

RESULTS OF THE INTERCULTURAL CITIES INDEX



Izhevsk

August, 2017

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A comparison between 86 cities¹

Introduction

The Intercultural Cities is a Council of Europe flagship programme. It seeks to explore the potential of an intercultural approach to integration in communities with culturally diverse populations. The cities participating in the programme are reviewing their governance, policies, discourse and practices from an intercultural point of view. In the past, this review has taken the form of narrative reports and city profiles – a form which was rich in content and detail. However, narrative reports alone were relatively weak as tools to monitor and communicate progress. Thus, an “Intercultural City Index” has been designed as a benchmarking tool for the cities taking part in the programme as well as for future participants.

As of today 85 cities have undergone their intercultural policies analysis using the Intercultural City Index: Albufeira (*Portugal*), Amadora (*Portugal*), Arezzo (*Italy*), Ballarat (*Australia*), Barcelona (*Spain*), Beja (*Portugal*), Bergen (*Norway*), Bilbao (*Spain*), Botkyrka (*Sweden*), Braga (*Portugal*), Bucharest (*Romania*), Campi Bisenzio (*Italy*), Cartagena (*Spain*), Casalecchio di Rena (*Italy*), Cascais (*Portugal*), Castellón (*Spain*), Catalonia (*Spain*), Coimbra (*Portugal*), Comune di Ravenna (*Italy*), Constanta (*Romania*), Copenhagen (*Denmark*), Donostia-San Sebastian² (*Spain*), Dortmund (*Germany*), Dublin (*Ireland*), Duisburg (*Germany*), Erlangen (*Germany*), Forli (*Italy*), Fucecchio (*Italy*), Fuenlabrada (*Spain*), Geneva (*Switzerland*), Genoa (*Italy*), Getxo (*Spain*), Haifa (*Israel*), Hamburg (*Germany*), Ioannina (*Greece*), Izhevsk (*Udmart Republic, Russia*), Jerez de la Frontera (*Spain*), the London borough of Lewisham (*United Kingdom*), Limassol (*Cyprus*), Limerick (*Ireland*), Lisbon (*Portugal*), Lodi (*Italy*), Logroño (*Spain*), Lublin (*Poland*), Melitopol (*Ukraine*), Mexico City (*Mexico*), Montreal (*Canada*), Munich (*Germany*), the canton of

¹ This report is based on data contained at the Intercultural Cities INDEX database at the time of writing. The INDEX graphs may include a greater number of cities, reflecting the growing interest in this instrument.

² The Spanish city of Donostia-San Sebastian is generally referred in the programme as San Sebastian.

Neuchâtel (*Switzerland*), Neukölln (*Berlin, Germany*), Novellara (*Italy*), Offenburg (*Germany*), Olbia (*Italy*), Oslo (*Norway*), the district of Osmangazi in the province of Bursa (*Turkey*), Parla (*Spain*) Patras (*Greece*), Pécs (*Hungary*), Pryluky (*Ukraine*), Reggio Emilia (*Italy*), Reykjavik (*Iceland*), Rijeka (*Croatia*), Rotterdam (*the Netherlands*), Sabadell (*Spain*), San Giuliano Terme (*Italy*), Santa Coloma (*Spain*), Santa Maria da Feira (*Portugal*), Unione dei Comuni-Savignano sul Rubicone³ (*Italy*), Sechenkivsky (*District of Kyiv, Ukraine*), Senigallia (*Italy*), Stavanger (*Norway*), Strasbourg (*France*), Subotica (*Serbia*), Sumy (*Ukraine*), Tenerife (*Spain*), Tilburg (*The Netherlands*), Turin (*Italy*), Turnhout (*Belgium*), Unione Terre dei Castelli⁴ (*Italy*), Valletta (*Malta*), Västerås (*Sweden*), Ville de Paris (*France*), Vinnitsa (*Ukraine*), Viseu (*Portugal*) and Zurich (*Switzerland*).

Among these cities, 39 (including Izhevsk) have more than 200,000 inhabitants and 50 (including Izhevsk) have less than 15% of foreign-born residents.

This document presents the results of the Intercultural City Index analysis for Izhevsk (Russian Federation) in 2017 and provides related intercultural policy conclusions and recommendations.

Intercultural city definition

The intercultural city has people with different nationality, origin, language or religion/ belief. Political leaders and most citizens regard diversity positively, as a resource. The city actively combats discrimination and adapts its governance, institutions and services to the needs of a diverse population. The city has a strategy and tools to deal with diversity and cultural conflict. It encourages greater mixing and interaction between diverse groups in the public spaces.

³ The Italian city of Unione dei Comuni-Savignano sul Rubicone is generally referred in the programme as Rubicone.

⁴ Former Castelvetro di Modena.

METHODOLOGY



The Intercultural City Index analysis is based on a questionnaire involving 73 questions grouped in 11 indicators with three distinct types of data. Indicators have been weighed for relative importance. For each indicator, the participating cities can reach up to 100 points (which are consolidated for the general ICC Index).

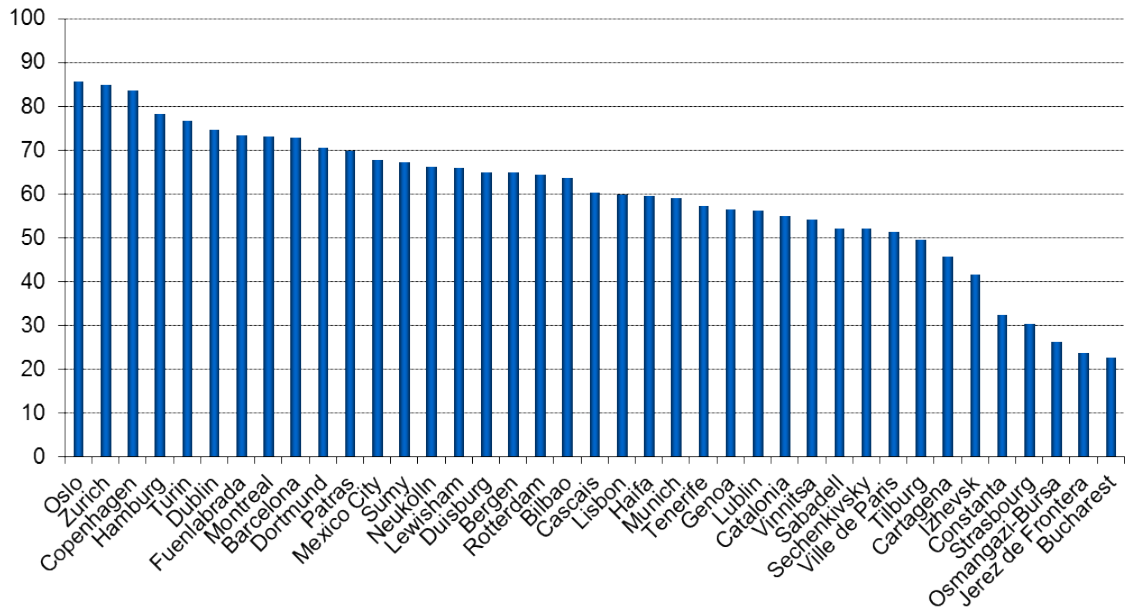
These indicators comprise: commitment; education system; neighbourhoods; public services; business and labour market; cultural and civil life policies; public spaces; mediation and conflict resolution; language; media; international outlook; intelligence/competence; welcoming and governance. Some of these indicators - education system; neighbourhoods; public services; business and labour market; cultural and civil life policies; public spaces are grouped in a composite indicator called "urban policies through the intercultural lens" or simply "intercultural lens".

The comparison between cities is strictly indicative, given the large difference between cities in terms of historical development; type and scale of diversity, governance models and level of economic development. The comparison is based on a set of formal criteria related to the intercultural approach in urban policies and intended only as a tool for benchmarking, to motivate cities to learn from good practice.

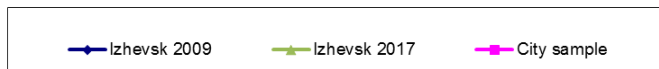
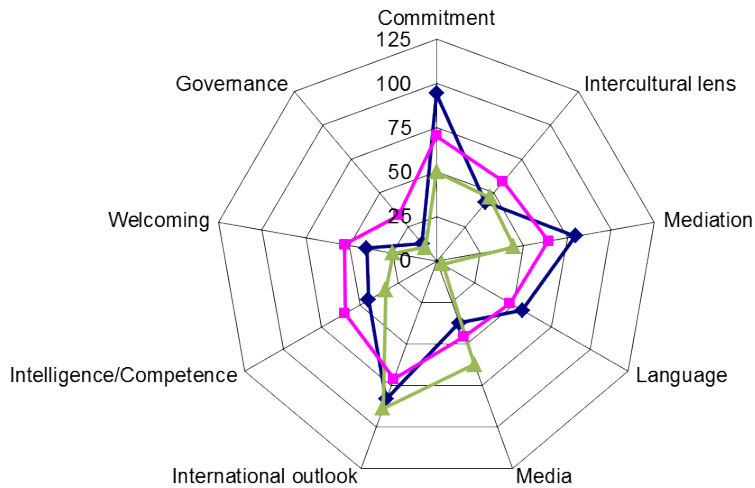
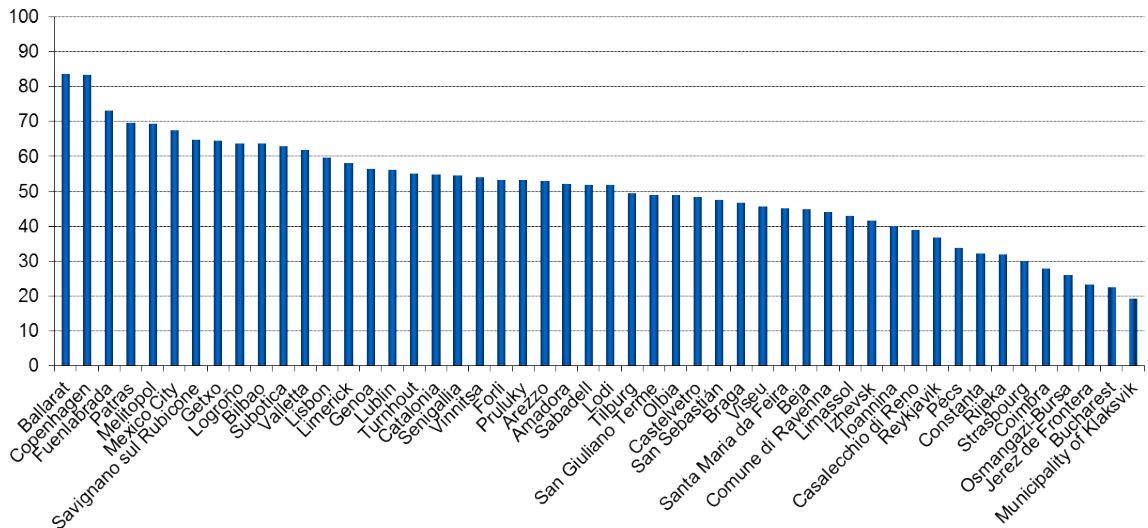
Taking into account the above-mentioned differences between the cities and a growing number of new cities willing to join the Intercultural Cities Index, it has been decided to compare the cities not only within the entire sample, but also according to specific criteria. Two of these have been singled out insofar: the size (above or below 200,000 inhabitants) and the percentage of foreign-born residents (higher or lower than 15 per cent). It is believed that this approach would allow for more valid and useful comparison, visual presentation and filtering of the results.

