrimination based on gender-based violence. So, a first step is that youth policies need to be analyzed from an intersectional point of view, to identify whether young people are vulnerable both in their communities in particular and in general. Giving young people a voice and including them in youth policy development and decision-making processes contributes to meeting their need for participation and expression, while recognizing the aggravated form of discrimination they face[15] .

By paying special attention to multifaceted identities and intersectional discrimination, we empower young people to learn to cope with them and to take action to defend their rights. The involvement of youth workers/youth workers and affected young people is essential to ensure positive action that will adequately respond to real needs.

In the following we propose some recommendations that will address the phenomenon of intersectionality, in special among youth workers and young people in general. It should be noted that the list is indicative and that any other suggestions are always welcome, given that society is also constantly changing.

Recommendations for action to better prevent and combat intersectional discrimination among young people (exhaustive list):

1. Clarification and uniform interpretation of the concept of intersectional discrimination by European and national public institutions;
2. Align national legislation with existing European and international legislation, where appropriate;
3. Formulate and adopt declarations against racism, homophobia and intersectional discrimination at the European level and national public institutions;
4. Developing youth-related public policies addressing intersectional discrimination at national and European level;
5. Create formal mechanisms and involve young people in policy-making processes intersectional discrimination to be taking into account;
6. Addressing intersectional discrimination/ addressing diversity in civics or similar lessons;
7. Addressing intersectional discrimination/ addressing diversity in training sessions for young people;
8. Training of youth workers/ experts working with young people in the field of intersectional discrimination in order to support them to participate in the decision-making process;
9. Creating safe spaces where young people can learn, participate and express themselves freely in a safer and more inclusive way;
10. Creation of specialized intersectional discrimination advisory groups/councils/committees;

[15] https://www.coe.int/en/web/gender-matters/intersectionality-and-multiple-discrimination

11. Allocate resources by local authorities for youth spaces (such as community centers for teenagers and young people) that young people can access free of charge to organize activities;
12. Developing public-private partnerships to prevent and combat intersectionality;
13. Allocate, at European and national level, financial resources for project-based financial resources dedicated to youth work and youth activities addressing intersectional discrimination;
14. Involving civil society in key actions to raise awareness and prevent intersectional discrimination among young people;
15. Raising awareness and training of public administration and media representatives to promote and apply the principle of non-discrimination / equal opportunities for all;
16. Organizing information, raising awareness and public education campaigns on the causes, incidence and consequences of intersectional discrimination among young people and the population in general;
17. Encouraging scientific research on the causes, forms and consequences of intersectional discrimination among young people and aggregating data for an accurate account of the situation.

Although all the recommendations mentioned above are important, we must also look from the perspective of the need and experience of each country, in our case of the partners countries, the following recommendations are proposed to combat intersectionality among youth workers:

The Slovenian partner consider that the current reality is that due to the scarce resources and policies related to intersectional discrimination, we consider that ***Clarification and uniform interpretation of the concept of intersectional discrimination by European and national public institutions*** is the most important.

In addition to this, at EU level equally important recommendations are:

1. Development of youth-related public policies addressing intersectional discrimination at national and European;
2. Creation of specialized advisory groups/councils/committees in the field of intersectional discrimination;
3. Allocate financial resources at European and national level for youth work and youth work projects addressing intersectional discrimination;
4. Encourage scientific research on the causes, forms and consequences of intersectional discrimination among young people and aggregate data for an accurate presentation of the situation.

For the national level, the Slovenian partner consider that the first step is ***Create formal mechanisms and involve young people in policy-making processes intersectional discrimination to be taking into account.***

In addition to this, the following are equally valid and can be the first steps in addressing intersectionality in the Slovenian public space

1. Developing youth-related public policies addressing intersectional discrimination at national and European level;
2. Create formal mechanisms and involve young people in policy-making processes intersectional discrimination to be taking into account;
3. Creation of specialized intersectional discrimination advisory groups/councils/committees;

4. Allocate resources by local authorities for youth spaces (such as community centers for teenagers and young people) that young people can access free of charge to organize activities;
5. Allocate, at European and national level, financial resources for project-based financial resources dedicated to youth work and youth activities addressing intersectional discrimination;
6. Involving civil society in key actions to raise awareness and prevent intersectional discrimination among young people;
7. Raising awareness and training of public administration and media representatives to promote and apply the principle of non-discrimination / equal opportunities for all;
8. Organizing information, raising awareness and public education campaigns on the causes, incidence and consequences of intersectional discrimination among young people and the population in general;
9. Encouraging scientific research on the causes, forms and consequences of intersectional discrimination among young people and aggregating data for an accurate account of the situation.

Referring to the Italy, the Italian partners consider that, in order to address the key factors at EU level, it is important to ***formulate and adopt declarations against racism, homophobia and intersectional discrimination at European level and at the level of national public institutions****;*

Linked to this recommendation, the following issues are equally important and need to be addressed as soon as possible.

