



VINNITSA (UA): RESULTS OF THE INTERCULTURAL CITY INDEX AND INTERCULTURAL CITY PROFILE¹

Date: June 2016

A comparison between 77 cities²

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 77 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*), Catalonia (*Spain*), Coimbra (*Portugal*), Constanta (*Romania*), Copenhagen (*Denmark*), Donostia-San Sebastian³ (*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 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*), Ravenna (*Italy*), Reggio Emilia (*Italy*), Rijeka (*Croatia*), Reykjavik (*Iceland*), Rotterdam (*the Netherlands*), Sabadell (*Spain*), San Giuliano Terme (*Italy*), Santa Coloma (*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

¹ This report is a result of the expert visit/coordinators' meeting/ICC Index data collection in Vinnitsa in April 2015 comprising all ICC-UA local coordinators and the national network manager K. Khovanova-Rubicondo.

² 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.

³ The Spanish city of Donostia-San Sebastian is generally referred in the programme as San Sebastian.

Comuni-Savignano sul Rubicone⁴ (*Italy*), Unione Terre dei Castelli⁵ (*Italy*), Valletta (*Malta*), Västerås (*Sweden*), Vinnitsa (*Ukraine*) and Zurich (*Switzerland*).

This document presents the results of the Intercultural City Index analysis for Vinnitsa (Ukraine) in 2016, 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 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.

⁴ The Italian city of Unione dei Comuni-Savignano sul Rubicone is generally referred in the programme as Rubicone.

⁵ Former Castelvetro di Modena.

Vinnitsa: an overview

Vinnitsa is the largest city in central Ukraine with the population of 371,534 inhabitants (as of February 1, 2016) and the administrative center of Vinnitsa region. The city is located at the crossroads of economic, social and geopolitical meridians of Ukraine. It is known for its industrial and high scientific potential, developed infrastructure, and favorable business and investment climate. Today, Vinnitsa is also developing as an educational and medical center of the regions. It is known for its medical, technical, and agricultural universities. The city is also considered to be the cultural capital of Podillia area of Ukraine.

36 ethnic communities live in the city which is more than 23% of the total population. The three largest groups include ethnic Russians 38,000, Polish 1901, and Jewish 902. In addition, there 15,000 students from Africa, Asia and Latin America, and more than 6,000 internally displaced persons and refugees in the city. 21 national minority cultural organizations are officially operating in the city.

The Development Strategy of Vinnitsa 2020 defines four following key areas aiming to make Vinnitsa:

- a 'comfortable city' that offers comfortable environment for its residents, visitors and guests by assuring availability of high quality administrative and public services, providing good quality of living and working conditions, and focusing on their continuous improvement;
- an innovative city that provides a dynamic growth environment by supporting creativity and innovative ideas in all activity areas, given that the city has been already known for its innovative solutions and best practices in the fields of local government, the economy, infrastructure and social capital development;
- an European city, the residents of which comprehend the meaning of modern European urban mentality. The city will develop and maintain the initiatives and responsibility of its residents to actively participate in the daily life of the city and to use all existing opportunities for their self-fulfillment;
- a regional center that strengthens its leading position among the cities of Central Ukraine as an open for cooperation administrative, business, logistic, cultural and educational center.

National Context

National environments affect municipal strategies implementation and the way in which city administrations operate. One of the most remarkable phenomenon in socio-economic life of Ukraine today, and its urban communities in particular, is the internally displaced people (IDPs). Following the annexation of Crimea by Russia in 2014 and the loss of control over a part of the Donetsk and Lugansk regions, many individuals in Ukraine were forced to move to other regions of Ukraine. According to the Ministry of Social Policy, 1,785,740 IDPs were registered as of June 6, 2016, including 1,100,000 women and 700,000 men.⁶ In terms of the number of IDPs,

Ukraine ranks first among the European countries and is among the top ten countries in the world (Table 1).⁷ Political unrest, economic instability, government crisis and rather painful decentralization process make the task of accommodating newcomers fairly difficult for Ukrainian cities.

Table 1. *Countries with the largest number of IDPs, as of August 31, 2016*

N/Country	New displacement (conflict)	Total displacement (conflict)	As of 2016
1 Syrian Arab Republic	900,000	6,100,000	August
2 Yemen, Rep.	478,000	2,205,000	June
3 Turkey	355,000	1,300,000	March
4 Congo, Dem. Rep.	292,000	1,700,000	June
5 Afghanistan	260,000	1,475,000	August
6 Iraq	234,000	3,344,000	August
7 Sudan	192,000	3,374,000	June
8 Ukraine	106,000	1,714,000	August

Most of Ukrainian IDPs move to the regions situated closer to their homes. A number of them simply register outside the occupied areas of Donetsk and Lugansk to receive their pensions and social payments, which skews the real number of IDPs in southeastern regions (Figure 1).

A contrasting difference with Figure 1 is observed when we look at the number of employment-seeking IDPs. The quantity of applications to the State Employment Service (SES) submitted by IDPs in western regions is much higher than in the East of the country (Figure 2). The percentage of IDPs-job seekers in western regions – e.g. Rivne 27.7%, Ivano-Frankivsk - 19.7%, Lviv - 18.6%, and Volyn - 18.5% is much higher than in Ukraine in general (3.75%). In the central cities like Vinnitsa the situation with the job-seeking IDPs is similar to the west. Vinnitsa region, for example, received about 20000 of IDPs, 11-15% of whom are seeking employment.

