



## Valletta: Results of the Intercultural Cities Index

Date: January 2016

A comparison between 75 cities<sup>1</sup>

### 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 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 74 cities have undergone their intercultural policies analysis using the Intercultural City Index: Amadora (*Portugal*), Arezzo (*Italy*), Barcelona (*Spain*), Beja (*Portugal*), Bergen (*Norway*), Bilbao (*Spain*), Botkyrka (*Sweden*), Bucharest (*Romania*), Campi Bisenzio (*Italy*), Cartagena (*Spain*), Casalecchio di Rena (*Italy*), Castellón (*Spain*), Castelvetro (*Italy*), Coimbra (*Portugal*), Constanta (*Romania*), Copenhagen (*Denmark*), Donostia-San Sebastian<sup>2</sup> (*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<sup>3</sup> (*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*), Neuchâtel (*Switzerland*), Neukölln (*Berlin, Germany*), Offenburg (*Germany*), Olbia (*Italy*), Oslo (*Norway*), Patras (*Greece*), Pécs (*Hungary*), Pryluky (*Ukraine*), Ravenna (*Italy*), Reggio Emilia (*Italy*), Reykjavik (*Iceland*), Rijeka (*Croatia*), Rotterdam (*the Netherlands*), San Giuliano Terme (*Italy*), Sabadell (*Spain*), Sechenkivsky (*District of Kyiv, Ukraine*), Senigallia (*Italy*), Stavanger (*Norway*), Strasbourg (*France*), Subotica (*Serbia*), Tenerife (*Spain*), Tilburg (*The Netherlands*), Turin (*Italy*), Turnhout (*Belgium*), Unione dei Comuni-Savignano sul Rubicone<sup>4</sup> (*Italy*), Valletta (*Malta*), Västerås (*Sweden*) and Zurich (*Switzerland*).

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<sup>1</sup> 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.

<sup>2</sup> The Spanish city of Donostia-San Sebastian is hereinafter referred to as San Sebastian.

<sup>3</sup> The Spanish city of Jerez de la Frontera is hereinafter referred to as Jerez de Frontera.

<sup>4</sup> The Italian city of Unione dei Comuni-Savignano sul Rubicone is hereinafter referred to as Rubicone.

Among these cities, 34 have more than 200,000 inhabitants and 33 have more than 15% of foreign-born residents.

This document presents the results of the Intercultural City Index analysis for Valletta (Malta) 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**

The Intercultural City Index analysis is based on a questionnaire involving 69 questions grouped in 14 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".

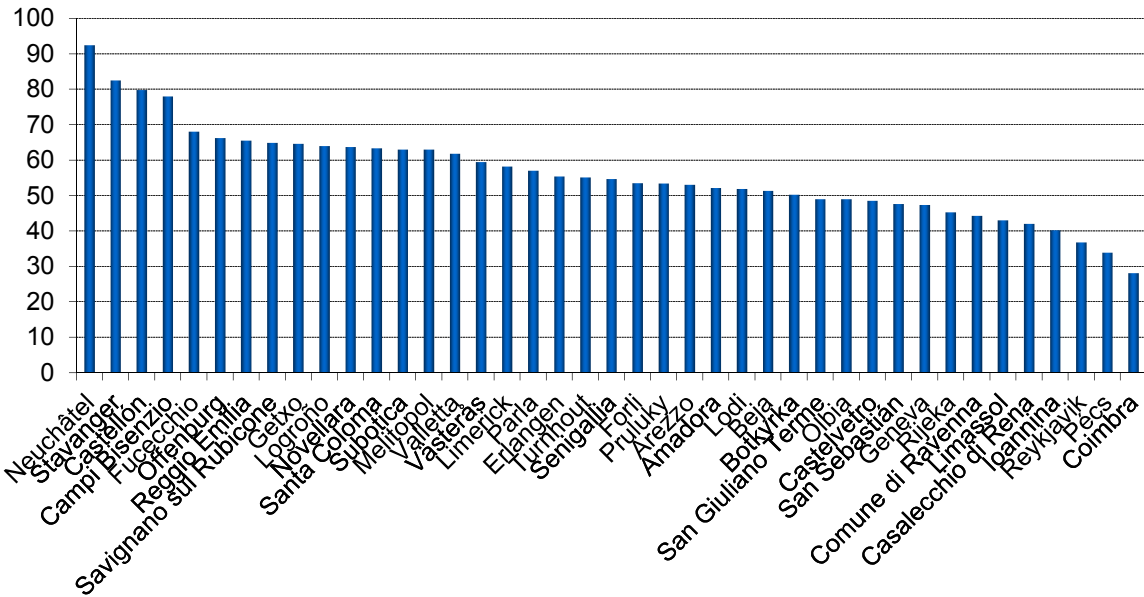
The comparison between cities is strictly indicative, given the large difference between cities in terms of historical development; type and scale of diversity, governance models and level of economic development. The comparison is based on a set of formal criteria related to the intercultural approach 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.

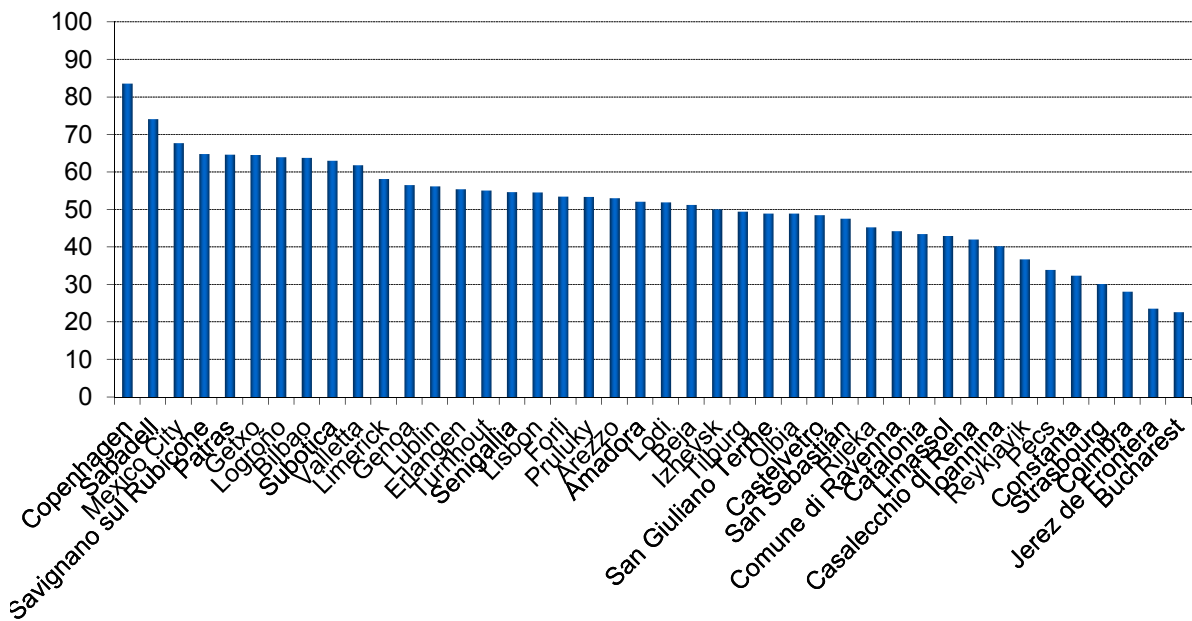
According to the overall index results, Valletta has been positioned 34th among the 75 cities in the sample, with an aggregate intercultural city index of 62%, after Melitopol (63%) and before Haifa (60%). Valletta has been ranked 15th