According to the overall index results, Izhevsk has been positioned 72th among the 86 cities in the sample, with an aggregate intercultural city index of 42% , after Limassol, Cyprus (43%) and before Ioannina, Greece (40%). Izhevsk has been ranked 34th among cities with more than 200,000 inhabitants and 38th among cities with less than 15% of foreign-born residents.

Intercultural City Index (ICC) - City sample (inhabitants > 200'000)



Intercultural City Index (ICC) - City sample (non-nationals/foreign borns < 15%)



Izhevsk – An overview

Izhevsk is the capital city of Udmurt Republic, part of the Russia Federation. The city is a major hub of industry, commerce, politics, culture, and education in the Volga Region. It is famous for its defense, engineering, and metallurgy industries, but also for the vibrant cultural environment, being the venue of numerous museums, theatres and concert halls, as well as recreational centres and clubs, libraries, art schools for children, cinemas. Furthermore, one of the greatest Russian composers Peter Tchaikovsky was born and spent his childhood near Izhevsk.

Demographically, Izhevsk is Russia's nineteenth largest municipality, with an overall population of 646 277 inhabitants. The majority ethnic group living in Izhevsk is made up of Russians (68% of the total population), while Udmurts represent 14.8% and Tartars 8.9% of the total population. Other groups including Mordovians, Chuvashes, Bashkirs, Ukrainians, Bielorrussians, Azerbaijani, Uzbeks, Georgians, Germans, Armenians and Turkmen make up the remaining share.

The percentage of second or third generation is 12%.

Economically, no information could be provided regarding the GDP in Izhevsk.

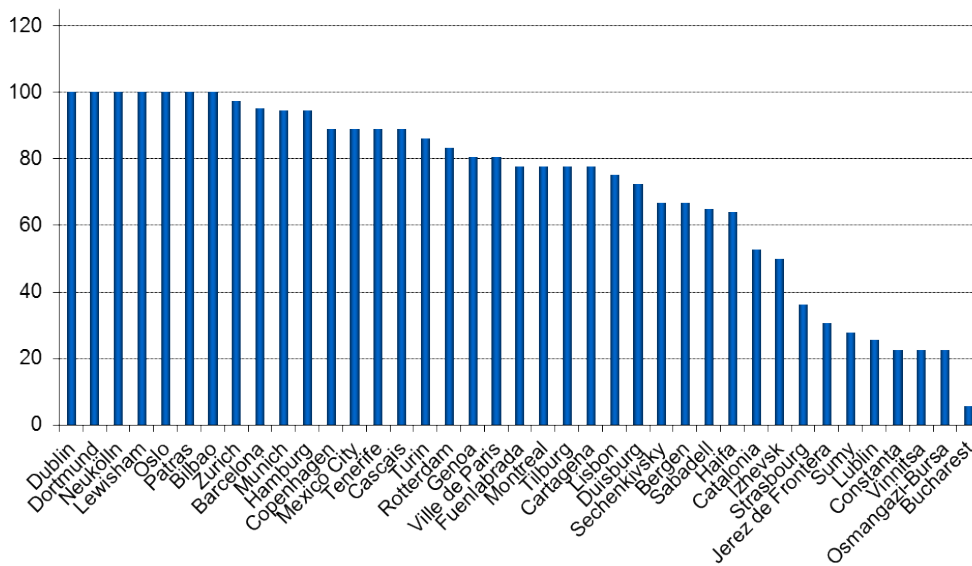
The city has not yet set up a department with leading responsibility for intercultural integration. Also public administration cannot hire non-nationals.

COMMITMENT

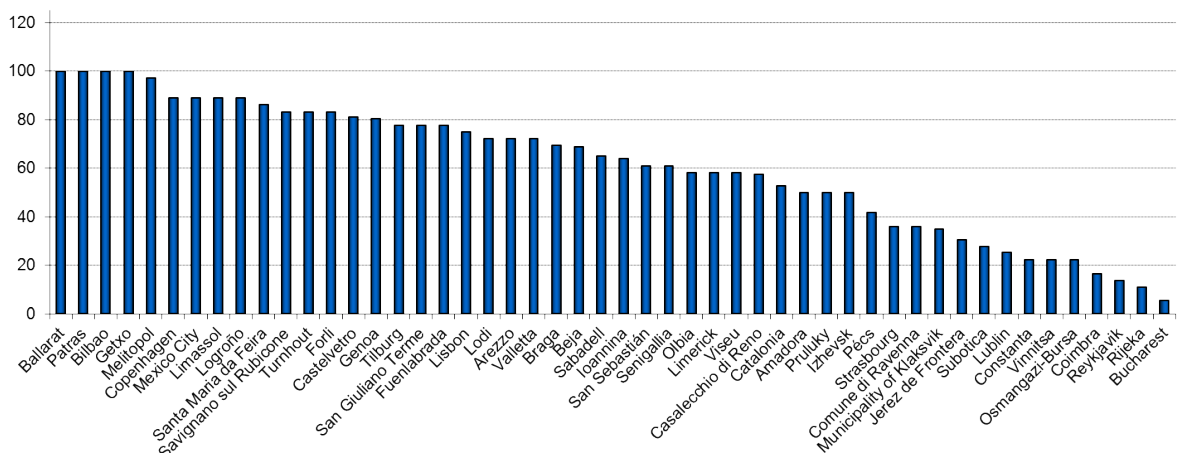


The optimal intercultural city strategy would involve a formal statement by local authorities sending an unambiguous message of the city's commitment to intercultural principles as well as actively engaging and persuading other key local stakeholders to do likewise.

ICC-Index - Commitment - City sample (inhabitants > 200'000)



ICC-Index - Commitment - City sample (non-nationals/foreign borns < 15%)



Izhevsk's rate in the field of Commitment in 2017 corresponds to the 50%, considerably lower than the city sample result of 71%, as well as the City's score in 2010. The city might wish to investigate the causes of such lowering.

Izhevsk has formally stated its participation in the Intercultural Cities network and often official speeches and communication make clear reference to the city's intercultural commitment. Moreover, the city has set a webpage where it is possible to consult news on intercultural initiatives and activities.

However, the city has not adopted an intercultural integration strategy nor an intercultural action plan.

Izhevsk might wish to draw inspiration from the "*Plan Barcelona Interculturalidad*", written by the Barcelona City Council, aiming at adopting an intercultural point of view to address the challenges of diversity, bringing political strategies together to meet the challenges of coexistence. The intercultural lens is based on three principles:

- The principle of equality encourages respect of the fundamental values and democratic principles, while promoting equal rights. It discourages discriminations and inequalities based on cultural or ethnic differences.
- The principle of recognition highlights the need to recognize and appreciate diversity. Moreover, this principle goes beyond the mere passive tolerance as it emphasizes the enrichment that derives from sociocultural diversity in every field: economic, social and cultural.
- The principle of positive interaction encourages mutual understanding and dialogue to strengthen the sense of belonging - the foundation of cohesion.

This plan marks the guidelines and defines the purposes of the city and the methodologies to achieve these aims. The ultimate goal is to incorporate the principle of interculturality as a fundamental variable in present and future municipal policies. From this starting point, the construction of the plan has been developed through three major steps. The first step points out a definition of concepts and objectives of the plan, combined with an analysis of Barcelona current situation. The second step completes the participatory process within the Town Hall and the civil societies: an in-depth research has been led to investigate citizens' opinions about diversity. The last step collects and analyses the data and transforms the information gathered into actions and proposals. Since the intercultural strategies are an on-going process, it is positive that Barcelona is keeping evaluating and updating the plan.

Interestingly, Cascais' integration strategy programme, included in the *Plano Municipal de Integração de Imigrantes*, aims to help migrants to integrate in the Portuguese society. Cascais, in fact, has a long tradition in welcoming foreign populations from all over the world and thanks to this positive attitude, its inhabitants are strongly committed in improving minorities' quality of life. Moreover, the municipality of Cascais has been innovating the integration policies, trying to ensure conditions for all to feel integrated and welcomed. For instance, since 1998, the community promotes original projects encouraging immigrant entrepreneurship.