⁶ Official site of the Ministry of Social Policy [Web site]. – Access mode: http://www.mlsp.gov.ua/labour/control/uk/publish/article?art_id=189926&cat_id=107177

⁷ International Displacement Monitoring Center. IDP numbers by country <http://www.internal-displacement.org/database>

Figure 1. Total number of IDPs by Ukrainian regions⁸

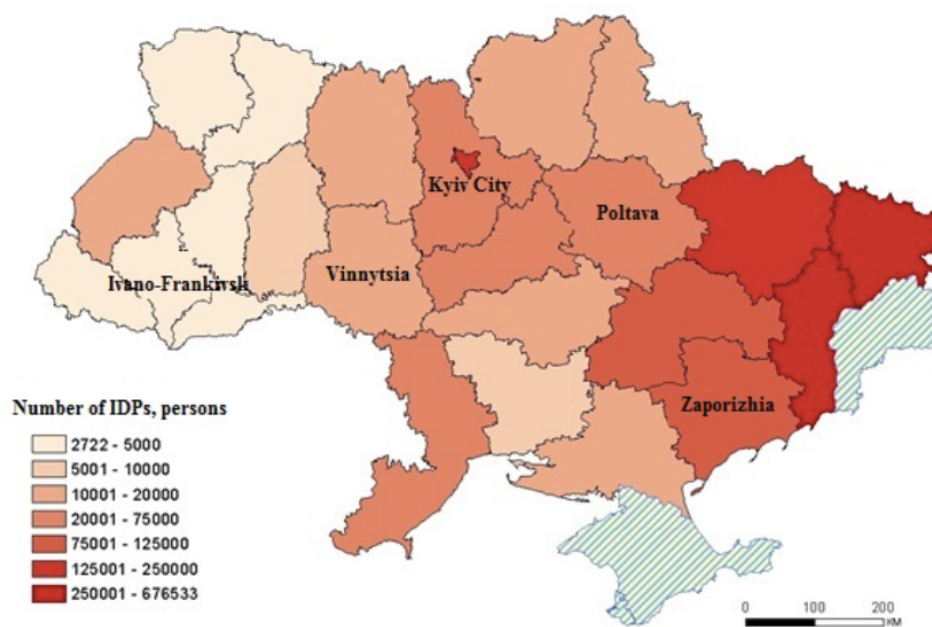
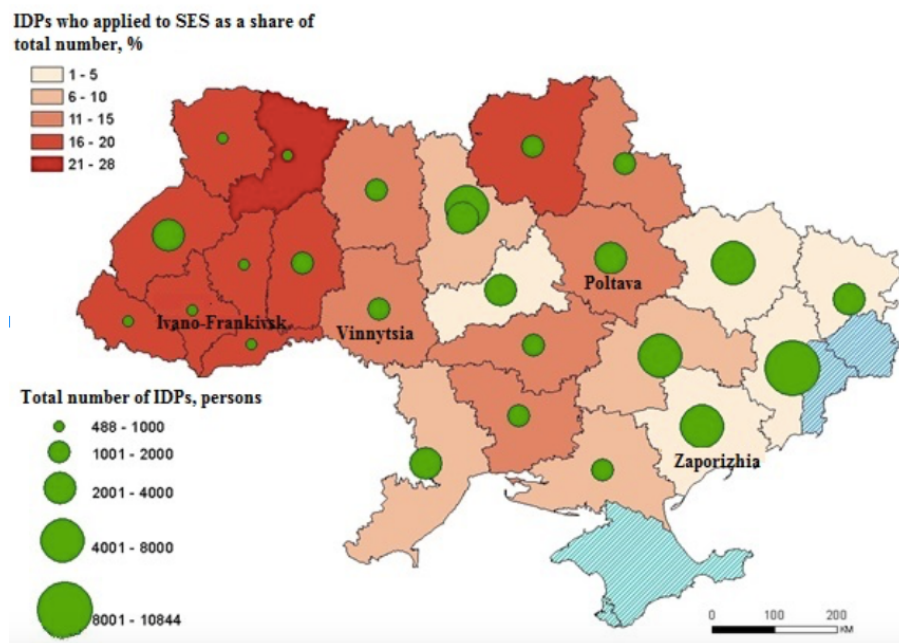


Figure 2. Total IDPs and the share of employment-seeking IDPs by region March'14-January'16



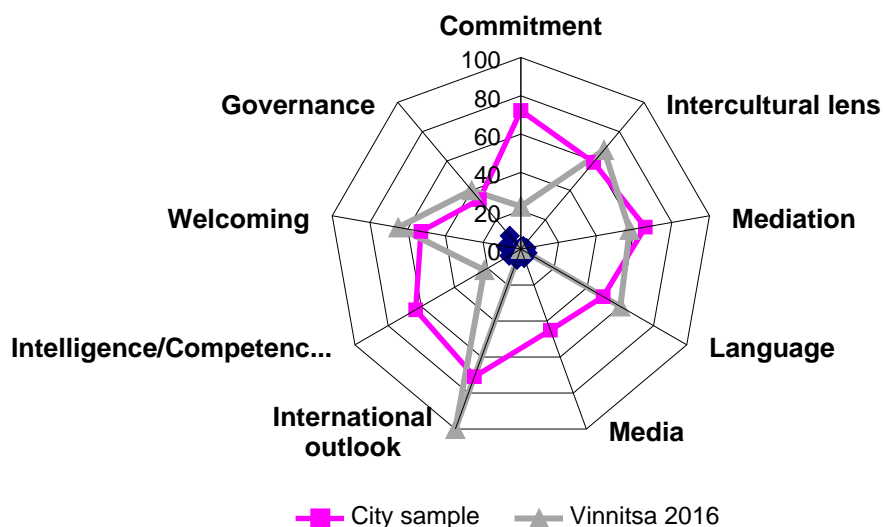
⁸ Source: http://voxukraine.org/2016/06/30/great-migration-how-many-internally-displaced-persons-are-there-in-ukraine-and-what-has-happened-to-them-en/#_ftn7

