Sechenkivsky: Results of the Intercultural Cities Index

Introduction

The Intercultural Cities programme is a joint initiative between the Council of Europe and the European Commission. 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 is rich in content and detail. However, it is relatively weak as a tool to monitor and communicate progress. The new intercultural city index has been designed as a new benchmarking tool for the cities taking part in the pilot phase of the programme as well as future participants.

As of today 12 cities have undergone their intercultural policies analysis using the Intercultural City Index: Oslo *(Norway)*, Neukölln *(Berlin, Germany)*, Izhevsk *(Udmart Republic, Russia)*, Melitipol *(Ukraine)*, Neuchâtel *(Switzerland),* Patras *(Greece)*, Reggio Emilia *(Italy)*, Sechenkivsky *(Discrit of Kyiv, Ukraine)*, Duisburg *(Germany)*, Mexico City *(Mexico)*, and Lublin *(Poland)*.

This document presents the results of the International City Index analysis for the city of Sechenkivsky and provides related intercultural policy conclusions and recommendations.
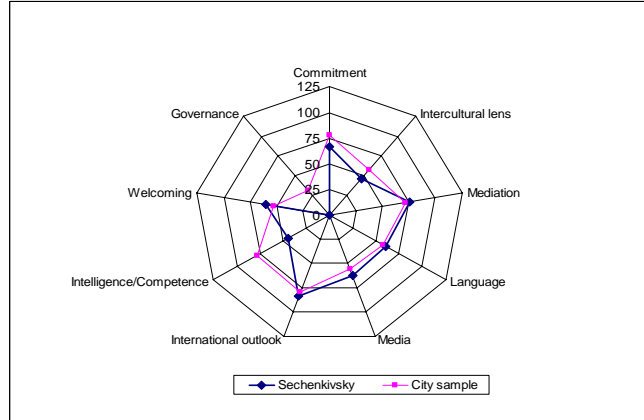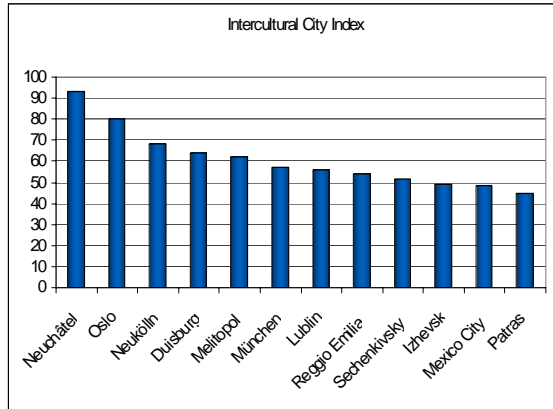
Intercultural city definition

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.

Methodology

A questionnaire was prepared and sent to the 12 cities. It provided 14 points for evaluating their intercultural strategy. These 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.

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.

Intercultural City Index

100
90
80
70
60
50
40
30
20
10
0

Neuchâtel Oslo Neukölln Duisburg Melitopol München Lublin Reggio Emilia Sechenkivsky Izhevsk Mexico City Patras

Commitment
125
100
75
50
25
0

Governance   Intercultural lens

Welcoming   Mediation

Intelligence/Competence   Language

International outlook   Media

◆ Sechenkivsky   ■ City sample

According to the results, Sechenkivsky is positioned 8th among the 12 cities in the sample in relation to the index as it stands at present.

Sechenkivsky-An overview

Sechenkivsky is a city in the Ukraine in the-district of Kyiv. It has a population of 232,000. The majority group (Ukrainians) makes up 82% of the city's inhabitants. Non-nationals represent 18% of the city's population. The ethnic composition of the city's population in descending order comprises: Ukranians-82%; Russians-16%; Jews-0.85%; and Belarusians-0.78%. The most up-to-date GPD/capita figures for Sechenkivsky are of $6,000.

1. 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.

The rate of achievement of Sechenkivsky's commitment policy goals is considerably lower than the city sample's: only 67% of these goals were achieved, while the city sample's[1] rate for commitment policy is 77%.