The city systematically involves people of diverse backgrounds in policy formulation and co-design.

Izhevsk does not honour residents or organisations that have done exceptional things to encourage interculturalism. Such rewards have been positively carried out, for example, across Portugal. For instance the Intercultural City of Cascais has set a Municipal Merit Award, whereas Santa Maria da Feira promotes the Awards Solidarity, which aims to honour organisations or institutions which, by their actions, innovations and good practices contribute to the promotion of cohesion and social development of the municipality.

EDUCATION

through intercultural lens



School has a powerful influence in society and has the potential to either reinforce or challenge prejudices in a number of ways through the social environment it creates, the guidance it provides and the values it nurtures.⁵

Izhevsk's education policy indicator in 2017 reaches 63%, higher than the city sample's rate of 60% and of the city's 2010 score of 50%.

In most schools, children are of the same ethnic background, but, positively, sometimes teacher's ethnic backgrounds mirror pupils'.

Positively, most schools are trying to enhance parents' participation in the education system.

Furthermore, a project on developing the ethnocultural knowledge of teachers, students and their parents is being tested in one of the school of the cities. The project was initiated by the Ministry of National Policy together with the Ministry of Education of the Udmurt Republic and the Izhevsk City Administration.

In Izhevsk schools rarely carry out intercultural projects to facilitate social mixing among students and pupils. A good example is "Intellectual Pentathlon", a series of youth ethnographic games held among high school students throughout the entire Republic.

Also, the ETNOexpert youth game took place in November-December 2016, for students from senior classes of general education institutions of the Udmurt Republic. At least 500 people participated in those games.

To improve in the field of education, Izhevsk should consider adopting policies to increase the ethnic/cultural mixing in schools. In fact, schools' activities are important because they offer a meeting point for children and especially parents coming from different countries, with different cultural background, to get to know other members of the community.

As a suggestion, Izhevsk might find Oslo's (Norway) initiative inspiring. The project called "*Gamlebeyn Skole*" promotes cultural diversity through arts. In fact, cultural and intercultural education will help to counteract the "*white flight*" phenomenon in kindergartens. In Oslo, kindergartens tend to be characterised by great ethnic mixing but there are signs that primary and secondary schools

⁵ The term "Education" refers to a formal process of learning in which some people consciously teach while others adopt the social role of learner (ref. http://highered.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html).

are gradually becoming more ethnically-polarised as more affluent parents opt out of some schools and into other. This has been countered by limiting the right to choose and also by investing in those schools that have been threatened by 'white flight'. For example, the Gamlebyen Skole is a classic inner city primary school with a wide range of languages and a combination of complex social and cultural issues. The school's physical environment is shaped to involve references of migrant children's culture of origin such as the climbing wall made up of letters of all world alphabets, the original carved wood pillar of a destroyed Mosque in Pakistan, kilims and other objects which create a warm, homely atmosphere. The curriculum in the school involves cultural and intercultural learning. There is a benchmarking tool allowing teachers to check whether they stand in diversity matters such as engaging parents from different origins. Moreover, the school has edited a book from a joint project from Ankara and is now running a film project with schools from Denmark and Turkey.

NEIGHBOURHOOD

through intercultural lens



*An intercultural city does not require a “perfect statistical mix” of people and recognises the value of geographical proximity and bonding between people of the same ethnic background. However, it also recognises that spatial ethnic segregation creates risks of exclusion and can act as a barrier to an inward and outward free flow of people, ideas and opportunities.*⁶

Izhevsk’s neighbourhood policy indicator in 2017 reaches 50% , slightly lower than the city sample’s rate of 55%, but much higher than the city’s 2010 score of 35%

As the questionnaire states, in all the neighbourhoods in the city vast majority of the residents are of the same ethnic background and in no area people from minority constitute the majority of the residents. The city does not take actions to mix citizens from different areas because, as there are no ethnically segregated neighbourhoods, it would appear that there is no need. However, perhaps the City might wish to consider a few actions in this sense. For instance, Ballarat’s Council encourages thousands of people to interact with people of diverse ethnic/cultural backgrounds organizing a wide range of initiatives: *Begonia Festival, Harmony Fest, ‘National Aborigines and Islanders Day Observance (NAIDOC) Week, and Refugee Week celebrations*. Ballarat has also set policies to increment the diversity of residents in the neighbourhoods: The Migrant Attraction and Retention Strategy in 2007 provided a framework for program implementation which incorporated both skilled and humanitarian initiatives to be driven by Council. This program whilst focused on skilled migration also ushered the opportunity for Ballarat to welcome Sudanese refugees through secondary migration and the Togolese refugees through a direct-settlement project. Moreover, the city Council is in the process of developing a *Memorandum of Understanding* with neighbourhood houses which will provide opportunity for collaboration and joint initiatives across various neighbourhoods.

⁶ By “neighbourhood” we understand a unit within a city which has a certain level of administrative autonomy (or sometimes also certain political governance structures) and is considered as a unit with regard to city planning. In larger cities districts (boroughs) have several neighbourhoods. The statistical definition of “neighbourhood” varies from one country to another. Generally, it includes groups of population between 5,000 and 20,000 people on the average.

The city has also not established a policy to increase the diversity of residents in the neighbourhoods, nor to encourage people from different ethnic background to meet and interact in the neighbourhoods.

Izhevsk could find the example of Getxo interesting: the city established a specific project to encourage native women to meet immigrant women as it is believed that these meetings would break down prejudices and stereotypes and would give an opportunity to exchange experiences and histories. SENDI, is another project carried out in Getxo. This project organizes games during the afternoon, a pure chance for parents and children to play and have fun in Basque. This project is developed in a leisure park called "Parkean Olgetan" and it has the support of various schools and associations.

Another example comes from the city of Stavanger, where people are encouraged to meet and interact within the neighbourhood, thanks to the District Centres (Bydelshus), meeting places for local citizens promoting events and activities as well as good growth opportunities and a favourable neighbourhood environment.

PUBLIC SERVICE

through intercultural lens



An optimal intercultural approach remains open to new ideas, dialogue and innovation brought by or required by minority groups, rather than imposing a "one size fits all" approach to public services and actions.

Izhevsk's public service rate in 2017 is the 10%, lower than the city sample result of 43% and lower than the result scored in 2010, which corresponded to the 20%.

The ethnic background of public employees does not reflect the composition of the city's population and the municipality does not foresee any recruitment plan to ensure adequate diversity within its workforce, nor it encourages diverse workforce in private sector enterprises. Izhevsk might find inspiration in the city of Bergen (Norway) that to encourage intercultural mixing and competences in both public and private sectors, has developed a project called "*The Future Workplace and the Global Future*": a specific recruitment strategy to ensure that the ethnic background of public employees mirrors the composition of the city's inhabitants.

The city of Stavanger has also designed a recruitment plan aiming specifically to increase the migrant/minority representation at the higher hierarchical levels: the external publishing on Inkludi.no (a Norwegian recruitment services with main focus on jobseekers from minorities) is mandatory for consultant and managerial positions. Furthermore, if there are qualified applicants with a minority background, minimum one must be summoned to interview.

Some of Izhevsk's services are tailored to meet the needs of the ethnic/cultural background of its citizens: Sport facilities provide sections only for women or special time for practicing sports. Equal treatment is also guaranteed for all religious bodies.

The City could enrich the range of provided services by offering funeral/burial services, as well as school meals appropriate to the ethnic/cultural background of all citizens.

BUSINESS & LABOUR

through intercultural lens



Large parts of the economy and the labour market may be beyond the remit and control of the city authority, but they may still fall within its sphere of influence. Because of nationally-imposed restrictions on access to the public-sector labour market, the private sector may provide an easier route for minorities to engage in economic activity. In turn, such activity (e. g. shops, clubs, restaurants but also high-skill industry and research) may provide a valuable interface between different cultures of the city. While barriers for entry usually concern migrant/minority groups, in some cases it could be the other way around. Research has proved, however, that it is the cultural mix that fosters creativity and innovation, not homogeneity.

Izhevsk has achieved 20% in 2017, considerably lower compared to the city sample's result of 41%, but also higher than the 0% scored in 2010.

The City does not have a business umbrella organisation having as an objective the promotion of diversity and anti-discrimination, nor a charter or another binding document against discrimination in its own administration and services. Izhevsk also does not encourage business from ethnic minorities to move beyond the ethnic economy and enter the mainstream economy.

Finally, the city doesn't prioritise in its own procurement of goods, companies with a diversity strategy, as the national regulations do not foresee it.

Positively, however, the city has encouraged the creation of two business incubators supporting and hosting start-up enterprises without taking into account their cultural or ethnic differences.

Izhevsk should consider establishing a business umbrella organisation to promote diversity and non-discrimination in the employment as it has been very helpful in many other Intercultural Cities. For example, Parla encourages the integration of Chinese businesses into the local market through training and counselling. Positively, the city on April 29th, celebrates this connection with the Chinese market. Moreover, through campaigns and web pages –sometimes even in English – the city informs its citizens about which procedures must be carried to implement a business.

Alternatively, the city of Braga provides the programmes "*InvestBraga*" and "*Empreendedorismo imigrante*" from the Serviço de Apoio ao Emigrante e Imigrante. These programmes help small and medium ethnic enterprises to

grow, diversifying their products to eventually reach out to new markets; as well as helping with business planning, banking and mentoring.

The city of Stavanger launched INN Expats, a branch of the Stavanger Chamber of Commerce, is dealing with promoting diversity and non-discrimination in employment. It also organizes 80 events a year for expatriates and their family contributing to an easy transition and helping them making sense of the new environment. It finally pursues a focus on the spouses, believing that a happy family is a valuable and sustainable resource for the city. CV-registration course, three-parts job training programme to help building confidence and prepare for the interview process, Norwegian conversation groups, driving instructor seminars are only some of the initiatives that are implemented by the organization.

