## Meeting of ICC Coordinators
## 26-27 September 2018
### Rijeka, RiHub (Ivana Grohovca 1a, 51000 Rijeka)

# DRAFT AGENDA

**26 September 2018**

*The Opening session is open to the wider public and the press upon invitation*

**09:00-09:45**  **Opening** of the meeting

*Mayor of Rijeka*
*Irena Guidikova, Head of the Anti-discrimination and Inclusion Division*

**9:45:00 -10:15**  Presentation of the draft **Step-by-Step Guide**: How to build an inclusive intercultural city, by Mr Oliver Freeman

*Discussion*

***End of the Opening session***

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**10:15-10:30**  *Coffee break*

**10:30-13:00**  **Thematic discussion I: testing new approaches[1]**

*Information and brainstorming session to collect cities' views and practices and define topics for future work*

  ➢ Fostering intercultural connections: "Days of Dialogue", *by Ms Olga Olga Plokhooij, Partner at Spirit of the Age and former director of the Netherlands in Dialogue*
  ➢ Countering Islamophobia in the Intercultural City, *by Ms Francesca Lionetti, ICC project manager*
  ➢ Diversity Charter: a tool to foster diversity and inclusion, *by Ms Carla Calado, ICC RPCI Coordinator*

*13:00-14:30*  *Lunch*

**14:30-17:30**  **Working Groups**

  ➢ **WG 1: ICC Index review**
    Presentation of the state of progress of the work towards the review of the ICC Index and collaborative work towards its completion

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[1] For a description of topics see appendix to this agenda

*Moderated by Ms Andrea Wagner, BakBasel, and Ms Ivana d'Alessandro Head of the Intercultural Cities Unit*

  ➢ **WG 2: Policy Lab: towards a model strategy for inclusion at the national level**
    Based on the draft model strategy, participants will discuss the 10 core principles and contribute to refining the paper and methodology from a city perspective
    *Moderated by the ICC team*

  ➢ **WG 3: Setting up Intercultural Councils: exploring new approaches**
    Based on existing experiences, participants will work on the process and elements for the successful setting-up of intercultural councils
    *Moderated by the Céline Maye, Head of Department for foreign residents, Neuchâtel Canton*


*Coffee will be available*

17:30          **End of 1ˢᵗ day**


| 17:30 – 19:00 Optional: exchange of views with Rijeka religious communities |


| 27 September 2018 |

09:00-09:45    **Reporting from Working Group**

               *Discussion*

09:45 – 13:00  **Thematic discussion II: setting priorities, testing new approaches[2]**

               *Brainstorming session to collect cities' views and practices and define priorities for future work*

  ➢ Gentrification and urban segregation, *by Tiago Mota Saraiva, Working with the 99%*
  ➢ Urban safety and community policing, *by Ivana d'Alessandro,*

*Coffee break*
  ➢ The Intercultural Citizenship test, *by Irena Guidikova*
  ➢ Participation in the intercultural city, *by Ivana d'Alessandro*
  ➢ Preventing discrimination through an intersectional perspective

*13:00 – 14:30  Lunch*

14:30-15:00    **Next steps and closing of the meeting**

| 15:30 – 17:30 Optional: Rijeka's experience as an intercultural city: field visit to neighborhood and communities participating in STEPS' Heritage mapping project |

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[2] For a description of topics see appendix to this agenda

**APPENDIX**

**Fostering intercultural connections: "Days of Dialogue"**
The "Days of Dialogue", firstly implemented in Rotterdam in 2001 after 9/11, is a grass root social initiative where people from different backgrounds exchange, through a facilitated dialogue, life experiences, dream about how they would like things to be in the future, and how they can create this change by taking action. Characteristic for the "Day of Dialogue" is that the participants are asked to take part in the conversation with an open mind and an inquiring attitude. This deepens the conversation and creates space for community spirit. Diversity of age, gender, ethnical, cultural, social and religious backgrounds at the dialogue tables is an excellent instrument to lessen isolation and segregation of groups within the population and creates better mutual understanding. The "Days of Dialogue" has been proving to be very effective with 60% of the participants saying that they have changed their mind about the topic of the dialogue and 80% that, through the initiative, they have met residents to whom they have never spoken before.

**Countering Islamophobia in the Intercultural City**
The fear towards people from different backgrounds whether religious, cultural, or ethnic, and the hate that this fear causes are not new phenomena experienced in cities with diverse populations. In response to such discrimination, intercultural policies that promote desegregation, meaningful interaction, and inclusion, are a systematic attempt at reducing its causes and results. Although partially successful, the sole use of top-down approaches at tackling prejudice have rendered mixed reactions, at times contributing to its reduction, yet in others seeing no result, and at worst being counter-productive. Consequently, undertaking discrimination calls for approaches that directly address the negative sentiments and perceptions that people hold towards diversity from a grassroots perspective in order to compliment systematic change.