Sechenkivsky City Council has adopted a number of initiatives which demonstrate its commitment to the intercultural approach. The city has formally adopted a public statement. The local government has adopted an intercultural strategy and action plan. Sechenkivsky makes clear reference to its commitment in public speeches as well as in communications. The municipality has a dedicated cross-departmental co-ordination structure which is responsible for its intercultural strategy and action plan. Local citizens who have done an exceptional thing to encourage interculturalism in the local community are acknowledged.

The local authorities may wish to further explore possible commitment policies by: allocating a budget for the implementation of their intercultural strategy and action plan;

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[1] The term " city sample " refers to the weighted average of the twelve intercultural cities in each of the fourteen areas of intercultural governance.

launching an official webpage; as well as setting up an evaluation process for the city's intercultural strategy.

2. Education[2] policies through an intercultural lens

Education system
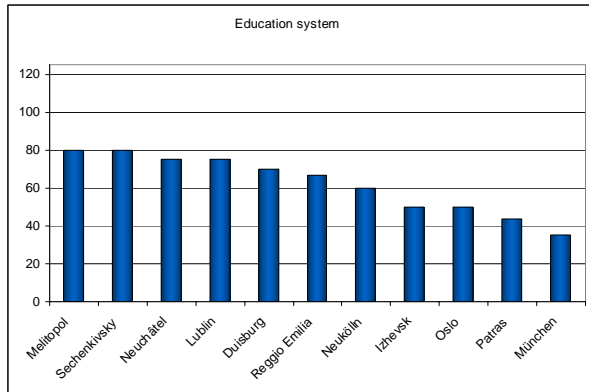
School has a powerful influence in society and has the potential to either reinforce or challenge prejudices in a number of ways through the social environment it creates, the guidance it provides and the values it nurtures.
The analysis shows that Sechenkivsky's education policy achievement rate is considerably higher (80%) than the city sample's rate (59%).

The City Council has introduced various education policies which have fulfilled their desired outcomes. Local schools make considerable efforts to involve parents from migrant/minority backgrounds in daily school life. The city promotes local schools which carry out intercultural projects. The local authorities have implemented an initiative to increase the level of ethnic cultural mixing in schools. Only in certain local primary schools all the pupils come from the same ethnic background.

Sechenkivsky City Council might consider ameliorating its education system by ensuring that the ethnic background of teachers mirrors the diverse population in a larger proportion of local schools.

3. Neighbourhood policies through an intercultural lens[3]

An optimal intercultural city does not require a "perfect statistical mix" of people and recognizes the value of ethnic enclaves. It is important that residential areas do not act as barriers to an inward and outward free flow of people, ideas and opportunities.

Sechenkivsky's neighbourhood policy indicators are considerably lower (45%) than the city sample's (58%).

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[2] 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)
[3] 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.

In 100% of Sechenkivsky's neighbourhoods a vast majority[4] of residents   come from the same ethnic background. In none of the city's neighbourhoods a vast majority of inhabitants come from minority ethnic groups[5].

The local City Council have put into practice various neighbourhood initiatives. Sechenkivsky does encourage residents from one neighbourhood to meet and interact with residents from another from different ethnic/cultural backgrounds. Put simply, the local government does promote interaction between neighbourhoods.

The city may wish to further explore possible neighbourhood initiatives by: implementing a policy which avoids ethnic concentration; as well as building upon the city's measures which encourage interaction within neighbourhoods.

4. Public service policies through an intercultural lens

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

The analysis shows that echenkivsky's public services policy achievement rate is lower (40%) than the city sample's rate (46%).

The local authorities have put into practice several public service initiatives. The city does encourage intercultural mixing in the private sector labour market. The city provides all four of the services in the index which are tailored to the needs of the ethnic/cultural background of its citizens. The municipality offers funeral/burial services, school meals, specific sections and times for women in sports facilities, as well as other services (not specified in the index).

The local government may wish to ameliorate its public service initiatives in the future, for instance by: ensuring the ethnic background of Sechenkivsky 's public employees mirrors that of the city's inhabitants; considering a specific recruitment strategy to achieve the above policy; as well as enlarging the public sector recruitment pool to include non-Ukrainian citizens.