Last but not least, in the Portuguese Intercultural City of Cascais, the "*Conselheira para a Igualdade*" (Counsellor for Equality) recognizes the importance of promoting Gender Equality as a fundamental factor for local development. In 1998, the Cascais City Council adhered to the challenge launched by the then Commission for Equality and Women's Rights (current CIG - Commission for Citizenship and Equality of Gender), establishing a protocol with this entity, within which a person of reference was appointed for gender issues: The Counsellor for Equality. Interestingly, the Counsellor for Equality's role is to eliminate gender stereotypes and promote citizenship through the elaboration and development of municipal plans for equality, in line with the European Charter for Equality of Women and Men in Local Life. Some of the Counsellor's competences are: to monitor and streamline the implementation of local policy measures from a gender perspective and the implementation of measures envisaged in local strategies to promote equality and prevent domestic violence and other forms of discrimination; Give advice and suggestions on the policies in the field of equality and non-discrimination, maternity and paternity protection, combating domestic violence and other forms of discrimination; submit concrete proposals for action; raise awareness on gender equality; and participate in the annual forum of Counsellors and local Councillors for equality.

CULTURE & CIVIL LIFE

through intercultural lens



The time that people allocate to their leisure may often be the best opportunity for them to encounter and engage with inhabitants from a different culture. The city can influence this through its own activities and through the way it distributes resources to other organisations.

Izhevsk achievement for cultural and civil life policy in 2017 corresponds to the 50%, lower than the city sample achievement of 74%, and than the result scored in 2010, which was 60%.

Interculturalism is not used as a criterion when allocating grants to associations and the city does not encourage cultural organisation to deal with diversity.

While interculturalism is not always a criterion in allocating grants, some cities like Barcelona have a special budget that allows initiatives to be funded if they promote interculturalism. The "Headline Y" in the municipal budget is called "Promoting interculturalism and living together".

Positively many cultural and educational activities aimed at the harmonisation and development of interethnic relations and patriotic education are organised by the Ministry of National Policy and the Izhevsk City Administration. For example:

- International New Year;
- Republican competition of children «To live together - to live in peace»;
- Republican exhibition «Friendship of Peoples - Road to Victory»;
- Republican contest of military-patriotic song «I Serve Russia» in the framework of the Republican civil-patriotic campaign «For the Glory of the Fatherland»;
- Sports tournaments (football, checkers, chess, backgammon, table tennis) among the national cultural associations of the Udmurt Republic;
- Republic festival of military-patriotic song «Memory»;
- The evening of the memory of the Hero of Russia Ilfat Zakirov in the Center for Patriotic Education of the Udmurt Republic
- Republican patriotic action «Tricolor of Unity» dedicated to the Day of the State Flag of the Russian Federation;

- Republican Youth Forum «Walk Together» among middle and high school students;
- VIII Republican International Festival «Subbotea»
- Ethnocultural camp «ABC of Tolerance»;
- Ethnocultural camp «Udmurtia is our common home!»;
- Open championship of the sports version of the game «What? Where? When?» among national cultural organizations;
- All-Russian Youth Forum of Indigenous Nations of the Russian Federation.

Moreover, a very successful Festival organised every year in Izhevsk for the International Day of Dumplings («pelmeni» in Russian). Usually different kinds of dumplings from all over the world are presented - Udmurt, Russian, German «multashen», Mari «podkogylo», Ukrainian «vareniki», Uzbek dish of «chuchvar», Tatar «manti», Armenian «boraks» etc.

Furthermore, the city regularly organises public debates and campaigns on the subject of cultural diversity and living together.

Finally, in order to provide methodological support for the activities of the local authority, the Ministry of National Policy of the Udmurt Republic and the House of Friendship of People have conducted several seminars on topics like "Project management in the field of interethnic relations and prevention of extremism in the youth environment", "Extremism on multinational religious grounds: modern threats and forms of counteraction", "Implementation of the Strategy of the State National Policy of the Russian Federation for the period until 2025 in the territory of the Udmurt Republic" with the participation of representatives of local authorities, NGOs, municipal institutions and organisations.

As a suggestion, some cities, like Braga and Santa Maria da Feira, prefer theatre as a tool to promote interculturality. Braga's Teatro-Circo, inaugurated in 1915, offers today a wide range of plays and comedies. Moreover, The Braga theatre festival lasts throughout the first half of July and the theatre hosts companies from either Braga or abroad in a variety of locations throughout the city.

PUBLIC SPACE

through intercultural lens



Well managed and animated public spaces can become beacons of the city's intercultural intentions. However, badly managed spaces can become places of suspicion and fear of the stranger.

The rate of achievement of Izhevsk's public space policy has positively increased of 12% from 2010 to 2017, reaching the final result of 88% , higher than the city sample's rate of 64%.

As the questionnaire points out, Izhevsk's municipality encourages intercultural mixing by providing necessary assistance to libraries and museums.

The city authorities always take into consideration population diversity, especially in the design of new public buildings, in order to reach comfort for everyone and allow them to be proud of their origin. For example, when the city embankment was reconstructed the authorities decided to use so-called solar sign of the Udmurt people as an element of the decor. It illustrates a great interest of the city authorities in the history and traditions of citizens regardless of their religious or cultural background. Furthermore, in recent years three mosques in three different districts of the city were built.

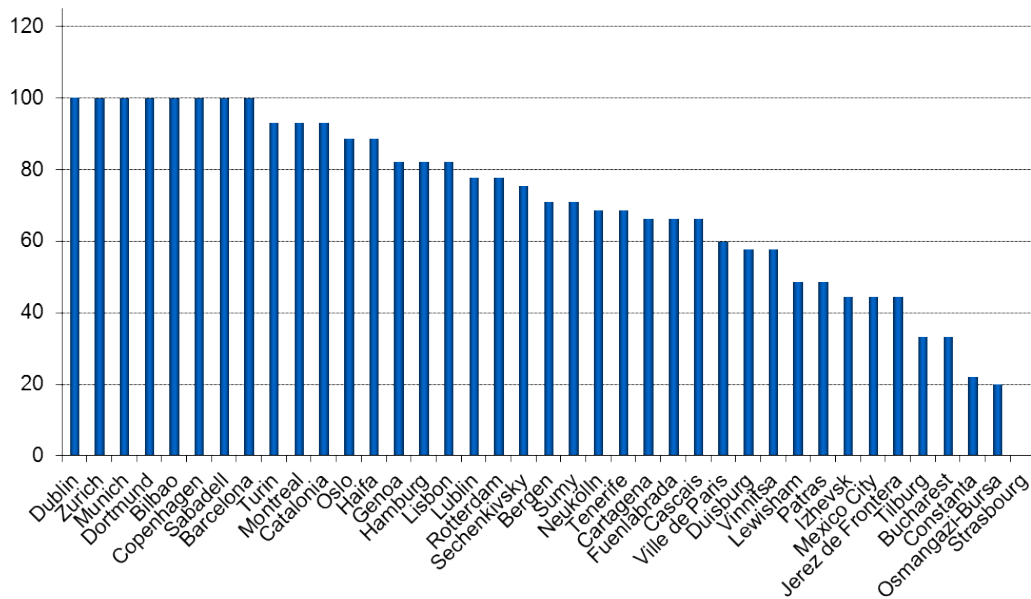
In the city, there are no areas dominated by one minority ethnic group where other people feel unwelcomed, and it is also excellent that there are no areas that can be defined as "dangerous".

MEDIATION and conflict resolution

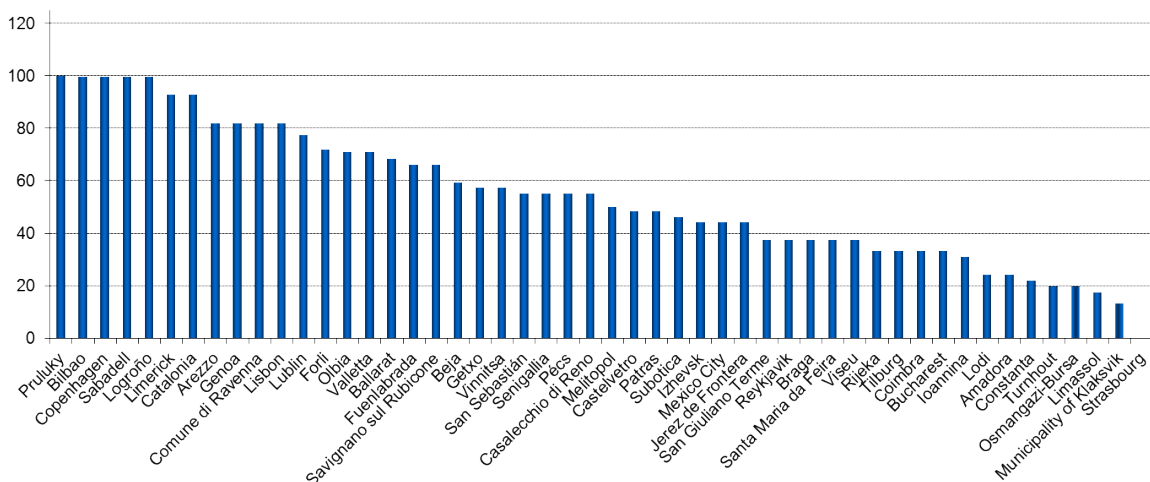


The optimal intercultural city sees the opportunity for innovation and greater cohesion emerging from the very process of conflict mediation and resolution.

ICC-Index - Mediation and conflict resolution - City sample (inhabitants > 200'000)



ICC-Index - Mediation and conflict resolution - City sample (non-nationals/foreignborns < 15%)



The rate of achievement of Izhevsk mediation and conflict resolution policy is 44% in 2017, considerably lower than the 2010's score (80%) and the city sample's rate of 64%.