**Charter for Diversity and Inclusion – (the experience of Portugal)**
The Diversity Charter is an initiative launched by the European Commission to promote diversity and equal opportunities in the workplace. Companies and organisations (including in the public sector) that sign the Diversity Charter commits to implement its principles in their workplace. In 2018 Charters had been signed in 21 countries, some of them accumulating more than 10 years of work. Each participating country has a coordinator's organisation that sets an adapted text and mobilizes employers to sign the document. The Portuguese Charter was established in 2016 and has now reached 220 signatory organisations from all sectors (public - including several municipalities, both for profit and non-profit) that are invited to share practices, attend trainings and thematic event with the goal to raise their awareness and promote the developing of more inclusive workplaces. Given it´s collaborative spirit and the intense sharing on practice that occurred during 2017, the Portuguese Charter has been able published a toolbox that includes several instruments such as: a survey for employees and leaders, a set of 11 pedagogical games to foster internal reflections, a list of pertinent terminology (glossary), examples of initiatives that can be implemented, list of indicators, description of the 12 practices awarded at the 1st edition of the Diversity Awards and practical tips on how to diagnose, plan, implement, evaluate ad celebrate diversity.

**Gentrification**
Gentrification has commonly been referred to as "the rehabilitation of working-class and derelict housing and the consequent transformation of an area into a middle class

neighbourhood". The phenomenon frequently concerns segregated neighbourhoods. In this regard it might represent a positive progress in terms of diverse interactions as it creates more mixed neighbourhoods. At the same time, gentrification is often associated with displacement of lower income population as it increases the costs of living in the area and changes the services present. Other challenges regard power sharing and relations of political power due to a change in the social structure of the neighbourhood, as well as the phenomenon of micro-level segregation (civic institutions like churches, recreation centres, clubs, etc. continue to be very homogenous) which hampers the positive results of interaction. If inclusiveness is the goal, an exploration of best practice from the cities of the ICC network is needed to draw lessons and ideas on how to support the diversification of neighbourhoods while strengthening interactions at all levels and respect equal opportunities of the inhabitants.

**Urban safety and community policing**
The Police services of a few intercultural cities have been developing in the last years a preventive approach to safety based on intercultural community policing principles. Community policing strategies aim to engage citizens in creating safety solutions through the public space, promote trust-building and change in police culture, establish a strong connection between safety and care, with the view to reduce crime rates and increase the feeling of safety. Community policing increases the efficiency of policing by developing a focused, evidence-based approach to surveillance and prevention.

**The Intercultural Citizenship test**
The Intercultural Citizenship Test is a tool aiming at assessing citizens' knowledge and awareness on human rights, as well as their intercultural competences, their perception of diversity as an advantage, and their willingness to act in an intercultural way. It is intended to be both an educational and a political tool, raising awareness among citizens, professionals and politicians of the need to define (urban) citizenship in a pluralistic and inclusive way. Unlike the national citizenship tests which are meant for foreign residents to acquire nationality, the Intercultural Citizenship Test allows any member of the local community to self-assess their skills and readiness to behave as an active citizen in a diverse society.

**Participation in the intercultural city**
Public authorities have the opportunity to put participation at the heart of decision making on a huge range of different issues, and to develop inclusive participatory practices that enable to determine or influence the decisions and responsibilities of public authorities beyond voting in elections. Through a commitment to participation, public authorities create and enable opportunities for people of different backgrounds and lived experiences to come together to make, shape and influence the decisions that affect their lives. There's a range of different tools, methods and techniques that can be employed in different contexts to support inclusive practice. The goal is to create cities where people have the skills, knowledge, confidence and opportunities to participate; but also where public authorities are welcoming and encouraging of diverse participation, which opens avenues for people to engage with the issues that affect their everyday lives regardless of their citizenship status and other factors that may often exclude them from more traditional forms of participation, such as voting in elections.

**Preventing discrimination through an intersectional perspective**
Migratory processes taken as a whole (reasons, routes and migration conditions) vary greatly according to the migrants' gender, gender identity or sexual orientation. An increasing number of persons who are victims of persecution on the ground of their sexual orientation and/or gender identity are seeking protection outside their home country, and in particular in Europe. This constitutes a challenge in terms of respect for the rights of LGBTi people, and also for granting acceptable living conditions to refugees and facilitate their integration in the host

societies. Besides, belonging to an ethnic minority, wearing religious symbols, having a certain disability, or being a woman, has a significant impact on one's chances of entering the job market or fully enjoying certain rights due to the convergence of several types of discrimination. The intercultural city should seek to combat discrimination in a decompartementalised and comprehensive manner, by taking into account the links between sexism, racism and homophobia.