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[4] For the purpose of this report, a "vast majority" refers to a situation where more than 80% of residents come from the same ethnic background.
[5] By "minority group" we understand a subordinate group whose members have significantly less control or power over their own lives than the members of a dominant or majority group have over theirs. (ref. http://highered.mcgraw- hill.com/sites/0072435569/student_view0/glossary.html)

5. Business and labour market policies through an intercultural lens
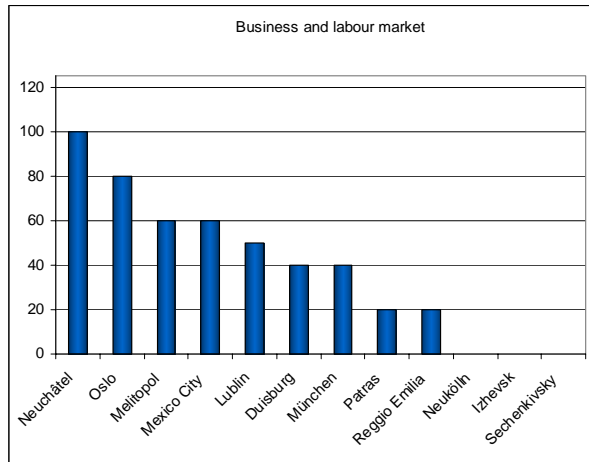
Sechenkivsky's business and labour market policy indicators are considerably lower than the city sample's: 0% of these goals were achieved, while the city sample's rate for business and labour market policy is 39%.

The City Council's business and labour market policies may benefit from: setting up an umbrella organization to promote diversity and non-discrimination in the workplace; giving priority to local companies which implement a diversity strategy when procuring its goods and services; encouraging "business districts/incubators" to facilitate inhabitants from different cultures to mix more easily as well as from signing a charter which outlaws discrimination in employment.

6. Cultural and civil life policies through an intercultural lens

The time which 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 organizations.

Sechenkivsky's cultural and civil life policy goal achievement rate is drastically lower (40%) than the city sample's accomplishment rate (78%).

Sechenkivsky City Council has implemented the following policies in cultural and civil life. The local city municipality does organize events and activities in the fields of arts, culture and sport to encourage inhabitants from different ethnic groups to mix. The local government also organizes public debates and campaigns around the topics of diversity and living together.

We invite Sechenkivsky to consider building upon the city's existing cultural and civil life policies by: adopting intercuralism as a criterion when allocating grants to associations; conducting a survey to find out how much of all grants go to associations and initiatives; as well as promoting cultural organizations which deal with diversity and intercultural relations in their productions.

7. Public space policies through an intercultural lens

The rate of achievement of Sechenkivsky's public space policy goals is slightly lower than the city sample's: only 70% of these goals were achieved, while the city sample rate for public space policy is 72%.

The city has implemented various public spaces policy instruments. The local government promotes intercultural mixing in public libraries, museums, squares and playgrounds. When reconstructing an area, Sechenkivsky's City Council proposes different forms and places of consultation to reach out to its ethnically and culturally diverse inhabitants. According to the answer given in the survey, there are no areas in the city which have a reputation of being "dangerous". None of the areas in the city are dominated by one ethnic group and make other inhabitants feel unwelcome.

The municipality may wish to ameliorate its public spaces initiatives for instance by taking into consideration the ethnic/cultural backgrounds of the city's citizens more frequently when designing and managing new public spaces and libraries.

8. Mediation and conflict resolution polices

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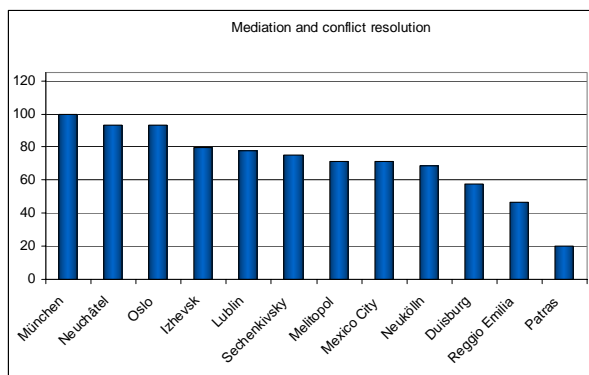
Well managed and animated public spaces can become beacons of the city's intercultural intentions. However, badly managed spaces can become places of suspicion and fear of the stranger.