Izhevsk's city administration is currently providing professional service for mediation devoted only to intercultural issues.

Intercultural mediation is not currently provided in specialised institutions such as hospitals, police, youth clubs, mediation centres, retirement homes nor in the neighbourhoods, on the streets, actively seeking to meet residents and discuss problems.

To answer this challenge, Izhevsk might wish to consider following Reggio Emilia's example to mediate and to prevent/solve conflicts. The intercultural centre "Mondinsieme" welcomes a great variety of ethnic and language backgrounds and offers support and assistance. For example, the Mondinsieme has great expertise in training mediation workers and supplies staff for schools and hospitals. Reggio Emilia has established an Intercultural centre with trained mediators with a variety of ethnic and language backgrounds who intervene whenever they feel a problem might arise - for instance if kids in some schools tend to cluster too much on ethnic basis.

Furthermore, Cascais is successfully carrying out the Educa.gz programme: through entertainment, mediators educate children helping them to improve their lives. This project minimises negative behaviours, both through the animation of playgrounds, as well as signalling and monitoring of situations of greater complexity. In fact, during the school year, the project establishes a systematic connection with various schools and enhance existing relationships, both institutionally and at community level, finding creative solutions to integrate children in the society.

Another interesting example come from Copenhagen, where the Din Betjent (Your Police Officer) is also a service provided to the citizens: local police officers engaged in dialogue in order to bridge understanding between police and citizens.

Finally, the Izhevsk should consider either establishing or promoting and supporting the establishment of an organisation to deal specifically with inter-religious relations.

In the German city of Erlangen, for example, inter-religious round with the Mayor and representatives of Muslim, Jewish and Christian congregations take place twice a year, whereas the Christian – Islamic round table takes place 6 times a year. In September every year all religions meet in a shared festival and have a joined peace processions of religions, including Muslims, Christians, Jewish, Baha`i, Buddhists e.g. The new custom now in the spiritual life in Erlangen is that all main congregations have agreed to invite each other to all main religious holidays.

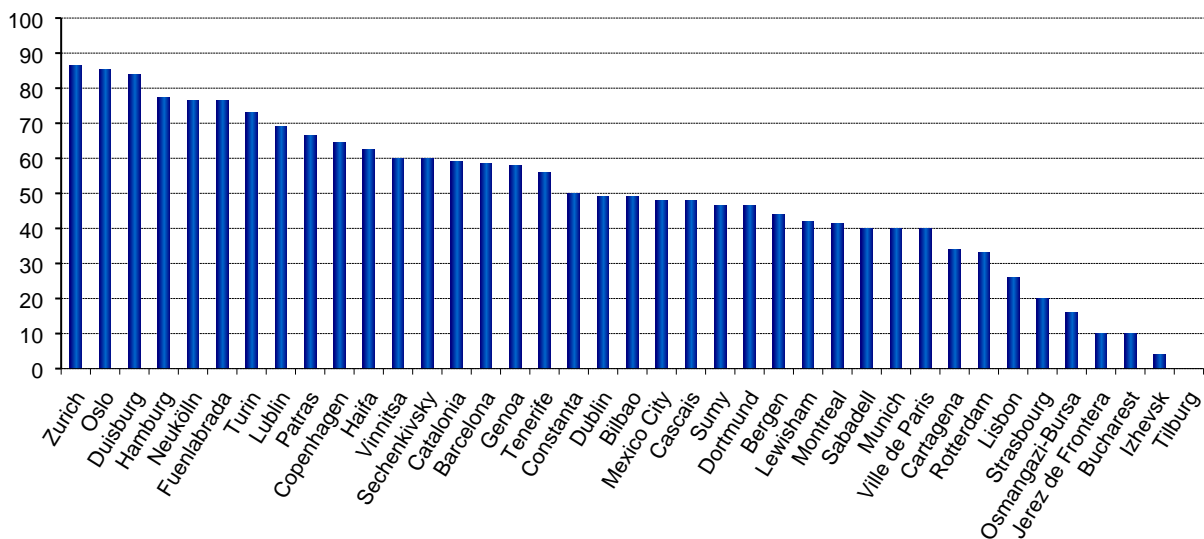
Similarly, Ballarat's Mayor has been hosting interfaith dialogues with various faith leaders in the Grampians region and the Valletta Local Council takes care of keeping the dialogue open with Christians, Jews and Hindus, for example by organising events to involve the Jew community, such as Hanukah.

LANGUAGE



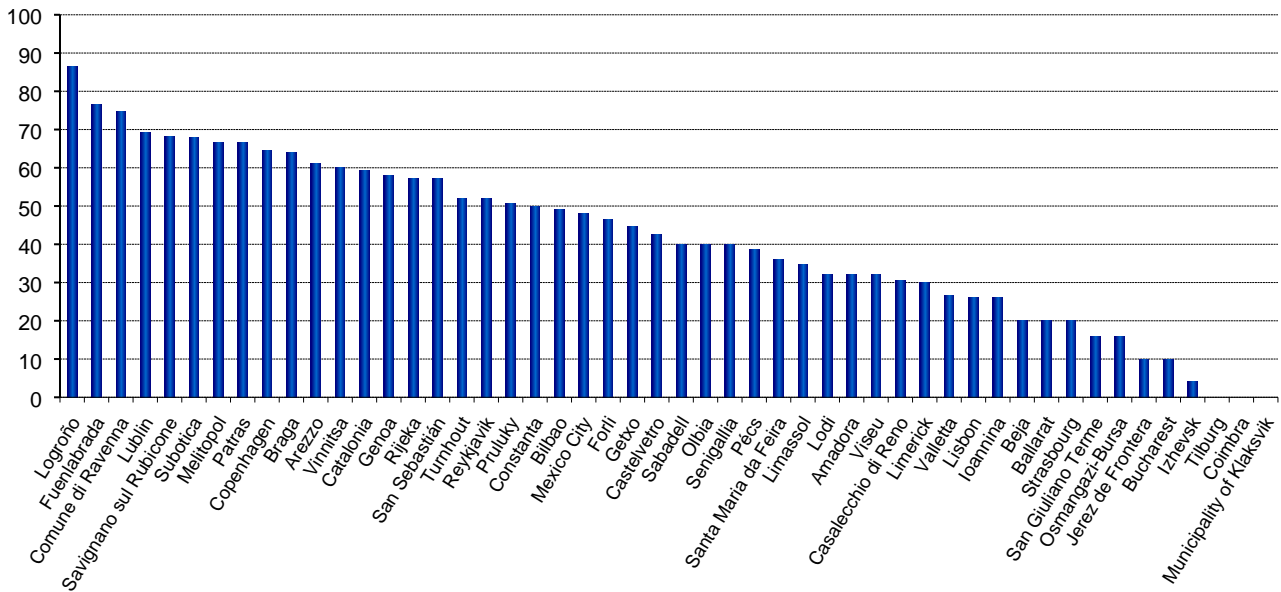
The learning of the language⁷ of the host country by migrants is key issue for integration. However, there are other considerations in an intercultural approach to language. For example, in cities where there are one or more national minorities (or indeed where there is indeed no clear majority group) there is significance in the extent to which there is mutual learning across language divides. Even in cities where recent migrations or trade connections have brought entirely new languages into the city, there is significance in the extent to which the majority are prepared to adopt these languages.

ICC-Index - Language - City sample (inhabitants > 200'000)



⁷ By language we understand an abstract system of word meanings and symbols for all aspects of culture. The term also includes gestures and other nonverbal communication. (ref- http://highereducation.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html)

ICC-Index - Language - City sample (non-nationals/foreign borns < 15%)



Unfortunately, Izhevsk's language policy rate dropped from 56% in 2010 to the 4% in 2017. This result is still lower than the cities' average result of 48%.

A number of institutions in the city of Izhevsk, such as the Udmurt State University, the Udmurt State National School, State National Theatre and others, hold free Udmurt language courses with the support of the Ministry of National Policy of the Udmurt Republic.

Some schools are also offering courses on Russian, Udmurt, Tartar, Ukrainian and Jewish culture and language.

Finally, in 2016, six free courses were organised on local languages, as well as culture and tradition of the different communities living in the city. These trainings included Udmurt language courses, Tatar language courses, Armenian Sunday School, Azerbaijani Sunday School, Sunday Jewish School and German Sunday School.

Despite these remarkable efforts, support should also be given to, for example, promoting specific language training in the official language(s) for hard-to-reach groups (non-working mothers, unemployed, retired people etc.). In the city of Stavanger, for example, the Johannes Learning Centre (Joannes Læringscenter) is providing mandatory tuition in Norwegian language and culture for immigrants between 16 and 55 years old having a resident permit, as well as the possibility to attend these courses for people over 55. The Centre is open during the day, in the evenings, and online. Special mother-child groups are organised so that stay-at-home moms can learn and practice Norwegian together.

The city of Sabadell also runs different projects targeting especially non-working women, like the workshop "Touch and Participate" and "Arteratia technique" involving women who had no knowledge of the language as well as some indigenous women. These workshops use theatre performances, as well as the creation of textile art pieces as tools to favour communication and socialisation. The work of these women is subsequently exposed to all neighbours to raise awareness and draw attention to those positive intercultural relations.

The city could be also inspired by Tenerife's activities. The city in fact supports projects that aim to give a positive image of the minority language. For example, the "Salon del Libro Africano" (African book Salon) aims to discover African culture. Similarly, other cultural activities are led. For example, the "Festival del Cine Polaco" offers a unique opportunity to discover Polish culture through movies and documentaries.