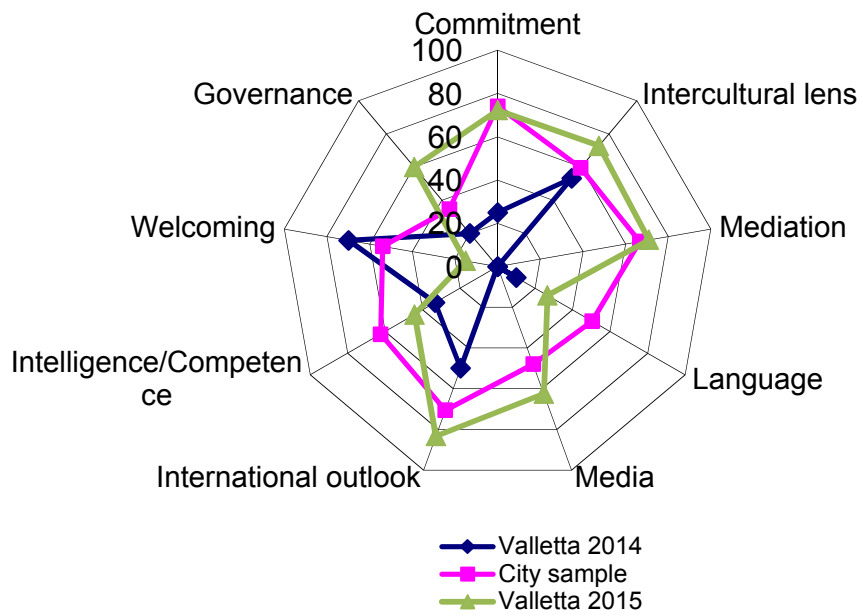
among cities with less than 200,000 inhabitants and 10th among cities with less than 15 per cent of foreign-born residents.

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



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





## Valletta – An overview

Valletta is the capital city of Malta. The **Republic of Malta** is an archipelago in the Southern Mediterranean Sea.

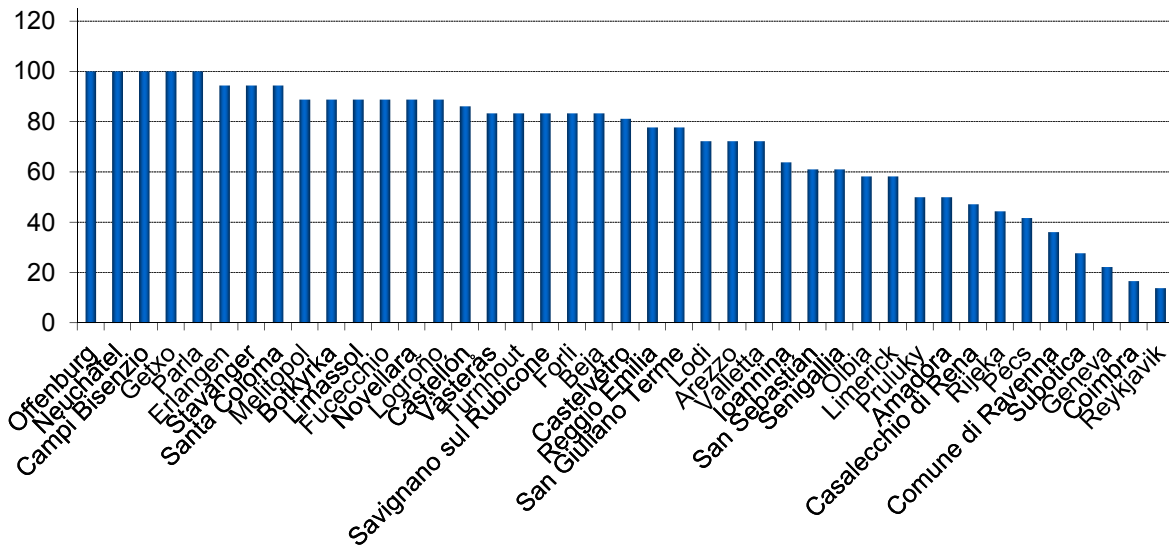
The country is 316 km<sup>2</sup>, with a population of almost 450,000 inhabitants. These data makes Malta one of the world's smallest and most densely populated country. The capital alone counts **5,800 inhabitants**, with **7%** of population coming from a foreign country. As the questionnaire says, there are no ethnic groups that prevail over the others, hence it is maintained an equal balance among minority groups. However, the city adds that most likely, Europeans are the largest group present in the island, even if they do not belong to the same ethnic group.

The definition "foreigner" indicates anyone that does not own a Maltese ID card which ends with the letters M (for Malta) or G (for Gozo).

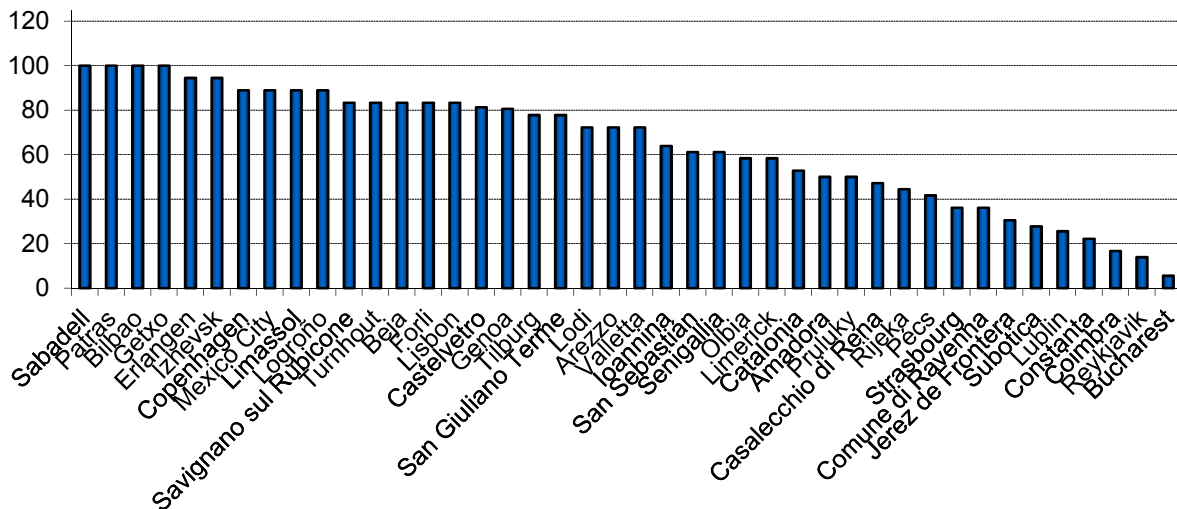
Unfortunately, there are **no data** available to show the percentage of second and third generation migrants. The city might wish to provide these data for the next questionnaire.

## 1. Commitment

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



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



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.

Valletta's rate in this area is the **72%**, slightly higher than the city sample, which is the 74%. It is worth noticing that the city sensibly improved its commitment rate since 2014, when it scored a rate of 25%.

Even if the city has **formally** and **publicly stated** its participation in the Intercultural Cities network, Valletta might wish to make constant and clear

reference to the intercultural commitment during public meetings and assemblies. Although Valletta has not adopted an intercultural integration strategy yet, it is clear on the report "Valletta Living Together"<sup>5</sup> that the city is putting a serious effort to implement and reinforce its intercultural action plan.

Valletta's **intercultural action plan**, as it is explained in the report "Valletta Living Together", addresses the integration of different cultures and promotes the benefits from the diverse nature of the city. Valletta aims to foster intercultural dialogue, especially in working places and in schools.