The analysis shows that Sechenkivsky's mediation and conflict resolution policy achievement rate is slightly higher (75%) than the city sample's rate (71%).

The municipality's high mediation and conflict resolution policy goals achievement rate can be attributed to Sechenkivsky 's proactive mediation policies. The city has set up an organization which deals specifically with inter-religious relations. Sechenkivsky's local government also provides mediation services in places such as hospitals, as well as in the city's administration.

The local City Council may wish to explore various additional mediation and conflict resolution initiatives for instance by: offering a dedicated service which deals exclusively with intercultural issues; initiating a mediation service with intercultural competences which is run by an autonomous humanitarian organization; as well as setting up a generalist mediation service with intercultural competences and specialized staff.

9. Language[6]

Sechenkivsky's language policy achievement rate is slightly higher (60%) than the city sample's rate (57%).

Sechenkivsky has introduced several initiatives to achieve its language policy objectives. The local authority provides financial support to minority newspapers/journals[7] and radio programmes. The teaching of migrant/minority languages is also part of the national school curriculum. TV programmes are broadcasted in both majority minority migrant languages. The city also encourages projects which give a positive image to minority/migrant languages.

The local City Council might consider ameliorating its language initiatives for instance by: supporting private/civil sector institutions that offer training in migrant/minority languages; providing specific language training in the official languages tailored for hard- to-reach groups; providing migrant minority language courses as a mother tongue for migrant children; as well as ensuring all of the city's citizens are eligible to receive training in immigrant/minority languages.

10. 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 agencies to achieve a climate of public opinion more conducive to intercultural relations.

63% of Sechenkivsky's media policy goals were achieved while the city sample's attainment rate for these goals is 55%.

The municipality has implemented various media policy instruments. For instance, the city's information services are instructed to promote harmonious intercultural relations. The local government also supports advocacy/media training and mentorships for journalists from minority backgrounds.

Making reference to the answers provided, one specific policy is adhered to only 'occasionally'. This initiative seeks to promote a positive image of migrants and minorities in the media through targeted press meetings and dedicated newspaper columns. The City Council's media strategy and diversity approach would benefit from ensuring this policy be adhered to more often in the future.

11. 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.

Sechenkivsky's international outlook policy indicators are slightly higher (83%) than the city sample's (79%).

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[6] By language we understand an abstract system of word meanings and symbols for all aspects of culture. It also includes gestures and other nonverbal communication. (ref- http://highered.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html)
[7] The local authority provides financial support to minority newspapers including "Shevcheniksvske slovo"

The municipality's international outlook policy goals achievement rate can be attributed to the implementation of several international outlook initiatives. The city has put into practice a policy to encourage international co-operation. A specific financial provision has been introduced to achieve this. Sechenkivsky City Council provides support to local universities in order to attract foreign students. In addition, the city ensures that foreign student populations take an active part in the city life. The local government has initiated projects and policies to encourage co-development with Sechenkivsky's migrant groups countries of origin.

The city may wish to further explore possible international outlook policies for instance by setting up an agency to monitor and develop the city's openness to international connections.

12. 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 mode of behaviour on all situations.

The attainment rate of Sechenkivsky's intelligence competence policy goals is considerably lower than the city sample's: only 44% of these goals were achieved, while the city sample rate for intelligence competence policy achievement is 78%.

The municipality has adopted the following best practice recommendations in Sechenkivsky's intelligence competence initiatives. The local government conducts surveys to find out how inhabitants perceive migrants/minority groups. The city also promotes the intercultural competences of its officials and staff through training courses.

We invite Sechenkivsky to consider building upon the city's existing intelligence competence policies by: promoting intercultural competence amongst staff and officials through interdisciplinary seminars and information networks and training courses; as well as mainstreaming information about diversity and intercultural relations to feed back into the city government's policy formulation.

13. Welcoming policies

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.

Sechenkivsky's welcoming policy goal achievement rate is higher (60%) than the city sample's rate for these goals is (53%).