Izhevsk could consider the introduction of a mother-tongue day, a day to celebrate minority languages. As an example, in the city of Barcelona, during International Mother Language Day, the Barcelona Language Centre of Normalization organizes a literary competition based on autobiographies called "*Les llengües de la meva vida*" (The languages of my life). The aim of the competition is to share the impact languages have on people's lives and the linguistic value of diversity, the cultural richness associated that derives from learning a new language.

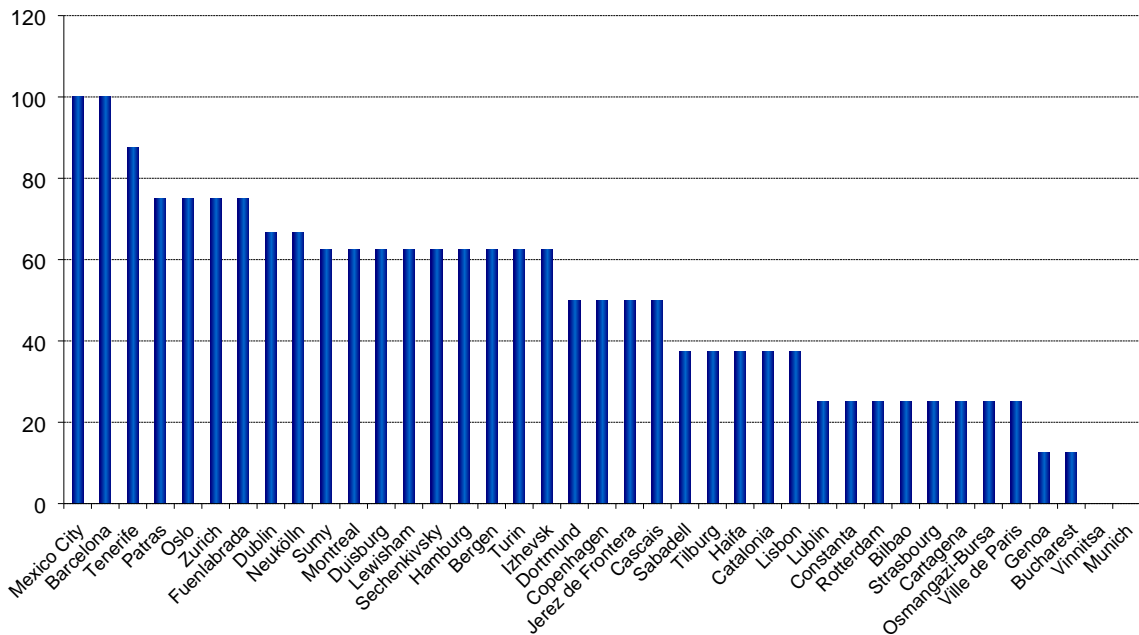
The city could also provide financial support to minority newspaper and/or radio and TV programmes in a minority language. The city of Arezzo is working on this issue: the weekly newspaper Piazza Grande has a Romanian column. Moreover, the channel Tele San Domenico (TSD) shows the news in several languages. Instead, Ballarat has a collaboration with the 99.9 Voice FM – Ballarat Community Radio. Today, the radio station offers a weekly radio program to be conducted by the Multicultural Ambassadors in minority languages. Newspaper columns, radio and/or TV programmes in a minority language would hugely benefit interculturality, facilitating integration and reinforcing the feeling of belonging.

MEDIA policies

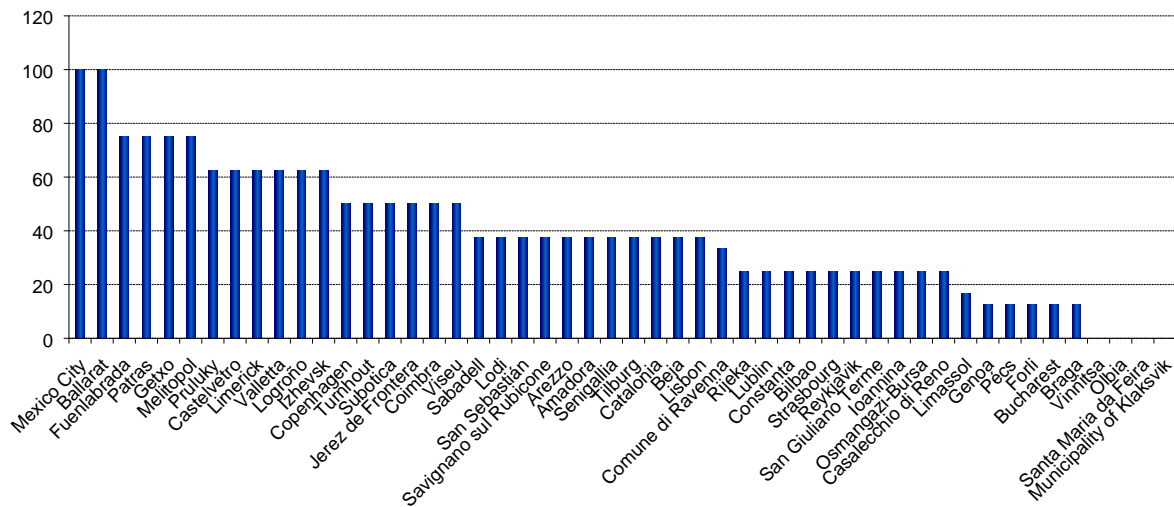


The media has a powerful influence on the attitudes to cultural relations and upon the reputations of particular minority and majority groups. Local municipalities can influence and partner with local media organisations to achieve a climate of public opinion more conducive to intercultural relations.

ICC-Index - Relations with the local media - City sample (inhabitants > 200'000)



ICC-Index - Relations with the local media -
City sample (non-nationals/foreign borns < 15%)



In 2017, Izhevsk achieved the excellent result of 63% in the field of media policy. Considerably higher than the result in 2010 (38%) and the city average result of 46%.

The city undertakes occasional actions to improve the visibility of migrants/minority in the media. For example, some radio stations air programmes in the Udmurt language. Also, in December 2016, the TV and radio company «My Udmurtiya» launched a new TV program «Анай кыл» («Mother Tongue») which is a TV-source for learning the Udmurt language. In addition to this, the channel launched a series of youth educational programs «Ethnics» dedicated to the Udmurt people.

Furthermore, the city's communication department is instructed to highlight diversity as an advantage regularly and in various type of communication.

Izhevsk is also supporting advocacy, media training and mentorship for journalists with a minority background.

Nevertheless, Izhevsk might wish to consider these good practices:

- "*Tomar Claro*" is an Intercultural Prize for Local Journalists organised in Cascais whose objective is to promote news/articles on the following themes: interculturality and identity, sense of belonging to the community, migratory pathways, social integration and education for intercultural citizenship.
- The Parisian association: the *Maison des journalistes étrangers* (House for foreign journalists) is an association that welcomes foreign journalists persecuted in their home country in defense and promotion of the freedom of expression.
- To promote a positive image of immigrants and/or minorities in the media Bergen monitors the way in which minorities are portrayed in the local media. In addition, four or five times a year, the city publishes a newspaper with information about activities in the city that is distributed

to all households in the city.

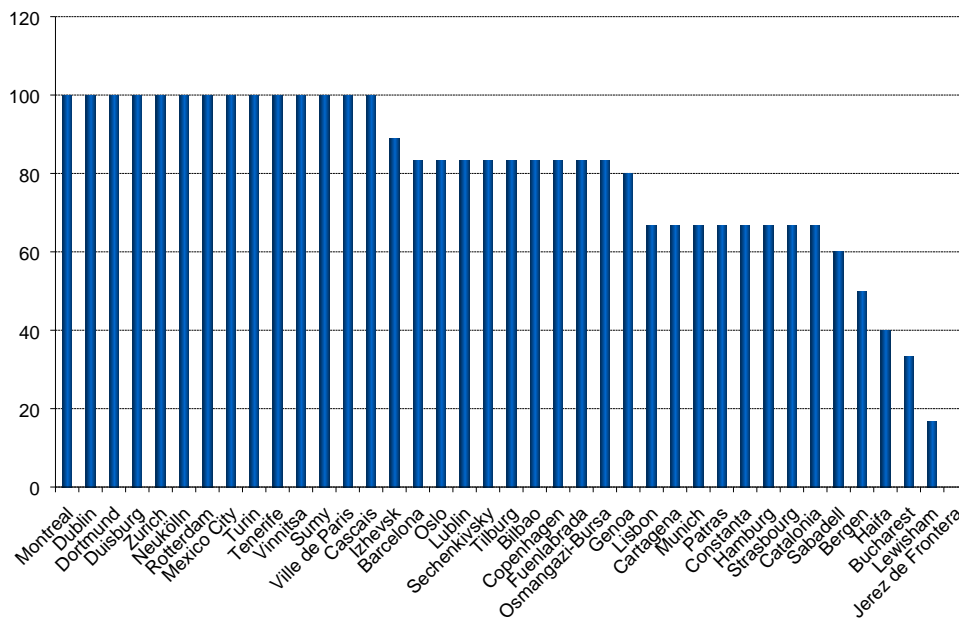
- In Bilbao (Spain) there has been set a web application to promote inclusion and integration while fighting rumours and stereotypes. The main metaphor used in the Bilbao communication campaign is the umbrella as a defence against rumours, that fall from the sky. It has developed a short game, in two forms of a scratch card and a Web app, that can allow the user to assess whether they are 'protected' from or 'drenched' by rumours. Following a series of fact-based questions, it tests the degree of knowledge that people have about immigration, and illustrates the truth or otherwise of common rumours about immigrants. A final score is given, indicated the degree of 'protection' from rumours. By disseminating this information more widely in social networks, the user may obtain additional 'medals' and join the campaign for the values of multiculturalism, social cohesion and combating racial discrimination.