The steering committee takes care of the **evaluation process** for the intercultural strategy/ action plan. In fact, the committee's aim is to push the implementation and conduct the evaluation process.

Valletta should consider the idea of adopting an official webpage to communicate its intercultural strategies. Moreover, it would be a good idea to have a dedicated body in the municipality responsible for the strategies and the integration plans.

It is commendable the establishment of an **award**. On foundation day, the city of Valletta gives a number of awards amongst which the Honorary Citizenship, a symbol of gratitude for the humanitarian work.

Valletta could get inspiration from Parla, who has adopted a program of transversal actions for social inclusion "Parla Acts" (2013-2015). This project gathers the intercultural perspective of 16 different municipal departments, such as culture, living, education, alimentation, employment, health, democracy, transparency etc.

Valletta might get inspiration from the experience of Copenhagen, which in the framework of the launch of the Diversity Charter in May 2011, had also introduced the inclusion barometer for evaluating its intercultural strategy. The barometer is based on 16 indicators set out in the inclusion policy and updated every year. All political committees make a yearly status report about the indicators they are responsible for as well as the progress of their action plan and the general inclusion efforts of the administration. These reports are gathered into a common document, which is presented to the City Council.

In addition to the Diversity Charter, the city of Valletta might wish to consider Tenerife's initiative "Mesas Insulares para la convivencia Intercultural". This initiative enhances coexistence through shared meals since 2009.

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<sup>5</sup> <https://www.coe.int/t/dg4/cultureheritage/culture/Cities/Valletta-interculturalstrategy2015-18.pdf>

## 2. Education<sup>6</sup> policies through an 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.

The analysis shows that Valletta's education policy achievement rate has been growing since 2014, when it was 60%, reaching the 65% in 2015. The city might wish to improve a little more in order to reach the city sample's rate of 66%.

Positively, not all the students from primary schools belong to the same ethnic background. Unfortunately, **professors' ethnic background** rarely mirrors pupils'. Valletta should ensure that the teachers' background reflects the composition of the general population: in Stavanger, for example, even if the permanent teaching staff in public schools does not reflect the ethnic composition of the population, the City has hired a broad team of mobile teachers with multilingual competence that provide mother-tongue tuition and dual-language subject training. Furthermore, a sponsorship scheme administered by the National Centre for Intercultural Learning allows Stavanger to stimulate minority teachers to gain further education so as to qualify for a permanent position in Norwegian schools. The goal is to employ more multilingual teachers in the regular schools and thus have a teaching community who is ethnically more in step with the pupils. Since 2010, eight teachers have been sponsored by the scheme and three are currently on a further education pathway.

On the bright side, most schools are making strong efforts to involve parents from ethnic minority backgrounds in the school life. Valletta's municipality should aim to involve all **parents** from minorities' backgrounds in the school's system. To improve parents' involvement, the city could adopt policies that aim to **increase and encourage ethnic and cultural mix**, discouraging the creation of segregation, i.e. ghettos. Valletta may wish to consider the idea of encouraging parents' inclusion in intercultural school projects, following the example of Bergen (Norway). Bergen's municipality, in fact, is encouraging the collaboration between schools and parents from minority background through sports' activities. Or, the city might organize social events to gather parents together and give them a chance to meet and get to know each other; for instance, meals, sport activities, theatre etc.

If Valletta decides to increment activities and initiatives to involve a larger group of students and parents, it should keep in mind to adopt a good variety of activities, in order to catch the attention of as many pupils and parents as possible. For example, in Reggio Emilia, to involve people who prefer non-sport activities, they are carrying out cooking workshops. A good variety of activities will suit the needs and the interests of Valletta's diverse population.

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<sup>6</sup> The term "Education" refers to a formal process of learning in which some people consciously teach while others adopt the social role of learner.



### 3. Neighbourhood policies through an intercultural lens<sup>7</sup>

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.

Valletta neighbourhood policy indicator has been stable in 2014 and 2105, with a percentage of 75%, higher than the city sample's rate of 63%.

All Valletta's neighbourhoods have a minimum of **80% of autochthonous inhabitants**. Consequently, there are no areas in which a minority ethnic group constitute the majority of its residents. The city does not foresee activities or initiatives to bring people from different ethnic backgrounds together, insomuch there are no segregated neighbourhoods. Even if it is positive that segregation is not present, the city might wish to keep an eye open and discourage any form of ghettoization. On this purpose, the city has a policy to increase the diversity of residents in the neighbourhoods, which involve several stakeholders. The city might wish to give more details in the next questionnaire.

The city should consider integrating their set of activities with more initiatives in order to **mix citizens** from different areas. For example, Parla established an "Equipo de Mediación Vecinal" (team of local mediation), whose aim is to organize meetings and events to gather people together; plus, the team welcomes citizens to talk and share their problems or concerns; while getting to know each other creating connections. In addition, the team enhance the link between new/developing areas (such as Barrio de Parla Este) with more "aged" districts.

Valletta might wish to follow Sabadell's initiative. Sabadell's neighbourhood of Can Puiggener is particularly active in promoting social mixing of citizens from different areas with activities and programmes. For example, the organization of social meals, such as the "Mesa para la convivencia Can Puiggener" ("Table for coexistence in Can Puiggener"), and events to celebrate diversity: "Fiesta de la Diversidad de Can Puiggener" ("Celebration of Diversity in Can Puiggener"). These activities will help the city to effectively promote diversity and social inclusion, meanwhile avoiding ethnic segregation.

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<sup>7</sup> 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.

#### 4. Public service policies through an 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.

The analysis shows that Valletta's public service corresponds to the 65% higher than the city sample (43%) and higher than the result from 2014 (45%).

The ethnic background of public employees at the **lower levels reflects** the composition of the city's population. The city has a recruitment plan that ensures the ethnic balance and it aims to increase migrant/minorities representation at the higher hierarchical levels. Of particular interest, the city is working on the setting up of local assemblies in order to involve more foreigners to participate in local democracy. Perhaps, the city will wish to give more details on the next questionnaire.

Even if **not citizens can be employed** in public administration, the city does not take action to encourage intercultural mixing and competence in private sector enterprises. However, as the questionnaire says, Valletta is taking into account the idea of adopting a more intercultural policy in their enterprises, especially in the **catering industry**. On this purpose, Valletta could be inspired by Parla's Agencia Municipal de Empleo (*Municipal Employment Agency*) which offers six-months paid training contracts. These contracts are apt for both natives and foreign-born workers and they offer courses such as carpenter, locksmith, painter, gardener, plumber etc.

The city provides **services** tailored to satisfy the ethnic and cultural environment for all citizens. For example, the city provides funeral rituals/ceremonies burial areas that satisfy the needs of a multi-religious society. For instance, the city organised an **interfaith** burial ground for those migrants who died in the Mediterranean Sea.

Moreover, the city provides women-only sections (or times) in sports facilities; this would certainly encourage women to take active part in the community life. An example of this is the *Valletta Lions Female Rugby* team.

However, Valletta should consider offering different meals in schools' canteens to mirror the various needs of the pupils.