Vinnitsa's Position in the ICC Index Ranking

Given the above described national context, the city of Vinnitsa – as a member of the Ukrainian ICC Network (ICC-UA) – particularly appreciates the methodological and expert support offered by the Intercultural Cities Programme (ICC) of the Council of Europe. The Programme seeks to explore the potential of an intercultural approach to integration in communities with diverse populations. The cities participating in the Programme are reviewing their governance, policies, discourse and practices from an intercultural point of view and building their intercultural city profiles. The Intercultural City Index is a quantitative benchmarking tool that assists cities in this process. As of today, 77 cities across the globe have undergone their intercultural policies analysis using the ICC Index. Cities-members of Ukrainian Intercultural Cities Network (ICC-UA), including Vinnitsa, were ICC Index tested in the summer 2016 for the first time, except for the city of Melitopol that have undertaken this analysis in 2009 as a part of the pilot phase of the ICC Programme.

This document presents the intercultural profile of the city of Vinnitsa (Ukraine) that was created as a result of the relevant expert visit and the first results of the Intercultural City Index analysis and provides related intercultural policy conclusions and recommendations along relevant intercultural policy dimensions.

Vinnitsa falls in the group of cities at the middle of 2016 ICC Index ranking. Its overall ICC Index score is 54 (out of maximum 100), which means that its performance along the intercultural policy lines is average if comparing to all the other ICC index tested cities. This positioning may change from year to year, depending on how well the city itself would perform along the intercultural policy lines and vis-a-vis to other ICC cities.

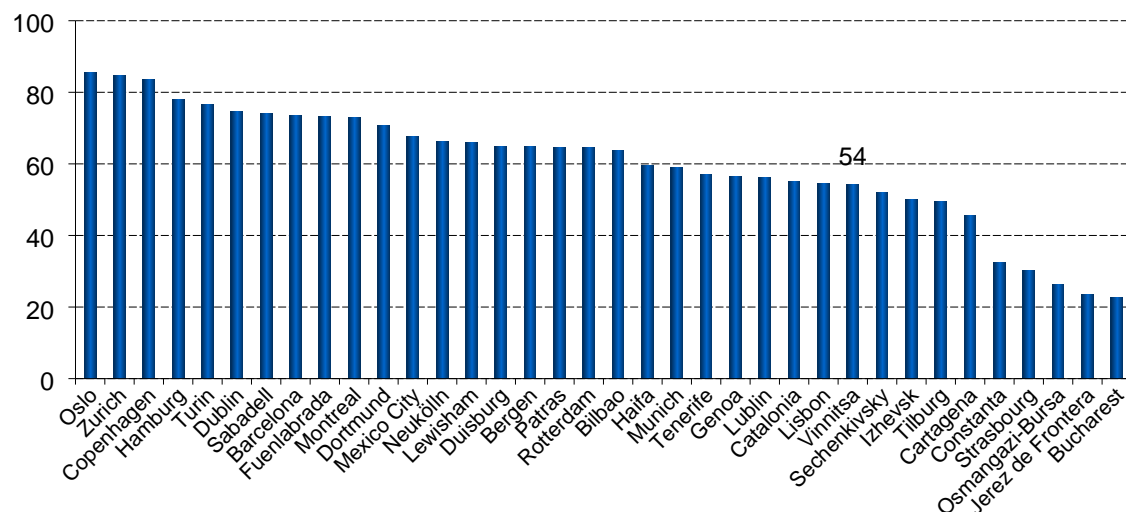


	Vinnitsa 2016	ICC cities' average
Commitment	22	72
Intercultural lens	68	59
Mediation	58	66
Language	60	50
Media	0	45
International outlook	100	71
Intelligence/Competence	22	63
Welcoming	65	53
Governance	40	34

One of Vinnitsa's strongest areas in the ICC Index ranking is its open and international outlook. Vinnitsa takes the maximum score of 100 in this policy area. The other three top areas in Vinnitsa's ranking include the intercultural lens, welcoming new arrivals, and language although the scores for these categories are below the 70-point mark. The intercultural lens of the city is set at 68 points. Vinnitsa gains 65 along 'welcoming new arrivals' category and its 'language' policy is estimated at 60.

Before going in more detailed presentation of the city profile, it is important to note that the city of Vinnitsa falls into a sample of cities with more than 200,000 inhabitants and is a part of a group (or a sample) of the cities with more than 15% non-nationals/foreign born (or non-available data). So, for example, if we look at Vinnitsa's ICC Index among the cities with the population more than 200,000, the city ranks 27th among 36 cities in the sample (see the graph below), while Vinnitsa stands 47th in the overall 2016 ICC Index ranking with all cities included.