1. Creation of specialized intersectional discrimination advisory groups/councils/committees;
2. Allocate, at European and national level, financial resources for project-based financial resources dedicated to youth work and youth activities addressing intersectional discrimination;
3. Involving civil society in key actions to raise awareness and prevent intersectional discrimination among young people;
4. Raising awareness and training of public administration and media representatives to promote and apply the principle of non-discrimination / equal opportunities for all;
5. Organizing information, raising awareness and public education campaigns on the causes, incidence and consequences of intersectional discrimination among young people and the population in general;
6. Encouraging scientific research on the causes, forms and consequences of intersectional discrimination among young people and aggregating data for an accurate account of the situation.

In order to address intersectionality in the Italian public space at the national level, in addition to the recommendations that are also found for the EU level, the following aspects are necessary:

1. Create formal mechanisms and involve young people in policy-making processes intersectional discrimination to be taking into account;
2. Involving civil society in key actions to raise awareness and prevent intersectional discrimination among young people;
3. Organizing information, raising awareness and public education campaigns on the causes, incidence and consequences of intersectional discrimination among young people and the population in general;
4. Encouraging scientific research on the causes, forms and consequences of intersectional discrimination among young people and aggregating data for an accurate account of the situation.

For the Romanian space, given that intersectional discrimination is just beginning to be addressed and known, especially among NGOs, it is necessary first of all to ***Align national legislation with existing European and international legislation.***

Followed by:

1. Developing youth-related public policies addressing intersectional discrimination at national and European level;
2. Create formal mechanisms and involve young people in policy-making processes intersectional discrimination to be taking into account;
3. Addressing intersectional discrimination/ addressing diversity in civics or similar lessons;
4. Creating safe spaces where young people can learn, participate and express themselves freely in a safer and more inclusive way;
5. Creation of specialized intersectional discrimination advisory groups/councils/committees;
6. Allocate, at European and national level, financial resources for project-based financial resources dedicated to youth work and youth activities addressing intersectional discrimination;
7. Organizing information, raising awareness and public education campaigns on the causes, incidence and consequences of intersectional discrimination among young people and the population in general;
8. Encouraging scientific research on the causes, forms and consequences of intersectional discrimination among young people and aggregating data for an accurate account of the situation.

In view of Romania's experience at the beginning of Romania's journey on intersectional discrimination, it joins the two partners and the decisions on how to approach policy-makers at European level on:

1. Clarification and uniform interpretation of the concept of intersectional discrimination by European and national public institutions, and
2. Formulate and adopt declarations against racism, homophobia and intersectional discrimination at European level and at the level of national public institutions.

Taking into account these country-specific but also complementary considerations, the project partners have drafted a resolution that will be submitted to both EU and national institutions in order to clarify and standardize the concept of intersectional discrimination and to be included in national policies.

VII. Advocacy for intersectionality. Engaging policy makers at local, national and European level

Addressing intersectionality, whether we are talking about public policies, awareness-raising campaigns, training of experts in the field, creating safe spaces for people, should be thought out together with the communities that are affected by human rights and equal opportunities injustices. Only in this way can we address the specific and diverse ways of dealing with multiple and intersecting obstacles.

Advocacy for intersectionality is a strategic process of influencing public policy decisions and administrative practices that affect the lives of people discriminated against on the basis of gender, race, ethnicity. An important role for youth workers/those working with young people is to engage and

involve vulnerable persons in intersectional discrimination in advocacy campaigns. For such a process, rigorous planning, based on the needs identified only and only together with the target group/end-beneficiaries, followed by the implementation process by formulating specific messages to attract and involve decision-makers through advocacy activities is important.

First let's clarify what advocacy is. The simplest definition we can give is: **advocacy is an activity carried out by an individual or group that seeks to influence decisions within political, economic and social institutions.**

It is imperative to involve all decision-makers in tackling intersectional discrimination. It is essential that measures and policies are put in place to tackle this complex problem and create a more equitable and inclusive society.

How can we do this constructively as civil society? We propose the following steps:

- Identify and listen to the needs of victims of intersectional discrimination;
- Education of citizens on the issue of intersectionality to raise awareness and take informed action;
- Collect data and evidence from an intersectional discrimination perspective;
- Provide a voice for victims of intersectional discrimination - don't try to be the voice of the discriminated people, but create and provide a safe space for them to express their opinion/needs;
- Organize actions with and for the victims of intersectional discrimination to express their point of view and raise public awareness, thus drawing attention to the issue and the need to respect human rights and inclusion;
- Organize meetings with decision-makers (local, national or European) who have the power to make a difference and/or can influence public policies in addressing intersectionality;
- Communicate with decision-makers on an ongoing basis to propose ways to improve tackling intersectional discrimination;
- Identify allies who can support you in raising public awareness such as media, youth / youth non-governmental organizations, the private sector, etc.;
- The role of civil society is a crucial one, so the projects they can implement are a real support for prevention on the issue of discrimination, to raise awareness and sensitize the public about this phenomenon;
- Propose the development of explicit standards for cases involving patterns of intersectional discrimination.