INTERNATIONAL outlook policies

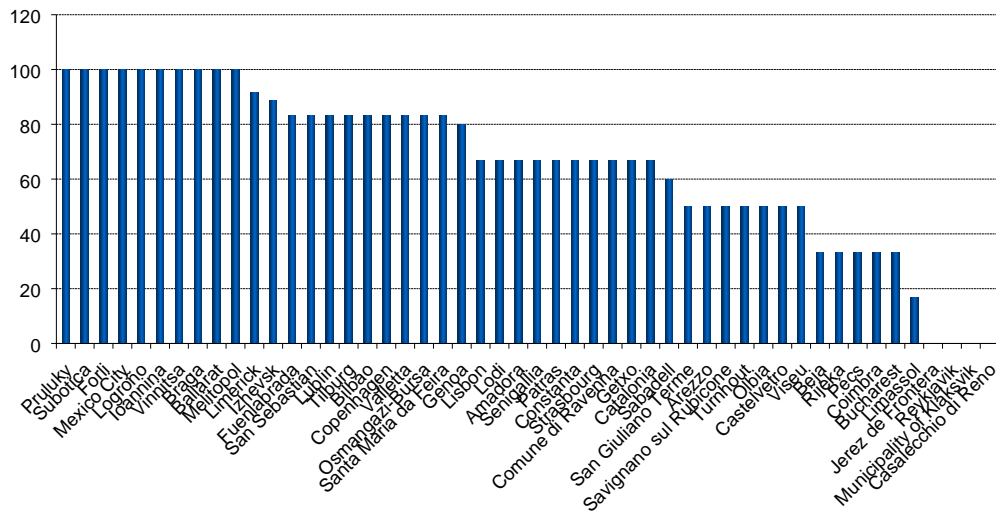


An optimal intercultural city would be a place which actively sought to make new connections with other places for trade, exchange of knowledge, as well as tourism.

**ICC-Index - An open and international outlook - City sample
(inhabitants > 200'000)**



**ICC-Index - An open and international outlook - City sample
(non-nationals/foreign borns < 15%)**



Izhevsk achieved the 89% in the field of an open and international outlook, higher than the result obtained in 2010 of 83% and than the city sample's rate of 71%.

Positively, the city has adopted a specific economic policy to foster international cooperation as well as a specific financial plan and has established an agency with specific responsibility for monitoring and developing the city's openness to international connections.

Izhevsk also supports university to attract foreign students and take actions to encourage foreign students to participate in the city life and to remain after graduation.

The city also enhances economic relations with countries of origin of its migrant groups through partnerships and business agreements.

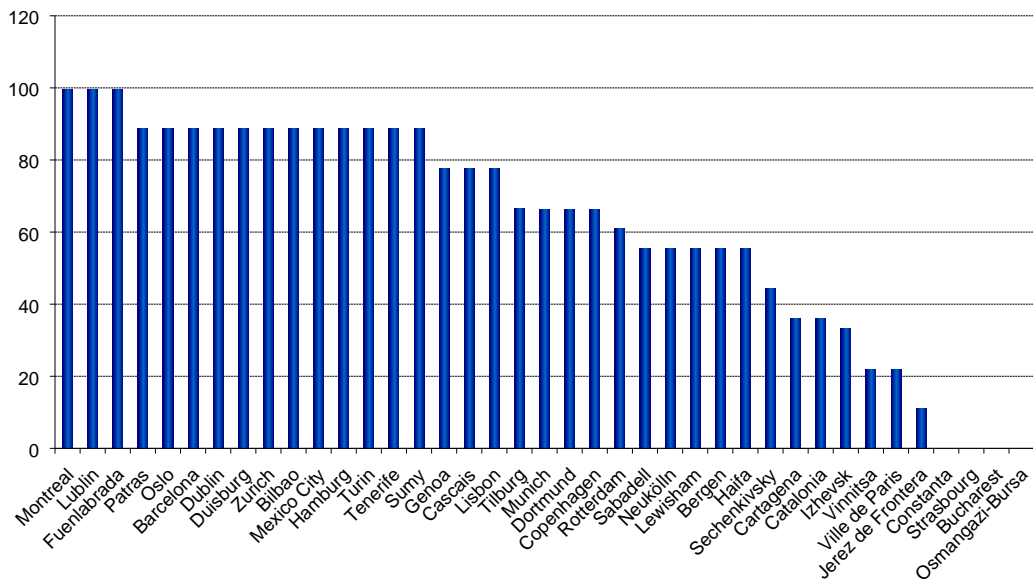
INTELLIGENCE

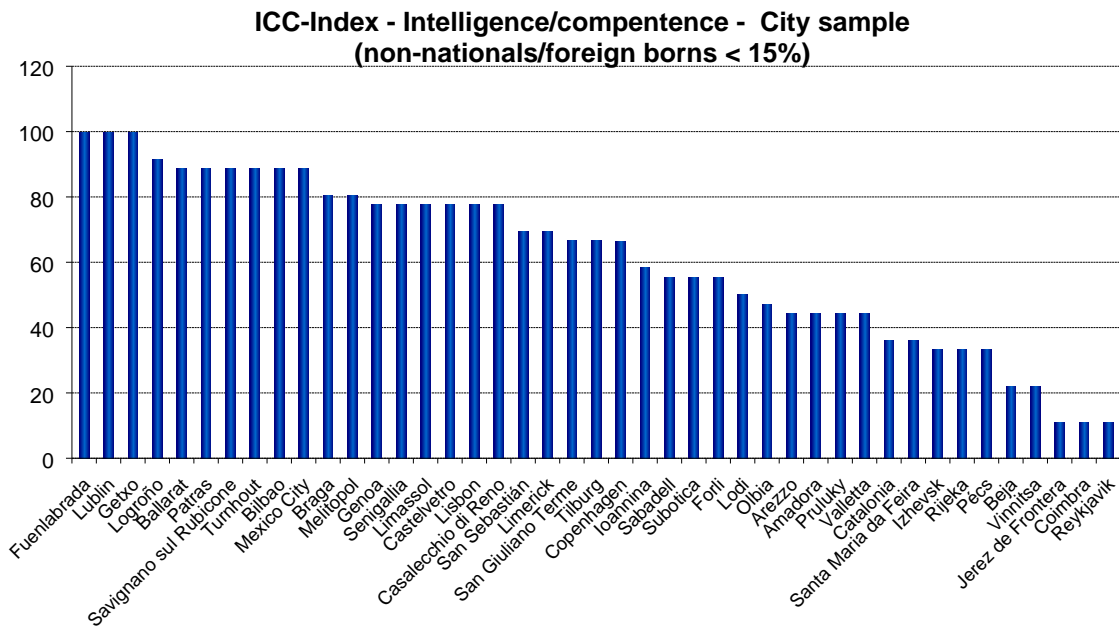
competence policies



A competent public official in an optimal intercultural city should be able to detect and respond to the presence of cultural difference, and modulate his/her approach accordingly, rather than seeking to impose one model of behaviour on all situations.

ICC-Index - Intelligence/competence - City sample (inhabitants > 200'000)





The attainment rate of Izhevsk in the field of intercultural intelligence competence policy is 33%, lower than the 44% scored in 2010 and the city sample's rate of 60%.

Statistical and qualitative information about diversity and intercultural relations are not mainstreamed to inform the city government/council's process of policy formulation, but the city does regularly organise surveys to monitor the public perception of migrants/minorities.

No information has been given whether the city is promoting intercultural competences of its officials and staff through seminars, networks or trainings. Some examples of interdisciplinary seminars come from Braga, where trainings and courses are also composed of public debates on migrations, sessions and conferences on the immigration law, as well as Portuguese courses.

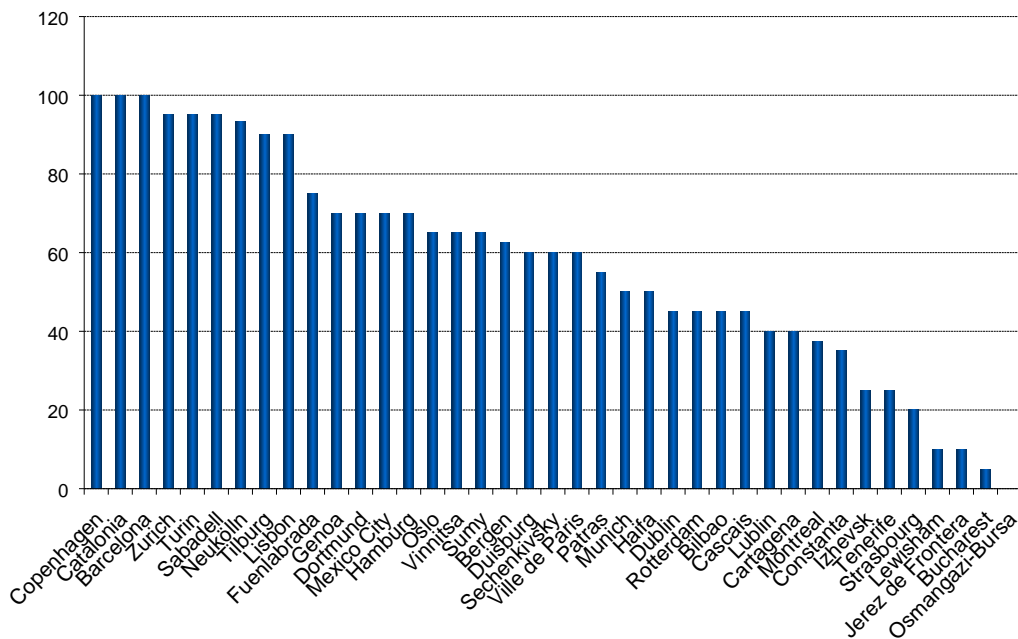
To raise awareness, "Diferenças & Indiferenças" is an initiative carried in Cascais whose purpose is to train social agents to successfully face intercultural issues of interculturality; for instance, when interacting with migrants. Secondly, the training aims to improve the reception of the immigrant population via more effective and efficient responses.