In order to ameliorate public services, the city should develop a **recruitment plan** to ensure public employees reflect the ethnic background of the city's population exploring initiatives of Copenhagen (Denmark), Amsterdam (the Netherlands) and Berlin (Germany). Thus, the Copenhagen administration offers paid internships to people with minority backgrounds, for instance, on condition that they master a certain language. Such internships may lead to permanent employment. The Amsterdam City Council advertises its vacancies through community media groups, as well as universities with a high proportion of students from minority backgrounds. In Berlin, the recruitment campaign 'Berlin braucht dich' (Berlin needs you) programmed for 2006-2012 aims at diversifying the Senate's workforce by promoting traineeship opportunities and raising awareness of migrant associations and parents. Stakeholders are also involved in making sure the progress is closely monitored. Thus, as a result of the

campaign, the percentage of trainees with a migrant background increased from 6% in 2006 to 14.5% in 2008.

## **5. Business and labour market policies through an intercultural lens**

It is peculiar that on this sector, Valletta decreased its rate. In fact, in 2014 it scored 60%, whereas in 2015 Valletta scored 40%: lower than the city sample, which is the 41%.

According to the survey, Valletta has not established a company to promote diversity and non-discrimination and it has yet not adopted an official document to prevent discrimination on the labour market.

However, the city appears to encourage ethnic/cultural minorities business. For example, the city helps to promote migrants/minorities products within the city and assist foreigners in the process. Moreover, the city has been encouraging “**business districts/incubators**” where different cultures can more easily mix. For instance, Valletta is working on a design cluster whose aim is to create an incubator in diverse design industries. The city’s municipality to improve and encourage the “business district/incubators” could look up at Hamburg. In fact, in Hamburg most of the business incubators explicitly pursue intercultural strategies. One project in this field, supported by the European Social Fund, is the *IFW-Interkulturelles Frauenwirtschaftszentrum Hamburg*. Hamburg prioritises companies that implement a diversity strategy when procuring their goods and services. Providers are asked for proof of equality of opportunities, gender equality and non-discrimination within their project applications.

Valletta is carrying out activities to **facilitate the introduction of migrants** into the local labour market. For example running courses and recognising qualifications to allow migrants to work in their field. The city may wish to foster diversity in the labour market policies, encouraging enterprises to hire employees from a diverse background. Maybe it could be helpful the example of Tilburg, in the Netherlands. In Tilburg they are trying to develop specific “ethnic economies”. The DOT (Diversity Undertaking Tilburg) is trying to combine young migrant entrepreneurs with Dutch experienced and skilled entrepreneurs.

Alternatively, Valletta could be inspired by the city of Oslo. Oslo is carrying out a project that aims to involve migrants in Norwegian business. Oslo has in fact set a *Centre for Multicultural Value Creation* and it is offering first and second-generation immigrants the possibility to start their businesses providing advisory services, coaching and trainings.

In Bergen, another Intercultural Norwegian city, several policies are encouraging **international cooperation** by supporting local universities to attract foreign students. International students are then invited to take actively part in the city life.

## 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 organisations

Valletta's cultural and civil life policy goal achievement rate is incredibly higher than 2014 (25%). In fact, in just one year, Valletta reached the top rate of 100%. Considerably higher than the city sample's rate of 78%.

Interculturalism is used as a criterion when allocating **grants** to associations. However, there are no data regarding the amount of grants given to associations and initiatives. It would appear, in fact, that the Local Assembly is in charge of giving priority to assign a small grant to cover the needs of foreigners. The percentage of the grant that would be designated to interculturalism is the **14%**.

Valletta regularly organizes **cultural and art events** with the aim of encouraging cultural and social mix. For example, some of the most famous events are: the Valletta Living Together Festival, the Notte Bianca and the Malta Arts Festival.

Other important **intercultural events**:

- The carnival in February is considered the major public expression of Interculturality.
- Band clubs and local bands will be encouraged to play music: a pure chance to bring together newcomers and Maltese musicians.
- Sports club will involve migrant communities, specifically through football, the most important sport in Malta.
- The Arts Council Malta and Valletta 2018, will continue encouraging and privileging support for intercultural projects.

Valletta could take into account the idea of organizing competitions, as Parla does. Moreover, the city could start celebrating multi-cultural and multi-faith events.

It is important to remember that to encourage people from different ethnic groups to mix, the city must adapt initiatives to the target, the more the areas, the better results. An extremely successful activity, as it has been demonstrated in Sabadell, is dancing. In Sabadell, the event that more successfully engage citizens from different backgrounds is the Carnival together with all the dancing activities. Valletta could consider introducing some folkloristic dances, maybe ask migrants to show some traditional dances.

## 7. Public space policies through an 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.

Similarly to what happened for Cultural and civil life, Valletta growth over one year time, going from 56% in 2014, to 92% in 2015, going beyond the city sample's rate of 66%.

The city encourages intercultural mixing in the following environments: museums, playgrounds and squares.

Valletta could expand its initiatives to fostering cultural mix in **literary activities** (such as poetry, storytelling and books' exhibitions in other languages) and **music activities**, with the involvement of residents coming from a different cultural/ethnic background.

The city could combine these activities with Bergen's promotion of intercultural mixing in **public libraries**. Bergen, in fact, stimulates the engagement of local communities in planning processes for the development of their neighbourhoods, irrespective of the ethnic origin. Another example comes from the city of Parla, which successfully organises **Theatre workshops** composing performances that gather together young people from different ethnic and cultural backgrounds.

The diversity of the population is always taken into account in the designing and managing of new public buildings and spaces. For example, in the design of the new Valletta Waterfront Project, the different communities living around the waterfront were consulted about their needs and concerns before establishing the projects.

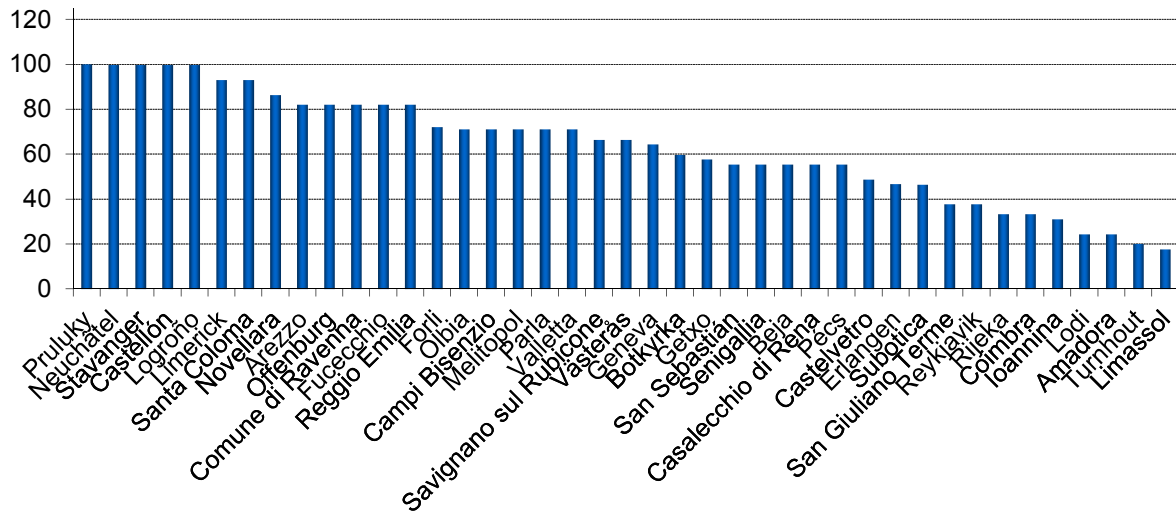
Moreover, it would appear that the new general plan for urbanism is carrying out a specific study about citizens' demographic details, especially in the renewal process.

On the bright side, none of Valletta's areas are considered dangerous or unsafe. Equally, it is extremely positive that no area in the city seems to be dominated by one ethnic group.