Addressing intersectional discrimination at European and national level requires a complex approach, including research, legislative advocacy, training of public officials and the promotion of inclusive policies. The direct involvement of affected people and collaboration with the authorities are essential for successful advocacy, and a concerted effort between civil society organizations and government institutions can bring about significant change in tackling intersectional discrimination.

The key actors in decision-makers at local, national level from the perspective of the three partners and at European level that we can address by intersectional discrimination.

VII.1 Romania

National level

- National Council for Combating Discrimination
- Commission for Equal Opportunities for Women and Men, Romanian Chamber of Deputies
- Commission for Equal Opportunities, Romanian Senate
- Ministry of Family, Youth and Equal Opportunities
- Ministry of Education
- Ombudsman

Local level

- County Directorates for Sport and Youth
- County School Inspectorates

VII.2 Italy

National level

- Parliament of the Italian Republic
- Ministry of Education and Merit
- Ministry of Labor and Social Policies
- Ministry for Equal Opportunities and Family
- Italian Chamber of Deputies
- National Anti-Discrimination Office (UNAR)
- National Youth Council (CNG)
- Parliamentary Committees

Local level

- Regional and Municipal Governments
- Local Anti-discrimination centers
- Youth organizations and NGOs

VII.3 Slovenia

National level

- Advocate of the Principle of Equality
- Slovenian Parliament
- Office for youth
- Ministry of Labor, Family,
- Social affairs and Equal opportunities

Local level

- Municipalities - Department for social activities
- Department for youth

VII.4 European Union

- European Parliament
- European Court of Human Rights
- The European Union Agency for Fundamental Rights
- Court of Justice of the European Union
- European Commission against Racism and Intolerance

- North-South Center of the European Council
- European Youth Forum

This is not a definitive list and can be extended whenever necessary.

VIII. Conclusions

Intersectional discrimination deeply affects the most vulnerable people by accumulating negative effects on them because of multiple intersecting identities and traits. If intersectional discrimination is left unaddressed, the consequences can be severe and affect not only the young people who suffer from it, but society as a whole. Therefore, young people facing intersectional discrimination may be forced to withdraw from communities or become isolated, resulting in a loss of social and cultural diversity. This can lead to a more divided and less dispersed society. Ign ignoring intersectional discrimination perpetuates existing structural inequalities and results in young people, as a marginalized group, missing out on equal opportunities in education, health, employment and other key areas. Exclusion and discrimination affect the productivity and economic contribution of young people. So it is not only discriminated young people who suffer, but the whole economy loses out on its development potential.

Without an approach to intersectional discrimination, young people may find it difficult to obtain justice. This leads to low trust in justice institutions and a perpetuation of feelings of powerlessness. Ignoring intersectional discrimination can contribute to increased rates of mental and physical health problems among young people. Chronic stress from experiences of discrimination can lead to poorer health.

Without protective policies and measures, vulnerable groups become easier targets for violence and abuse. This can include domestic violence, harassment and other forms of identity-based aggression. Policies and programs that do not take into account the complexities of intersectional identities may be ineffective or inadequate, perpetuating discrimination and inequality. This can lead to wasted public resources. Failing to address intersectional discrimination not only perpetuates deep injustice, but also has widespread negative effects on social cohesion, economic stability and the overall well-being of society.

Failure to address intersectional discrimination can have serious and long-lasting consequences for the young people affected, influencing various aspects of their personal, social and professional lives and the wider community.

This is why in order to address intersectional discrimination, youth workers need to adopt a holistic approach, be empathetic and promote solidarity and inclusion among young people. Their actions should be flexible, tailored to the specific needs of young people from vulnerable groups and emphasize the creation of safe spaces and diversity education. Collaboration with other organizations and involvement in advocacy at local and national level are also essential to bring about systemic change in the fight against discrimination.

On the other hand, EU and national institutions can address intersectional discrimination through a range of measures and strategies, which take into account the complexity of intersectional identities and factors of intersectional discrimination, such as:

Integrated Public Policies: creating policies that recognize and address the intersectionality of different forms of discrimination (e.g. race, gender, gender identity, sexual orientation, socioeconomic status).

Training and Education: Training programs for employees of institutions to help them understand the concept of intersectionality and its impact on citizens.

Data Collection: Implement data collection systems to analyze intersectional discrimination, facilitating the formulation of evidence-based strategies.

Consultation with Communities: Involve civil organizations and representatives of affected communities, at EU and national level, in the policy-making process to ensure that diverse needs are taken into account.

Accessibility and Services: Ensure that public services are accessible to all, especially marginalized groups, and develop specific programs to address their needs.

Monitoring and Evaluation: Create mechanisms to monitor and evaluate the policies implemented to measure their effectiveness in addressing intersectional discrimination.

Promote Diversity: Encourage diversity in the leadership structures of institutions to ensure adequate representation of all social groups.

By implementing these strategies, the institutions can help to reduce intersectional discrimination and promote a more inclusive and equitable society.

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