Sechenkivsky's municipality has implemented several welcoming initiatives which help explain its benchmarking results pertaining to welcoming. For instance, the city has set up a designated agency to welcome newcomers. The City Council has published a comprehensive package of information to aid newly arrived foreign residents. The local government has launched city services and agencies which provide support tailored specifically for family members and students.

The city may wish to further explore possible welcoming policies for instance by: expanding the different city services and agencies to include refugees, migrant workers and other

newcomers to the local community; as well as greeting newcomers in the presence of the local governments officials before they obtain nationality.

14. Governance policies
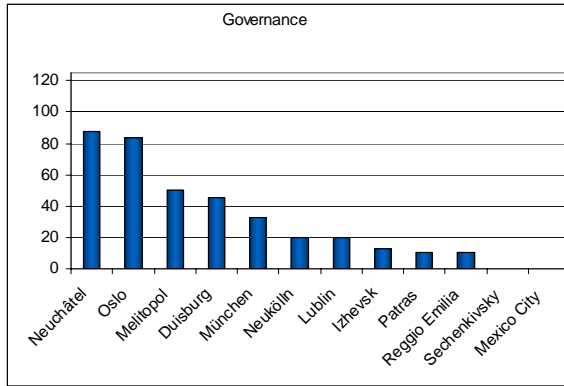
Governance

Perhaps the most powerful and far-reaching actions which a city can take in making it more intercultural are the processes of democratic representation and decision making.

0% of Sechenkivsky's governance policy were achieved while the city sample's attainment rate for these goals is 31%.

The local government may wish to further explore possible governance policies by: ensuring newcomers are eligible to vote in local election before they obtain their nationality; ensuring ethnic background of elected politicians mirrors the city's diverse population; as well as establishing standards in the representation of migrant minorities in mandatory bodies which supervise schools and public bodies.

15. Conclusions

The local administration has initiated various **commitment** initiatives including: adopting a public statement; implementing an intercultural city strategy and action plan; making clear reference to Sechenkivsky's commitment in the city's speeches and communication; setting up a dedicated body responsible for its intercultural strategy and integration; as well as promoting the intercultural approach in the community by honouring and recognizing individual acts that encourage interculturalism.

Sechenkivsky 's City Council has introduced several best practice recommendations in the city's **education** system for example by: making considerable efforts to involve parents from migrant/minority backgrounds in daily school life; promoting local schools which carry out Intercultural projects; and increasing the level of ethnic/cultural mixing in local schools.

The city has introduced one **neighbourhood** initiative, namely promoting interaction between neighbourhoods.

The local administration has initiated various **public service** initiatives comprising: encouraging intercultural mixing in the private sector labour market; as well as providing services appropriate for all citizens from different ethnic cultural backgrounds including funeral/burial, women-only sections or times in sport facilities, school meals and others which are not specified in the index.

The municipality has implemented various policies in **cultural and civic life** comprising: organizing events and activities in the field of arts, culture and sport to encourage cultural mixing between inhabitants; as well as coordinating public debates and campaigns on diversity and living together.

The local government's **public spaces** policy includes: encouraging intercultural mixing in public libraries, museums, playgrounds, squares; taking into consideration the ethnic/cultural backgrounds of its citizens when designing and managing new public buildings or spaces; when reconstructing an area proposing different forms and places of consultation to reach out to its diverse inhabitants; and having no areas in the city which are reputed as "dangerous".

The benchmarking results confirm that Sechenkivsky City Council out-performed the sample city's attainment rate pertaining to **mediation and conflict resolution**. The local government achieved this by: providing intercultural mediation services in hospitals, as well as in the city's administration; as well as setting up organizations that deal exclusively with inter-religious relations.

Sechenkivsky 's City Council has also adopted several best practice recommendation in **languages,** including: offering financial support to minority newspapers/journals and minority radio programmes; incorporating migrant/minority languages as part of the regular curriculum at schools; broadcasting TV programmes in both majority and minority languages; as well as supporting projects that give a positive image to migrant/minority languages.

The local government has introduced **media** polices including: providing advocacy/media training/mentorships for journalists from minority backgrounds; as well as instructing the city's information services to promote harmonious intercultural relations.