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



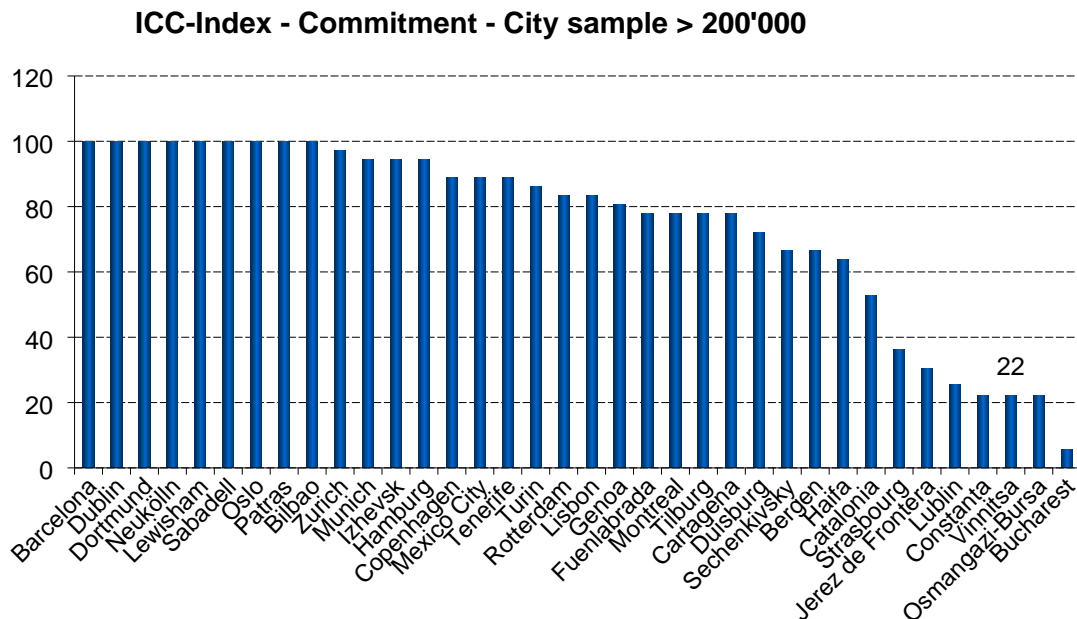
1. Commitment

A city may contain many examples of interculturality but these may remain isolated or hidden from the general public or the outside world. A *committed* Intercultural City takes a self-conscious decision 1) to seek out, identify and acknowledge such examples, 2) to establish a policy objective of consolidating and building upon them; and 3) develop a strategy and allocate appropriate resources to support it. The intercultural city authorities establish a formal statement sending an unambiguous message to public about the city's commitment to intercultural principles, they also actively engage in persuading other local stakeholders to act likewise.

Vinnitsa scores 22 in intercultural policy commitment category, which is more than three times lower than the ICC cities average (72). If we consider Vinnitsa's commitment in comparison to the cities with the population of more than 200'000, the city is ranked 34th among 36 cities total (see the graph below).

Obviously, the city has some room for improvement along this dimension, as Vinnitsa has not yet adopted a public statement; its integration strategy integration strategy is not based on an intercultural concept. The city has not allocated a budget for the implementation of strategy, and an evaluation process of the intercultural strategy has not been foreseen.

City officials' speeches and communications make seldom reference to the intercultural commitment and an intercultural policy webpage has not yet been designed. Moreover, for the time of ICC Index analysis, Vinnitsa didn't have an established practice of acknowledging its residents for their exceptional contribution to encouraging interculturalism in the city.



Recommendations: Vinnitsa might consider improving its intercultural commitment by defining its intercultural city strategy, designing a public statement, including messages about its intercultural policy commitment to the speeches and communications of the city officials, by acknowledging the residents who make exceptional effort to advance intercultural aspect of the city's life, etc. To assist the city in its advancement along the dimension of 'commitment', some examples from the ICC cities that perform well on this policy are presented below.

ICC Cities' Examples to Follow

In 2013, the German city of Hamburg set new standards for its integration policy adopting the "Hamburger Integrationskonzept" (Hamburg Integration Concept), which means "participation, intercultural opening and cohesion". This concept is addressed to all parts of the city community and emphasizes three aspects: welcoming culture, diversity and cohesion".

The most recent example is offered by the city of Melitopol, Ukraine. Since 2015 the city of Melitopol has implemented a series of commitment policy initiatives. The city formally adopted a public statement "Melitopol is a source of interculturality in Ukraine"; has designed a methodologically sound and exemplary - for Ukrainian cities in particular - Intercultural City Strategy with the short- (till 2017) and long-term (2020) vision,⁹ assigned special budget for intercultural projects and initiatives, created a separate page on the official city website¹⁰, and established an intercultural Melitopol's Facebook account. In addition, the city officials and other key local stakeholders, including entrepreneurs and educators, often make reference to Melitopol's intercultural commitment in their communications.

In May 2011, Copenhagen launched its Diversity Charter. Copenhagen 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.