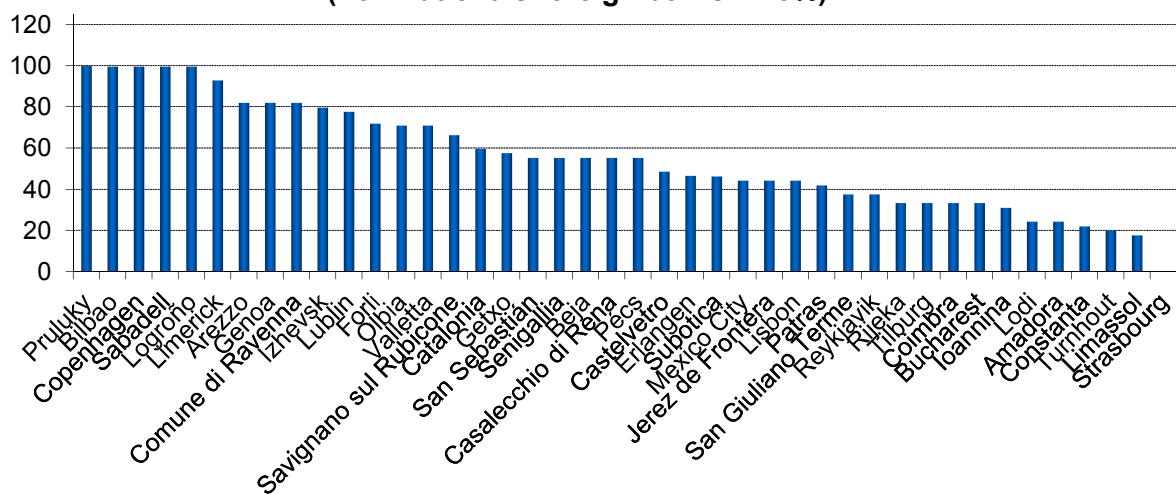
Valletta might wish to consider an interesting initiative that has been implemented by the London borough of Lewisham. In Pepys Park, young people were invited into the process of designing and making a new playground area. At Ladywell Fields, an area of abandoned meadowland was restored to public use with the involvement of a park user group and the reinstatement of a park warden and a 'Rivers and People Officer'.

## 8. Mediation and conflict resolution policies

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



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



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

The analysis shows that Valletta's mediation and conflict resolution policy achievement is 71%; slightly higher than the city sample's rate of 67%. However, this result is commendable, considering that in 2014 Valletta scored 25%.

Valletta has a **general mediation** service that take also care of intercultural conflicts. Plus, there is an organisation in the city that deals with inter-religious relations. In fact, the Valletta Local Council takes care of keeping the dialogue

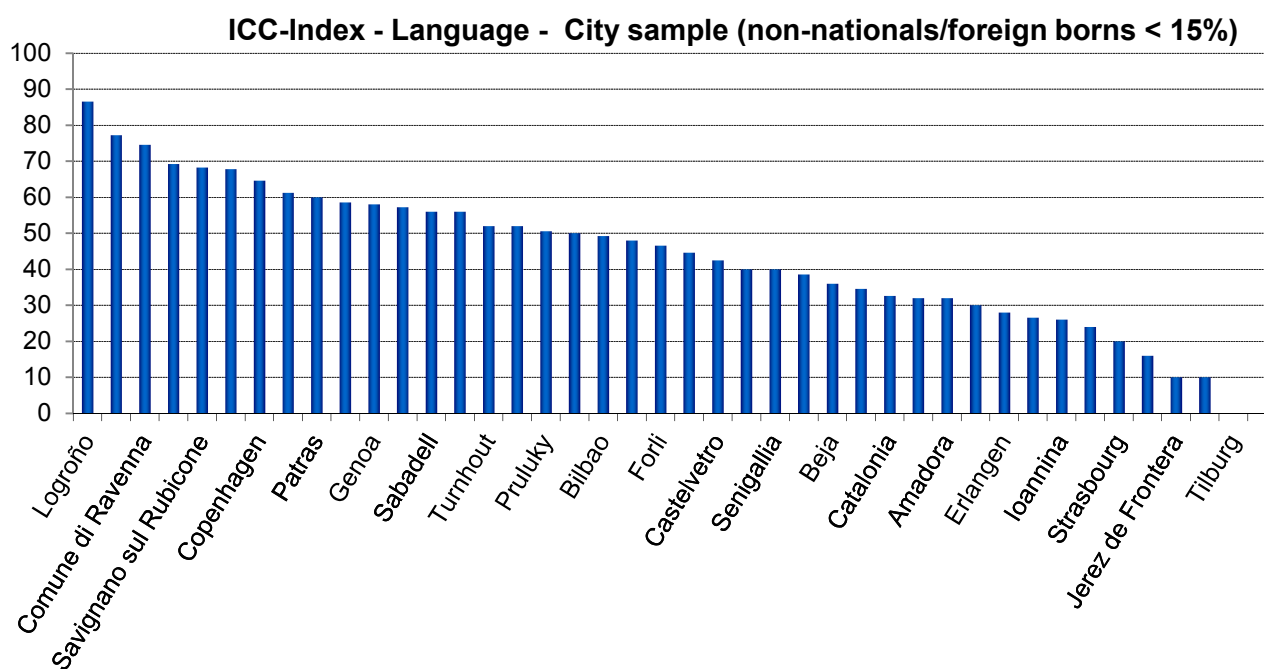
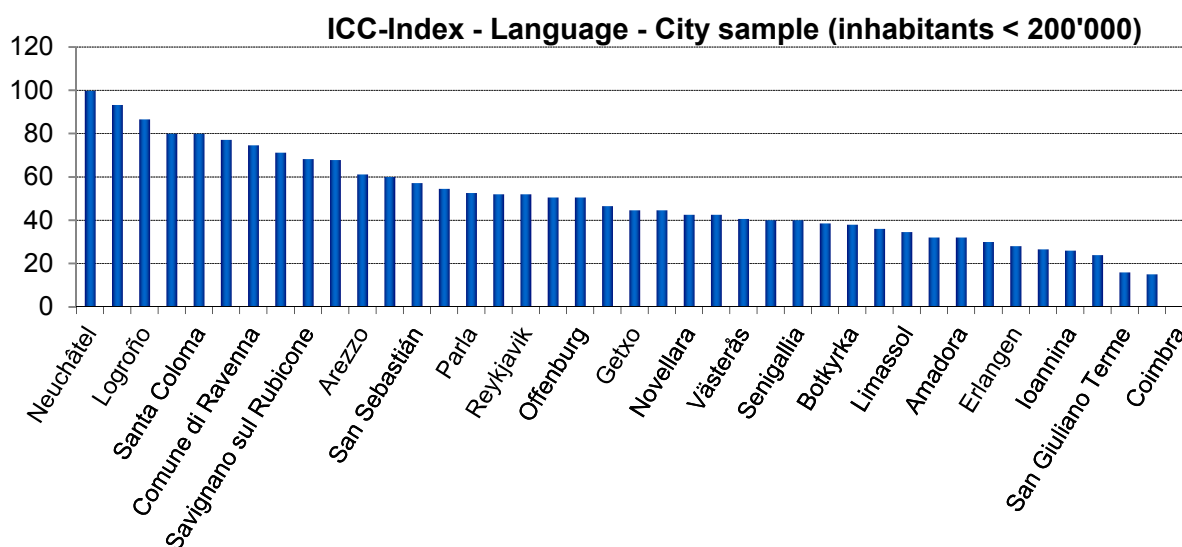
open with Christians, Jews and Hindus. It is commendable that the Council organises events to involve the Jew community, such as Hanukah, however, the city must consider expanding its inclusiveness to other religions.