The benchmarking results pertaining to Sechenkivsky's **international outlook** policy goal achievement rate confirm that Sechenkivsky City Council has introduced more initiatives than the sample city. They include: adopting a specific policy that encourages international co-operation; allocating a specific financial provision for this policy; encouraging universities that attract foreign students; as well ensuring that foreign student populations participate in the city's daily life.

Sechenkivsky City Council has adopted several initiatives which promote intelligence **competence.** They comprise: conducting surveys concerning local inhabitants' perceptions of migrants; as well as promoting intercultural competence amongst staff and officials through training courses.

Sechenkivsky has initiated several **welcoming** initiatives including: publishing a comprehensive package of information and support for newly arrived residents; setting up different city services and agencies which provide welcome support for family members and students; as well as creating a designated agency to welcome newcomers.

16. Recommendations

The local authorities may wish to further explore possible **commitment** policies by: allocating a budget for the implementation of their intercultural strategy and action plan; launching an official webpage; as well as setting up an evaluation process forthe city's intercultural strategy.

Sechenkivsky City Council might consider ameliorating its **education** system by ensuring that the ethnic background of teachers mirrors the diverse population in a larger proportion of local schools.

The city may wish to further explore possible **neighbourhood** policy objectives by: implementing a policy which avoids ethnic concentration; as well as building upon the city's measures which encourage interaction within neighbourhoods.

The local government may wish to ameliorate its **public service** initiatives in the future, for instance by: ensuring the ethnic background of Sechenkivsky 's public employees mirrors that of the city's inhabitants; considering a specific recruitment strategy to achieve the above policy; as well as enlarging the public sector recruitment pool to include non-Ukrainian citizens.

The City Council's **business and labour market** policies may benefit from: setting up an umbrella organization has been set up to promote diversity and non-discrimination in the workplace; giving priority to local companies which implement a diversity strategy when procuring its goods and services; encouraging "business districts/incubators" to facilitate inhabitants from different cultures to mix more easily; as well as signing a charter which outlaws discrimination in employment.

We invite Sechenkivsky to consider building upon the city's existing **cultural and civil life policies** by: adopting intercuralism as a criterion when allocating grants to associations; conducting a survey to find out how much of all grants go to associations and initiatives; as well as promoting cultural organizations which deal with diversity and intercultural relations in their productions.

The municipality may wish to ameliorate its **public spaces** initiatives for instance by: taking into consideration the ethnic/cultural backgrounds of the city's citizens more frequently when designing and managing new public spaces and libraries.

The local City Council may wish to explore various **mediation and conflict resolution** initiatives for instance by: offering a dedicated service which deals exclusively with intercultural issues; initiating a mediation service with intercultural competences which is run by an autonomous humanitarian organization; as well as setting up a generalist mediation service with intercultural competences and specialized staff.

The local government might consider ameliorating its **language** initiatives for instance by: supporting private/civil sector institutions that offer training in migrant/minority languages; providing specific language training in the official languages tailored for hard- to-reach groups; providing migrant minority language courses as a mother tongue for migrant children; as well as ensuring all of the city's citizens are eligible to receive training in immigrant/minority languages.

Making reference to the answers provided, one specific **media** policy is adhered to only 'occasionally'. This initiative seeks to promote a positive image of migrants and minorities in the media through targeted press meetings and dedicated newspaper columns. The City Council's media strategy and diversity approach would benefit from ensuring this policy is adhered to more often in the future.

The city may wish to further explore possible **international outlook** policies for instance by setting up an agency to monitor and develop the city's openness to international connections.

We invite Sechenkivsky to consider building upon the city's existing intelligence **competence** policies by: promoting intercultural competence amongst staff and officials through interdisciplinary seminars and information networks and training courses; as well as mainstreaming information about diversity and intercultural relations to feed back into the city government's policy formulation.

The city may wish to further explore possible **welcoming** policies for instance by: expanding the different city services and agencies to include refugees, migrant workers and other newcomers to the local community; as well as greeting newcomers in the presence of the local governments officials before they obtain nationality.

The local government may wish to further explore possible **governance** policies by: ensuring newcomers are eligible to vote in local election before they obtain their nationality; ensuring ethnic background of elected politicians mirrors the city's diverse population; as well as establishing standards in the representation of migrant minorities in mandatory bodies which supervise schools and public bodies.