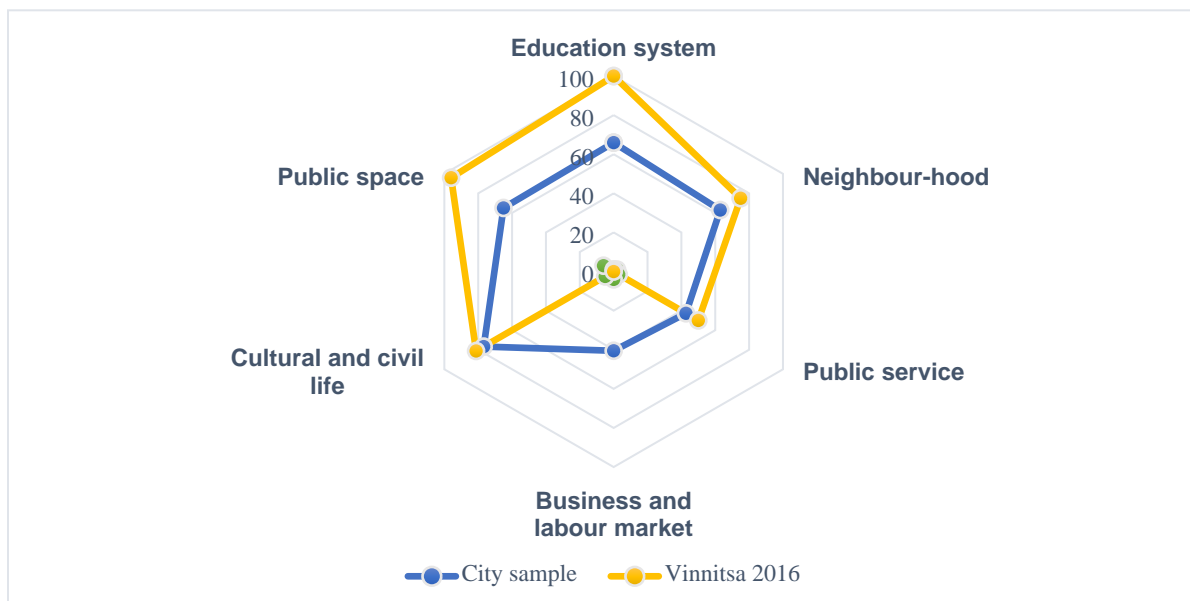
Vinnitsa's intercultural strategy would also benefit from acknowledging local citizens or organisations that have made an exceptional contribution to encourage interculturalism locally. The city of Stavanger (Norway), e.g., has instituted the Diversity Award, recognising the organisations promoting ethnic diversity in the workplace. Another example is the city of Neuchatel where, since 1995, an integration award has been acknowledging local citizens who had performed exceptionally to encourage interculturalism locally. 'Salut l'étranger' prizes cultural shows or civic attitudes that promote tolerance, intercultural (interethnic and interreligious) dialogue and fight against intolerance and racism.

⁹ The city strategy and other documents relevant to the city's advancement along the intercultural policy lines can be found here <http://www.coe.int/en/web/interculturalcities/melitopol>

¹⁰ The official Intercultural City webpage of Melitopol is available here http://mlt.gov.ua/index.php?option=com_content&task=blogsection&id=54&Itemid=382

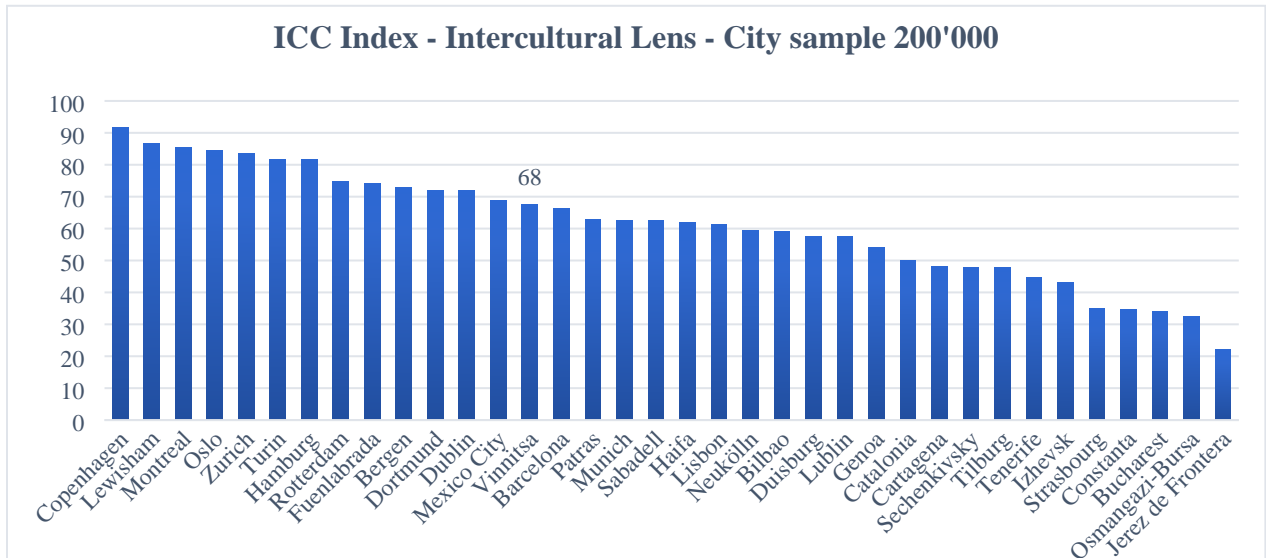
2. Intercultural Lens

As noted before, intercultural lens is one of the top three areas of Vinnitsa’s ICC Index ranking. We must look closer at the composites of the intercultural lens to understand what how it was obtained. The graph or the table below make it evident that Vinnitsa’s performance in education, public space, cultural and civil life, neighborhood, and public service policy areas are driving this ranking. While the highest score obtained by the rest of the cities in this sample is 77 (on intercultural lens composite cultural and civil space) ranking, Vinnitsa gains 100 points in education, 96 in public space, 81 cultural and civil life, 76 neighbourhood, and 50 in public services (see the data and graph below).