The city could take inspiration by the Community of Madrid, which has a mediation team that works with neighborhood communities facilitating and fostering peaceful coexistence between people of different ethnic backgrounds. At the same time, the team prevents unsafe or dangerous situations.

Valletta might wish to consider following Reggio Emilia's example to mediate and to prevent/solve conflicts. The intercultural center "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 center 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.

The city could also adopt a strategy to prevent rumours, on this purpose, it might be of interest to follow Botkyra's example of creative solutions to counteract and prevent rumours. In fact, the Swedish city created a multicultural Centre to study rumours and stop them from spreading. Once rumours have been detected, education and activities are promoted to eliminate these prejudices.

## 9. Language<sup>8</sup>



Valleta's language policy achievement rate is still lower than the city sample's rate (50%). In fact, even if it has improved from 2014, when it was 10%, the results in 2015 is 27%, still under the average.

Valletta states that they do not have enough minority groups to offer trainings in the official language(s). However, there are services that provide such service, such as the **ETC** (Employment and Training Corporation).

<sup>8</sup> 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.



The city financially supports minority **newspaper**, providing free space on leaflets and on the social networks, such as Facebook. However the attempt of involvement the community is commendable, the city might wish to put more effort in this.

**Poezija Plus** is an organisation that takes care of socio-cultural events; for example, it organises the Ghana Fest as part of the Malta Arts Festival. Every month it deals with different issues, such as migration.

The city could be inspired by Tenerife's activities. Tenerife, in fact, with the support of public institutions, is providing language classes in the official language (or languages) of vulnerable people, for example unemployed mothers. Tenerife encourages the learning of languages in all the education levels: from primary schools to universities. Furthermore, the city 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.

Malta could consider the introduction of a **mother-tongue day**, a day to celebrate minority languages. In Sabadell, for example, citizens celebrate the "Dia de la lengua maternal", a special day to celebrate mother-tongues.

Another interesting programme comes from a Swiss Intercultural city, Zurich. Here, the municipality supports additional curriculum courses, called HSK Courses. These courses are offered by embassies, consulates as well as private organisations and they cover a range of topics including languages, history, geography, as well as minority cultures. Several of these HSK Courses are held in spare rooms in public schools, as part of the municipality support to private institutions providing language training.

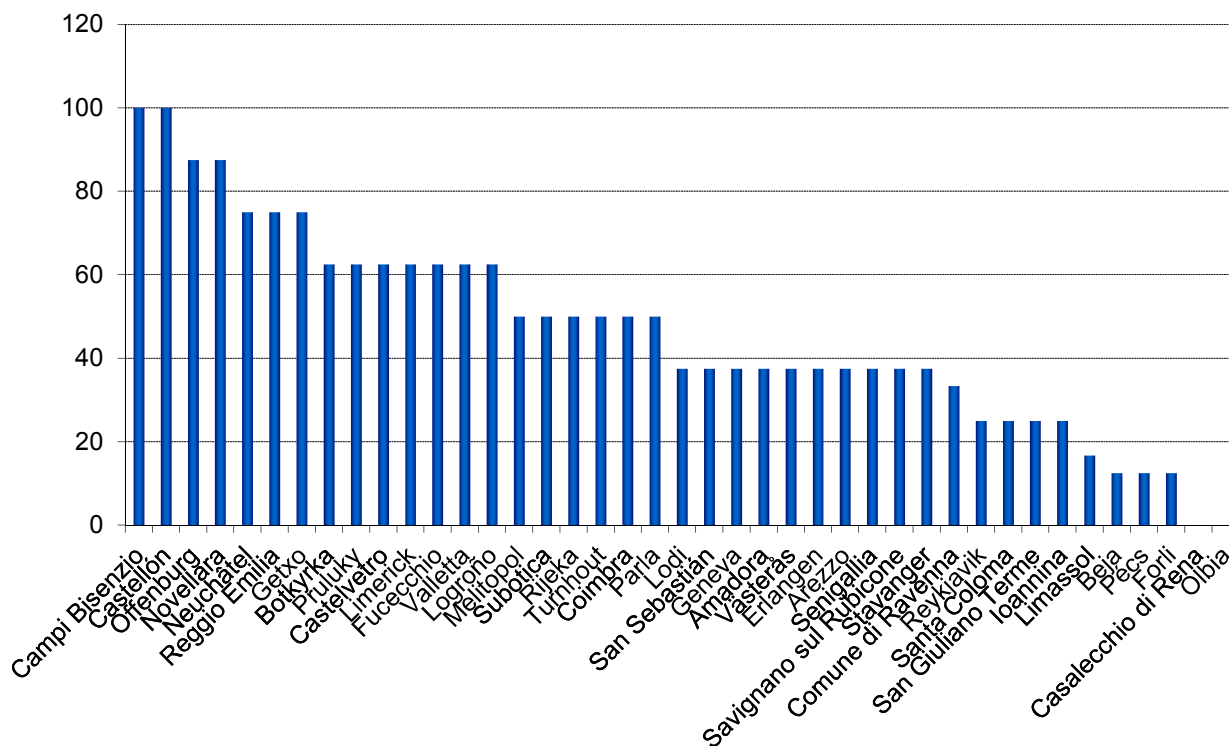
Another example of how important languages are comes from Barcelona. In the Catalan Capital, in fact, the linguistic centre offers languages classes to enhance and improve youth access to employment. The centre also facilitates the teaching of the languages of pupils' origin in schools and gives support to programmes of language exchange.

To conclude, in the "*Valletta Living Together*" Report, language is described as:

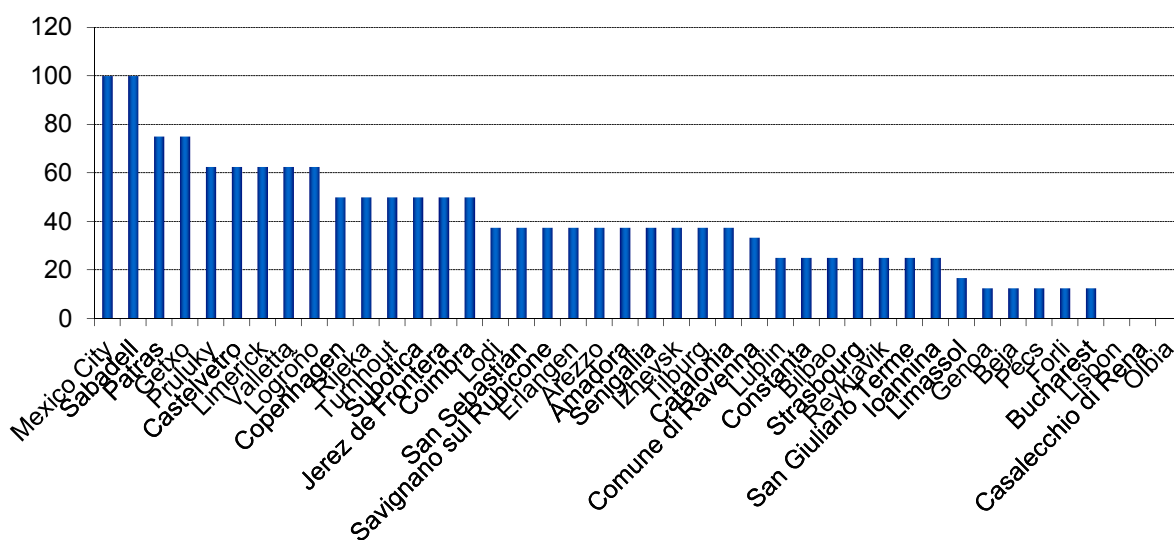
*"Language is not the only barrier to social participation for newcomers but overcoming this barrier is key, along with other support towards labour-market activation for migrants who plan to stay in Malta."*

## 10. Media policies

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%)



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.

