



## Portuguese Network of Intercultural Cities (RPCI)

21 October 2021

2:30-4 p.m.

**Report prepared by the RPCI Coordinator**

The opinions expressed in this work are the responsibility of the authors and do not necessarily reflect the official policy of the Council of Europe.

### Agenda

14h40 - News of RPCI and Co-op RPCI (new logo, new member, podcasts, etc.)

15h00 - Brief summary of the RPCI project "Inclusive Recruitment"

15h20 - Brief summary of the RPCI project "Inclusion Influencers"

15h40 - Debate on various topics

### Presences

#### Cities:

Paula Cunha (Albufeira Municipality)

Teresa Correia (Portimão Municipality)

Edite Caetano (Portimão Municipality)

Ana Magalhães (Lisboa Municipality)

Sonia Brás (Loures Municipality)

Vítor Amado Silva (Loures Municipality)

Fernanda Oliveira (Viseu Municipality)

#### RPCI:

- Carla Calado

- Eva Calado

- Mab Marques

- Danielle Menezes

## Summary

A quick update was made on the novelties of the cooperative, namely the new logo and the new partner city (municipality of Oeiras).

New logo for the cooperative:



New logo for RPCI network:



Cities have been reminded of the conditions offered to become formal partners of the cooperative RPCI, the services included and what we count on from our partners.

Loures referred to have every interest in becoming a partner of the cooperative as well, but are waiting the final approval from the new president.

Another news was the creation of the RPCI cooperative Podcast. A first episode presenting the cooperative is going on air soon, a second one will be about hiring migrants. It was agreed that links to the episodes will be shared with cities.

A status of [the ICC campaign for the International Day](#) of Migration was presented. This campaign will involve member cities at international level and request their active participation through the compilation of comments and testimonies from citizens and engage local schools in a contest with the motto "more than migrants". Testimonials from the executives of each municipality are also requested. Deadline for delivery of files: 19/11/2021

A template email to share with local schools was created and shared with cities.

Finally, a state of play of each project was discussed, starting with the update in relation to the **Inclusive Recruitment project**, an initiative of 3 cities (Amadora, Oeiras and Loures) in partnership with RPCI cooperative, was awarded a grant from the Council of Europe. So far, 3 interviews were conducted (2 companies and 1 to the legal department of the High Commission for Migration), 1 podcast episode on migrant hiring was recorded, and research was conducted in order to create a booklet, that



should be ready by the end of the month. The booklet focuses on the process of hiring migrants in Portugal and on the theme of Diversity and Inclusion within organizations.

The update on the Inclusion Influencers Project followed: several rumors about migrant communities were identified with member cities and it was decided to focus on the 3 most common: migrants come to take jobs; migrants live at the expense of the state; migrants are linked to crime.

We researched and compiled the respective anti-rumors. Three Focus Groups with young people from various member cities were organised. Thirteen influencers were contacted to support the public campaign. We participated in an interview for a national Radio show (Radio Renascença). We organize 2 training sessions (1 for 12 city officers and another for 23 teachers); and we on the process of creating 3 digital products for the launch of the campaign on November 18: cooking video with 2 young people (filmed on 19/10/2021); video with interviews to 2 migrants about employability; 2 cartoon strips on the subject of crime. During the process, we tried to hire migrant or members of minorities as suppliers whenever possible.

Next steps - Inclusive Recruitment Project:

- Completion of the booklet (correcting the last details and translation);
- Organisation of the awareness-raising session with companies;
- Creation of dissemination material for the awareness session;
- Awareness session for employers on 19/11/2021, 10am, in an online event, all cities can mobilize employers for this event.

Next steps - Inclusion Influencers Project:

- Edition of the culinary video with Chef Fábio Bernardino;
- Production of 2 interviews with migrant people living in Albufeira;
- Production of BD strips with examples of how rumors about crime are born;
- Final event: 18/11/2021 at 14:30 (format: online; duration: 2h 30min).

We end this meeting with an open space of questions and answers where the key dates of the several activities were confirmed; It followed a debate on whether it will make sense to have a Parish as member of the network - Paranhos: this Parish seems to meet the minimum conditions of membership: minimum of 30,000 inhabitants and active participation in the promotion and awareness of interculturality and inclusion. RPCI will move forward with a request for a meeting with that authority.



Carla Calado está a apresentar

## PODCAST “Portugal Plural”

**Objetivos:**

- Promover a sensibilização para a inclusão em Portugal
- Fornecer informação fidedigna sobre o tema (exemplos e iniciativas de Portugal e Portugueses)
- Promover o diálogo intercultural
- Trazer o tema da diversidade, inclusão e não discriminação para o dia-a-dia das pessoas
- Divulgação do trabalho da cooperativa RPCI

**Público-alvo:** Pessoas interessadas no tema da inclusão e interculturalidade do ponto de vista pessoal e profissional

**Frequência:** 1 x por mês

**Sugestões de temas:** Trabalhar em Portugal; Anti Rumores (Projeto RPCI); Morar em Portugal; Como se regularizar em Portugal,...

**Episódios em linha:**

- Apresentação da cooperativa RPCI (com direção da cooperativa)
- Recrutamento de pessoas migrantes (com Rita Carvalho do ACM)

15:02 | RPCI: Projeto Inclusion Influencers - upda...

## PROJETO: Recrutamento Inclusivo

**Resultados até agora:**

- Pesquisas em material teórico referente a inclusão e diversidade, com foco no continente europeu;
- Levantamento de dados relacionados à migração no mercado de trabalho no continente europeu e especificamente em Portugal;
- 2 Entrevistas com empresas de grande porte que contam com programas voltados para a diversidade e inclusão;
- Entrevista com a jurista da ACM, Rita Carvalho, para o aprofundamento das questões jurídicas relacionadas à contratação de pessoas migrantes;
- Gravação de podcast relacionado ao tema;
- Confecção do livreto (em fase de aprovação pelas CM's e revisão).

**Próximas atividades:**

- Finalização do livreto (acerto dos últimos detalhes e tradução);
- Organização da sessão de sensibilização com as empresas;
- Realização do material de divulgação da sessão de sensibilização;
- Sessão de sensibilização no dia 19/11, em evento online.

15:09 | zaq-ogmt-wof