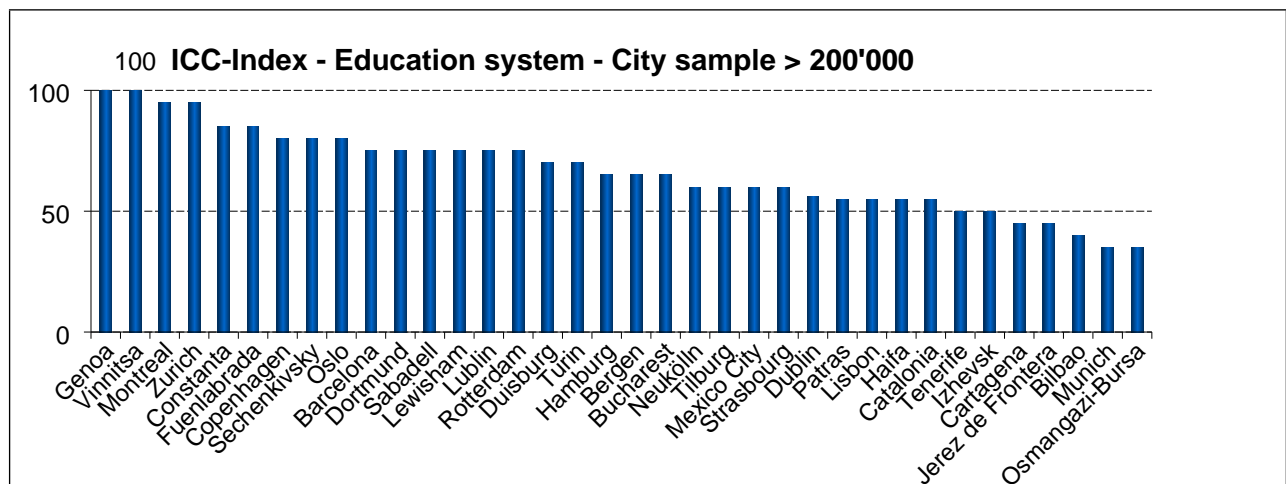
	Vinnitsa 2016	ICC cities' average
Education system	100	66
Neighbourhood	75	63
Public service	50	43
Business and labour market	0	41
Cultural and civil life	81	77
Public space	96	65

The graph below demonstrates that Vinnitsa takes 14th position in Intercultural Lens performance ranking among 36 cities with population more than 200,000 that were ICC Index tested by September 2016.