Valletta's media policy is 63%, higher than the city sample's rate of 48%. However, it is commendable that the city improved so much in only one year. In fact, Valletta went from 0% in 2014 to 63%.

The city itself put an effort to **promote a positive image** of immigrants and/or minorities in the media. For example, Media gave exposure to humanitarian initiatives, such as a food bank opening in a third country and the message that Media passes across is that diversity is an advantage.

On a more negative side, the city does not provide support for journalists with minority background.

Valletta's Media should promote harmonious intercultural relations, facilitating the spread of information among all citizens, taking into account the diversity of its inhabitants, insomuch everyone can feel represented and can identify in the news. Valletta could consider Parla's **multi-lingual radio** project, which appears extremely interesting and innovative. The municipal radio is composed of two daily news bulletings, one in Spanish, and another one is translated in 5 languages (French, English, Arabic, Chinese and Romanian or Russian) from a group of Master students from the University of Alcalá.

The city might wish to better control how the news about migrants are dealt in order to prevent the spreading of prejudices and stereotypes. The city could follow Bergen's example of promoting a positive image of migrants and minorities in the media. The Norwegian city 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.

Another good example has been launched by the city of Barcelona. There, since 2010, the city is carrying out the BCN Anti-Rumour campaign to combat negative and unfounded rumours that have an adverse effect on living in diversity, based on working in conjunction with different social actors and organizations. A part of this campaign has been substantial press coverage.



Valletta's score for the open and international outlook corresponds to the 83%, higher if compared with the city sample's 71%. The city demonstrated to improve in this field, such improvement has been reflected in a growth of the rate: from 50% in 2014, to 83% in 2015.

The city has an explicit policy to encourage international cooperation; with a specific financial provision and a specific agency that would take responsibility for monitoring and developing the city's openness to international connections. More importantly, the city aims to project Valletta as an international cultural meeting-point, fostering tourism and cultural exchanges.

The municipality also cooperates with **local universities** in order to attract foreign students, such as through the Erasmus program, as well as in ensuring that foreign student populations take an active part in the city life. Foreign students are particularly active in the fields of languages, mediation and communication, as we have seen for the radio program.

Valletta could take into consideration encouraging co-development projects with migrant groups' countries of origin, following Tenerife's activities which involved countries in the occidental coast of Africa; such as Morocco, Cape Verde, and Senegal. Otherwise, Valletta might wish to take into consideration Bergen's international plan. It includes several policies to encourage intercultural cooperation. In fact, the Norwegian municipality allocated a budget and a specific department which has an international agency for internationalization.



The attainment rate of Valletta's intelligence competence policy goals is 44%, lower than the city sample's rate, which is 62%. Although it can be noticed an improvement, the city hasn't reached the average yet.

Throughout its initiatives and activities, Valetta succeeded in **integrating information on diversity** and intercultural relations in the process of policymaking of the municipality.

Through community meetings, intercultural information is spread between the city government and the council.

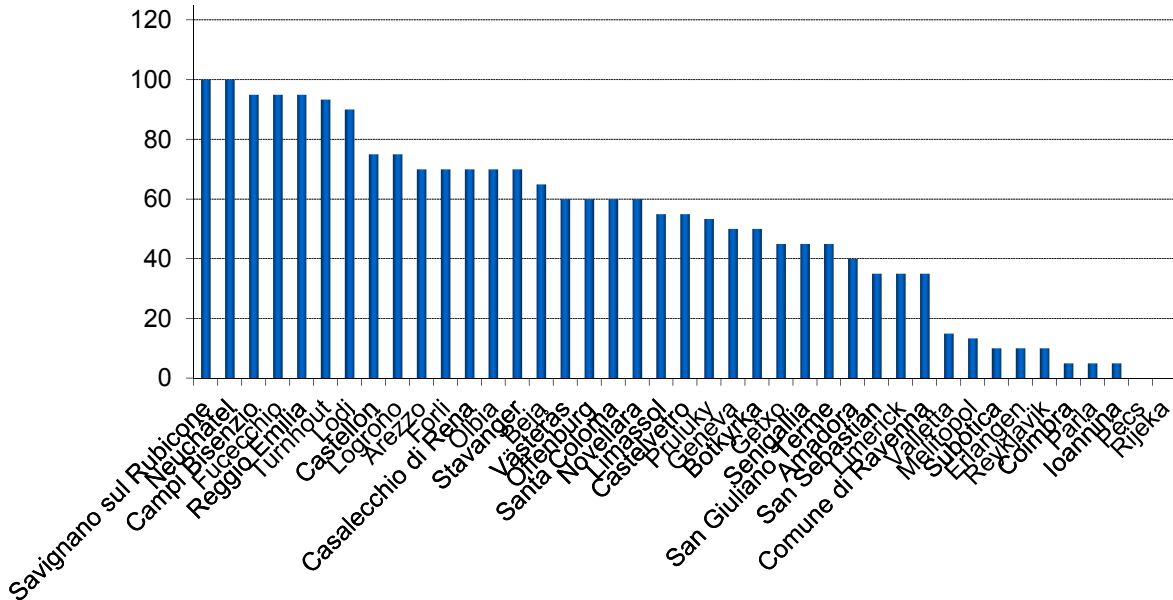
The city should carry out surveys about public's perception of migrants and minorities. Valletta could also investigate which **false rumors and stereotypes** are often associated with migrants. This would aim to guide local public policies towards resolving the difficulties encountered; for instance through social intervention.

The city may wish to consider conducting a public opinion survey and look at the following examples of good practice implemented in other cities. In partnership with the local university, Reggio Emilia (Italy) ensures monitoring of integration and well-being of migrants, public opinion and the effects of the city's policies. Tilburg (The Netherlands) has put into practice a similar institutive. Every two years, a survey is held among the residents of Tilburg concerning people's attitudes to "the multicultural society", as it is called. This survey includes the same ten statements each time, so it is easy to compare the results. The city's Research and Information department also presents monitor studies, like the poverty monitor, the integration monitor etc.

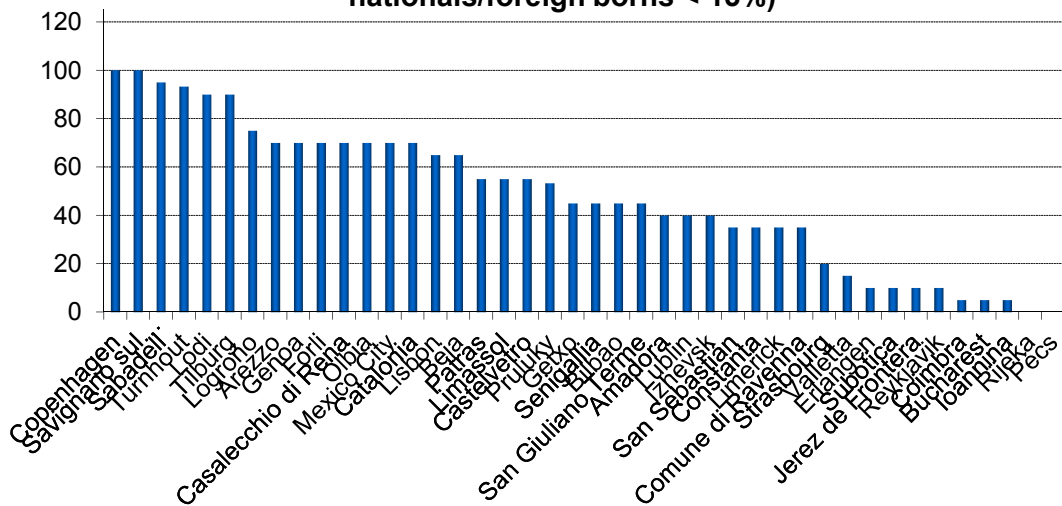
On the basis of this, the policy of Tilburg can be maintained, adapted or completely changed. Melitopol (Ukraine) also conducts perceptions surveys. An annual international and scientific conference "Political culture, dialogue and cohesion" is also held by the Melitopol pedagogic university.