WELCOMING



People arriving in a city for an extended stay (whatever their circumstances) are likely to find themselves disorientated and in need of multiple forms of support. The degree to which these measures can be co-coordinated and delivered effectively will have a significant impact on how the person settles and integrates.

ICC-Index - Welcoming new arrivals - City sample (inhabitants > 200'000)



The example of Barcelona might be insightful: The Barcelona Municipal Immigration Council (CMIB) was created in 1997 with the participation of 16 entities. Its work during the past years has been intensive: documents, workshops and debates such as the Intercultural Meeting, and more recently, the Migrants' Day; recommendations to the various municipal action plans and much more. The Municipal Council is currently comprised of more than 40 entities.

Izhevsk might also find inspiring this initiative coming from Ballarat: The Multicultural Ambassadors' Program (MAP). This program was developed in order to provide leadership within the migrant community, therefore encouraging minorities to participate in the political life of the City. Ever since 2009, this program aims to enhance community awareness while fostering social cohesion and mutual acceptance. The objectives are:

- Enhance community awareness and foster inclusion of existing and new CALD communities in Ballarat
- Support leadership within the CALD community and to recognise the commitment and contribution made by migrants and Indigenous people to the Ballarat community
- Advocate for and promote the benefits of cultural diversity through learning, exchange and celebration
- Collaborate with the City of Ballarat in implementing its Cultural Diversity Strategy

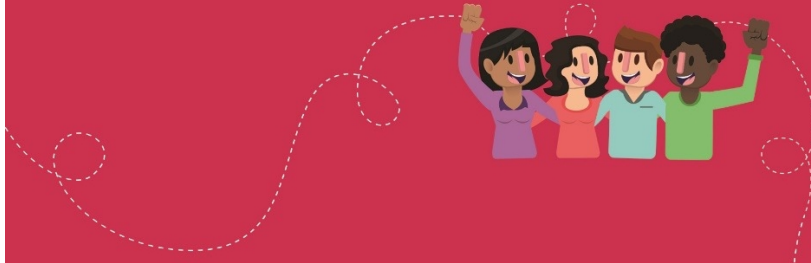
Multicultural Ambassadors will be champions for their existing communities and will engage citizens' participation in workplaces, social, religious and recreation groups, as well as in schools and community groups.

We also recommend Izhevsk to introduce a standard for the representation of minority in mandatory boards supervising schools and/or public services, but also to reinforce the existing initiatives that aim to encourage migrants and minorities to take part in the political life.

Perhaps the city might wish to follow the example set by the city of Paris where 123 "*conseils de quartier*" or "neighbourhoods' councils" are open to all residents, regardless of their nationality, and allow people to express their opinions and proposals on issues that affect the neighborhoods, such as development projects, neighborhood life, and all the strategies that could potentially improve the quality of life. The Councils are a bridge between the citizens, the elected officials and the Mayor.

Also in the city of Stavanger, before every election, each local election brochures are distributed in 10 different languages to all the public service centres, all the mosques in the city, the Catholic Church and other meeting spaces for immigrants. In Stavanger Cultural Centre, furthermore, all the political parties were invited to dialogue with the migrants and a tool for voting in advance was arranged.

ANTI DISCRIMINATION



Izhevsk does not monitor the extent and character of discrimination in the city as it is part of the mandate of the Ministry of National Policy of the Udmurt Republic to do so.

Furthermore, the city does not have a specific service that advises and supports victims of discrimination. As a powerful example, the Barcelona *Office for Human Rights* offers attention, mediation, information and specialised legal advice. Furthermore, the municipality has an agreement with *SOS Racism* to help victims of racism.

Finally, the city does not run anti-discrimination campaigns to raise awareness on this topic.

The plan against Islamophobia, launched by Barcelona in 2017, is an excellent example of what city can do to discourage racism and negative feelings.

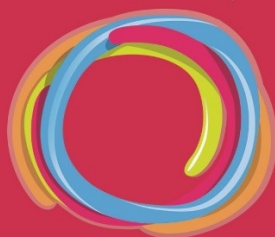
Paris has established the "*Réseau parisien de repérage des discriminations (REPARE)*" (Parisian discrimination tracking network): a device that tries to identify and report cases of discrimination, localizing and preventing them. The REPAIRE thus helps revealing the extent and the nature of discrimination in Paris and gives a strong response to these situations.

Izhevsk could follow Patras' project entitled "Combating Discrimination in the Field of Entrepreneurship: Women and young Roma and Muslim immigrants" which is financed by "PROGRESS-Support to national activities aiming at combating discrimination and promoting equality" (JUST/2012/PROG/AG/AD) EU programme. Raising awareness, disseminating information and promoting the debate about the key challenges and policy issues in relation to anti-discrimination for Roma and Muslim immigrants as far as entrepreneurship is concerned, are the main objectives of the project. Mainstreaming of policies through the involvement of social partners, NGOs and relative stakeholders is also a challenge. The project is coordinated by the "National Centre for Social Research (EKKE)" and the area of Patras has been identified as a core-place at a national level, equal to the area of Athens. "Patras Municipal Enterprise for Planning & Development - ADEP SA" is the local partner organization.

Alternatively, Amadora's schools are breaking down stereotypes and negative perceptions. In fact, the city of Amadora (Portugal) has been implementing a communication campaign focused on education and schools in the framework of

the Communication for Integration (C4i). The campaign aims to address the rumour identified through research at the city level that pupils with a migrant background lower the education level in schools. In Amadora, 60 per cent of the foreign residents, who represented 10 per cent of the city's population in 2011, originate from Portuguese-speaking African countries. As part of the campaign, 60 pupils of Seomara da Costa Primo secondary school were trained as anti-rumour agents. They identified the following rumours in the classroom: new students are never welcome, Spanish and Portuguese do not like each other, white people are believed to steal babies in Cape Verde, mathematics and Portuguese teachers earn more than other teachers, etc. The pupils also participated in a debate "*how do I see the others*" where they were to mosaic their school mate using foodstuffs. Finally, they presented an anti-rumour song at the C4i 3rd Coordination meeting in Amadora on 12 December 2014 and expressed interest in joining more anti-rumour activities. According to scientific research conducted in Amadora as part of C4i, a secondary school with a majority of students of different nationalities was positioned among the eight best schools in the city in 2013. Similarly, about a quarter of the students awarded for merit and excellence were immigrants. Amadora strongly believes that excellence in education can only be achieved in an integrated and inclusive education system.

CONCLUSIONS



Izhevsk showed an aggregate intercultural city index of 42%, being positioned 72nd among the 86 cities in the sample. Moreover, Izhevsk has been ranked 34th among the cities with more than 200,000 inhabitants and 38th among cities with less than 15% of foreign-born residents.

It is appreciable that the city scored a rate higher than the city sample in the following fields: education, public spaces, relations with the media, international outlook.

On the other hand, the weakest fields where the city's municipality must strengthen its policies are: commitment, neighbourhood policies, public service, business and labour market, cultural and civil life, mediation, language, competences, welcoming and governance.

In view of the above, we wish to congratulate with the City of Izhevsk for the efforts taken. The Index has shown that there is room for further improvements, and we are confident that if the city follows our guidelines and other Intercultural Cities' practices, the results will rapidly be visible and tangible.

RECOMMENDATIONS



When it comes to the intercultural efforts, with reference to the survey, the city could enhance the sectors below by introducing different initiatives:

- ✓ **Commitment:** Izhevsk may wish to ameliorate this area by drafting and adopting an intercultural integration strategy, as well as an intercultural action plan.
- ✓ **Education:** the city should consider adopting policies to increase the ethnic/cultural mixing in schools
- ✓ **Neighbourhood:** We recommend Izhevsk to consider the establishment of a policy to increase the diversity of residents in the neighbourhoods, and actions to encourage people from different ethnic background to meet and interact in the neighbourhoods.
- ✓ **Public Service:** we recommend Izhevsk to introduce a recruitment plan to ensure an adequate diversity within the workforce in order to have an equal reflection of the population in the ethnic/cultural background of public employees at all levels. The City could also enrich the range of provided services by offering funeral/burial services, as well as school meals appropriate to the ethnic/cultural background of all citizens.
- ✓ **Business and Labour Market:** the city might want to establish a business umbrella organisation having as an objective the promotion of diversity and anti-discrimination or a charter/another binding document against discrimination in its own administration and services. Izhevsk should also act to encourage business from ethnic minorities to move beyond the ethnic economy and enter the mainstream economy.
- ✓ **Cultural and Civil Life:** Interculturalism should be used as a criterion when allocating grants to associations. Izhevsk should more consistently encourage cultural organisations to deal with diversity and intercultural relations.

- ✓ Mediation: Izhevsk might wish to ameliorate its mediation policies by making sure that intercultural mediation is provided in specialised institutions such as hospitals, police, youth clubs, mediation centres, retirement homes and in the neighbourhoods, on the streets, actively seeking to meet residents and discuss problems. It may also wish to initiate an organisation dealing specifically with inter-religious relations.
- ✓ Cultural Competences: Izhevsk might wish to further explore this area by promoting the intercultural competences of its officials and staff through seminars, networks or trainings
- ✓ Governance: Izhevsk may wish to further explore possible governance policies by establishing an advisory body representing migrants/minorities, as well as introducing a standard for the representation of minority in mandatory boards supervising schools and/or public services

Izhevsk may wish to consider further examples implemented by other Intercultural Cities as a source of learning and inspiration to guide future initiatives. Such examples are provided in the Intercultural cities database⁸.

⁸ <http://www.coe.int/en/web/interculturalcities/>