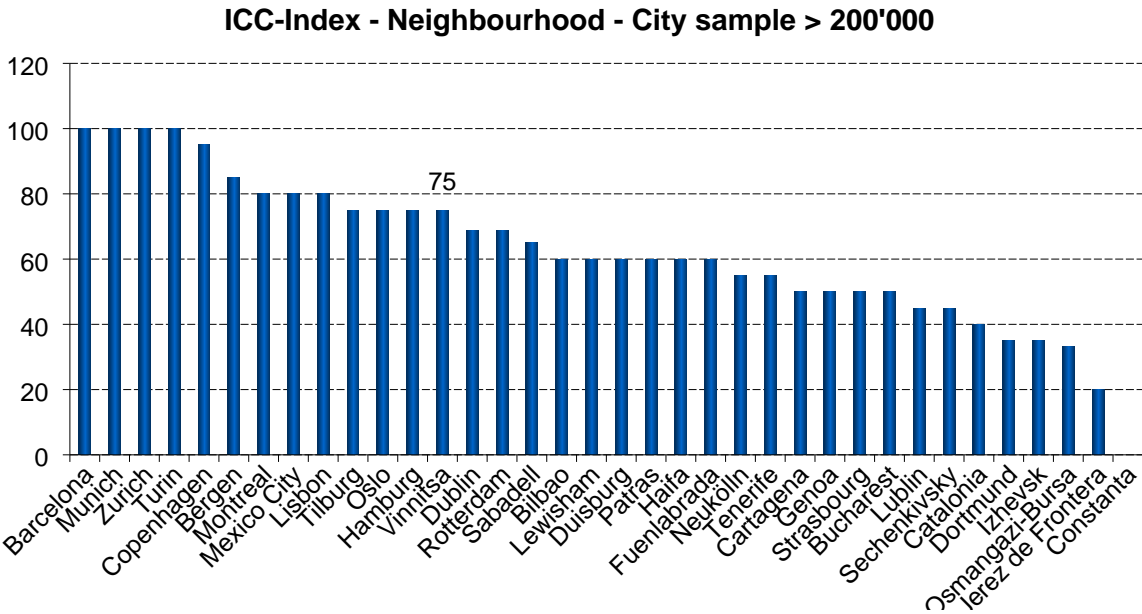
Education

Vinnitsa scores high in the area of education. It is top-ranked among the cities in 'more than 200,000 inhabitants' sample, having gained maximum score in this category - 100. Indeed, Vinnitsa's education system is reported to be very intercultural. The ethnic background of teachers in Vinnitsa schools often reflects the composition of the city population. Most of the schools make strong efforts to involve parents from ethnic minority or migrant background in school life. There is also a well-established tradition in Vinnitsa schools to carry out intercultural projects and collaborate with different schools from abroad. 10-12 schools in total have such a practice, e.g. school#1 collaborates with a school in Peterborough, England; School #2 with a few British schools; schools #4,22, and 26 with Polish schools, etc. The city also supports a young leaders' exchange program. This is obviously the area in which the city may share its best practice examples with other municipalities-members of the ICC Programme. This is obviously the area in which the city may share its best practices with other municipalities.



Neighbourhood

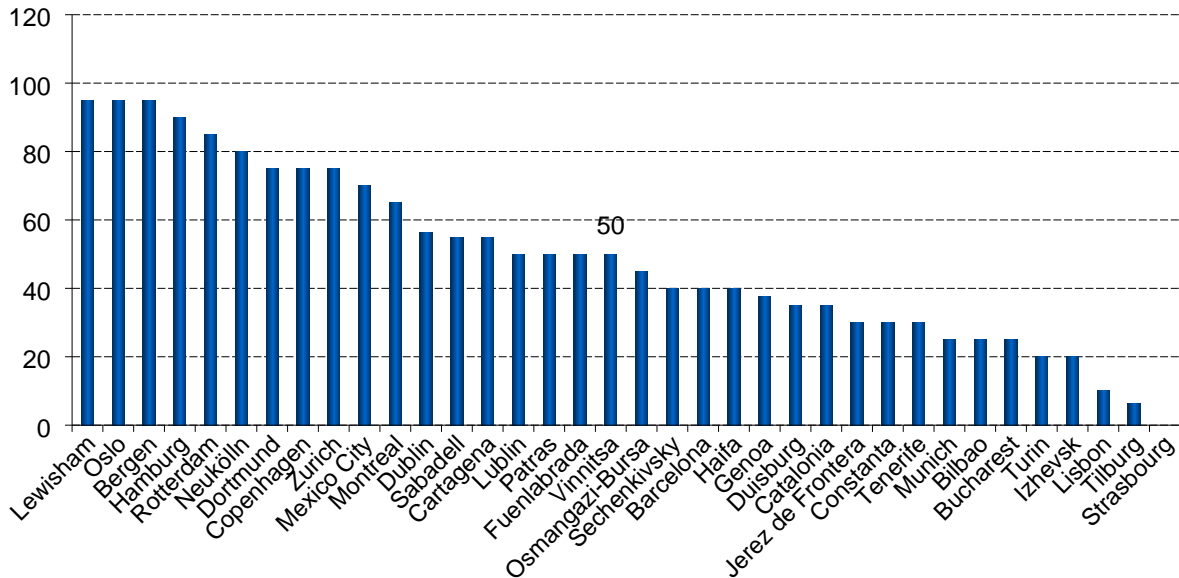
The city doesn't have neighbourhoods where the majority (80% or over) of residents of the same ethnic background. Still, it has an established policy that encourages the residents of different neighbourhoods to meet and interact with each other, including people of different ethnic/cultural background. These activities feature annual cultural festivals, different holidays, celebrations, a variety of fairs and exhibits. The city also supports the Intercultural Dialogue Library (existing since 2011) and the recently established Center for Ethnic Minority groups.



Public service

Vinnitsa is in the middle of the ranking (score 50) in the 'public service' category. The ethnic background of its public employees reflects the composition of the city population and the city has a recruitment plan ensuring this diversity. For instance, the Institute of Urban Development by Vinnitsa city, which is a municipal enterprise, employed three professionals from the European Union countries (Switzerland and Germany) with the purpose to involve the EU expertise and benefit from diversity in the development of the city's urban strategy 2020. Even though, according to Ukrainian law, only citizens of Ukraine can be employed in public service, the city of Vinnitsa found its formula for engaging people with foreign background (via municipal enterprise). Recommendations: The city performance along the public service category may further improve, if Vinnitsa takes action to encourage intercultural mixing and competence in private sector enterprises (e.g. city support of anti-discrimination initiatives in enterprises, intercultural training for company managers, etc.), as at the time of this analysis Vinnitsa considered that they did not need such actions as "our enterprise policy is to higher the most qualified regardless their origins".