### 13. Welcoming policies

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



ICC-Index - Welcoming new arrivals - City sample (non-nationals/foreign borns < 15%)



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-ordinated and delivered effectively will have a significant impact on how the person settles and integrates.

The attainment rate of Valletta’s welcoming policy goals is 15%; lower than the city sample’s which is 54%. It is worth noticing that Valletta got sensibly worse in the last year, in 2014, in fact, Valletta had a score of 70%.



The city doesn't have an agency or office specifically designed to welcome newcomers, equally there isn't a specific department of social services responsible to welcome newcomers and foreigners. The city might wish to strengthen this service, maybe offering leaflets or writing instructions on the municipality webpage. For instance, the city could offer a package of information to support the newly arrived. The city could consider translating the package in more than one language, in order to facilitate the integration process. Tenerife, for instance has written an insular guide, a comprehensive city-specific package of information for newly-arrived residents.

Moreover, the city might want to introduce differentiate services to support and/or host specific groups of newcomers (family members, students, refugees etc.). In fact, each group needs different information or advice; for this reason, a unique approach may not be the ideal solution.

To build upon Valletta's welcoming policies, we invite the city to introduce a special public ceremony to greet newly arrived residents in the presence of officials. On this purpose, the city could take example from Sabadell, where the city publically celebrates the arrival of new comers and it offers various services to sustain and welcome the following categories: family members, students, refugees, and migrant workers.

Another example comes from Copenhagen (Denmark); here twice a year a Welcome Reception and Copenhagen Expat Fair is held at the City Hall by city officials. All international residents, including students and newcomers, can participate in the reception. For example, in September 2011 the participants were welcomed by the Mayor and offered an opportunity to talk to members of various city clubs and associations about the services provided and discuss joining options.



The attainment rate of Valletta in the field of governance is of 60%, whereas the city sample's: 35%. It is commendable that the city improved since 2014 (20%).

The ethnic background of **elected politicians partly reflects** the composition of the city population. Newcomers are eligible to vote in local election after three or less years of residency.

The city has created an advisory body representing migrants, minorities, as well as relevant public institutions, organizations and experts. Combined with this, the city is trying to encourage minorities/migrants to take part in the local assemblies.

About Anti-discrimination policies, the city regularly monitors and/or researches if there is any discriminative behaviour in the city. On this purpose, the city should consider establishing a specific service that advice and supports victims of discrimination. Combined to this, the city could run an anti-discrimination campaign to raise awareness of that.

For example, the city of Patras, Greece, has been promoting a project entitled "*Combating Discrimination in the Field of Entrepreneurship: Women and young Roma and Muslim immigrants*". This programme aim to raise awareness, disseminate information and promote the debate on the key challenges and policy issues in relation to **anti-discrimination for Roma and Muslim immigrants** as far as entrepreneurship is concerned. Mainstreaming of policies through the involvement of social partners, NGOs and relative stakeholders is also a challenge.

Valletta might wish to consider the experience of Copenhagen in this sense. Copenhagen has also introduced initiatives to encourage migrants in political life such as number of activities related to promoting youth participation in the local election in the fall of 2013. The CPH International Service and CPH Volunteers invited expats living in the City to an information meeting where Danish democracy and the right to vote in local elections have been discussed. Moreover, a number of initiatives have been designed to address the challenge of political participation among minority youth groups (and youth in general), through the already mentioned youth advisory board.

From 2014, the Employment and Integration Committee has allocated funds to start a youth organisation focusing on intercultural issues and active youth participation.

Another interesting example of such an initiative has been developed by the UK-based operation Black Vote, which has set up a scheme in Liverpool. It allows young migrants to shadow established local politicians, so they better understand what the job involves, and encourages them to engage in politics.

## **15. Conclusions**

The results of the current ICC Index suggest that Valletta's interculturality is developing to better suit its population. In some intercultural strategy areas, Valletta does better than other cities in the sample, especially in the fields of International outlook, cultural and civil life and Public space.

On the other hand, Valletta needs to strengthen in the fields of language, welcoming and intelligence/competence, whose levels are under the average.

In view of the above, we wish to congratulate with Valletta for the efforts taken. However, we are confident that if the city follows our guidelines and other Intercultural Cities' practices, the results will rapidly be visible and tangible.

## 16. Recommendations

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

- **Education:** Even if Valletta's schools result culturally mixed, schools professors' ethnic background rarely mirrors pupils'. Equally important, Valletta's municipality should aim to involve all parents from minorities' backgrounds in the school's system. The city might promote some programs to gather together students and parents, maybe art workshops or sport activities.
- **Neighbourhood:** it is positive that all Valletta's neighbourhoods have a minimum of 80% of autochthonous inhabitants. However, the city should foresee activities and/or initiatives to bring people from different ethnic backgrounds together. Combined to this, Valletta should consider integrating their set of activities with more initiatives in order to mix citizens from different areas.
- **Public services:** Valletta should foresee a recruitment strategy to ensure and/or facilitate non-national employment, for this reason, the city should enhance intercultural mixing in private enterprises, encouraging the employability of citizens from a minority background. Moreover, Valletta may wish to emphasize the importance of diversity offering multi-cultural services to reach and to include all religions and cultures. It is extremely positive that Valletta offers an interfaith burial ground and it offers a to women with special needs the possibility to practice sportive activities. However, Valletta should consider offering different meals in schools' canteens to mirror the various needs of the pupils.
- **Business and Labour Market:** Valletta should establish a company to promote diversity and non-discrimination; plus, it should adopt an official document to prevent discrimination on the labour market. Positively, Valletta is carrying out activities to facilitate the introduction of migrants into the local labour market.
- **Public space:** the city should encourage intercultural mixing in the following environments: museums, playgrounds and squares. Maybe it could be interesting establishing new projects to involve people from different background in public spaces in order to enjoy the city and to get to know each other: it could be a first step towards social cohesion.
- **Language:** Valletta could consider the introduction of a mother-tongue day, a day to celebrate minority languages. It is very positive the vision Valletta has on foreign languages. Perhaps, in the future, Valletta could consider improving language classes and courses.
- **Intelligence:** The city should carry out surveys about public's perception of migrants and minorities. Valletta could also investigate which false rumors and stereotypes are often associated with migrants.

- **Welcoming:** the city should establish an agency or office specifically designed to welcome newcomers. Combined to this, Valletta could improve this area by offering a packaged of information to support newcomers when they arrive in the city. It could also be a good idea to introduce a special public ceremony to greet newly arrived residents in the presence of officials.

Valletta may wish to look into some of the 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 database<sup>9</sup>.

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<sup>9</sup> <http://www.coe.int/en/web/interculturalcities/good-practice>