ICC-Index - Public service - City sample > 200'000



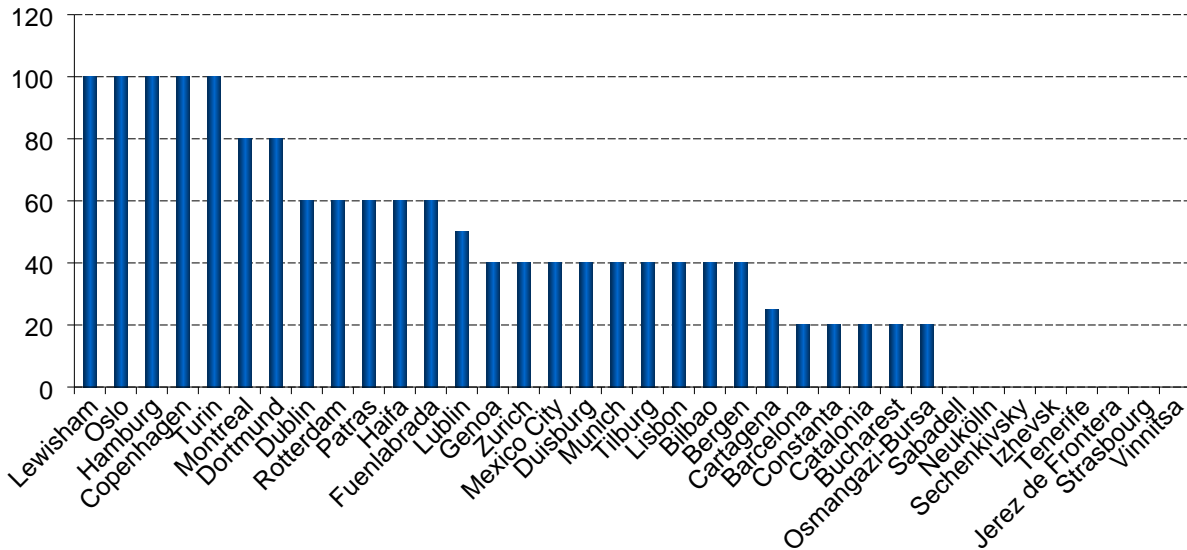
Business and labour market

Vinnitsa is placed last in this category (score 0), as its answers to all relevant to this category questions are negative or city finds them non-applicable. For example, Vinnitsa does not have a business umbrella organisation that would promote diversity and non-discrimination in employment, it has not taken action to encourage 'business districts' or 'incubators', where different cultures could more easily mix, etc. and considers non-applicable a charter or another binding document against ethnic discrimination in its own administration and services.

Recommendations: It is advisable for Vinnitsa to review these points and improve its performance on business and labour market category. A good example for this may be the city of Amadora in Portugal that has recently signed a charter which outlaws discrimination in employment. The city also encourages business districts/incubators to facilitate inhabitants from different cultures to mix one more easily. For instance, The *Undertakes Amadora Programme* seeks to identify entrepreneurial initiatives by helping young people and socially vulnerable persons to develop a business idea. The *Quick Incubator* is a project directed at 18 to 30 years old youths. The *Nothing ventured nothing gained Project* is directed for socially excluded women, disable, immigrants, prisoners and ex-offenders. They both provide support to develop business ideas and seek financial help.

Likewise, in 2017, the city of Oslo will launch a new policy on inclusion with the initiatives targeting access to the labour market, partnership with business on recruitment (place, train, employ), on-job training in municipal services, and drop-in centers for unemployed youth.

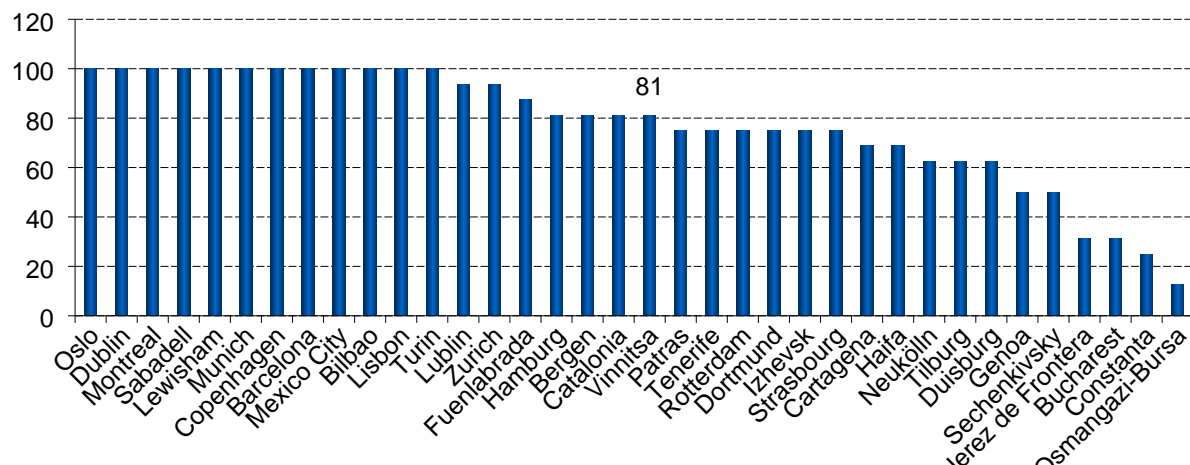
ICC-Index - Business and labour market - City sample > 200'000)



Cultural and civil life

In this category, Vinnitsa scores four points higher (81) than the sample's average (77). The city employs interculturalism as a criterion when allocating grants to associations and initiatives, has a specific budget line for financing ethno-cultural initiatives - although the interculturality-based grants comprise less than 1% of all grants offered by the city, which Vinnitsa might want to reconsider, - organizes plenty of events and activities in the fields of arts, culture and sport aimed at encouraging mixing among different ethnic groups. The city also encourages cultural organisations to work with diversity and intercultural relations in their productions. Calls for best socio-cultural project among civil society organizations are announced annually with the city financial support.

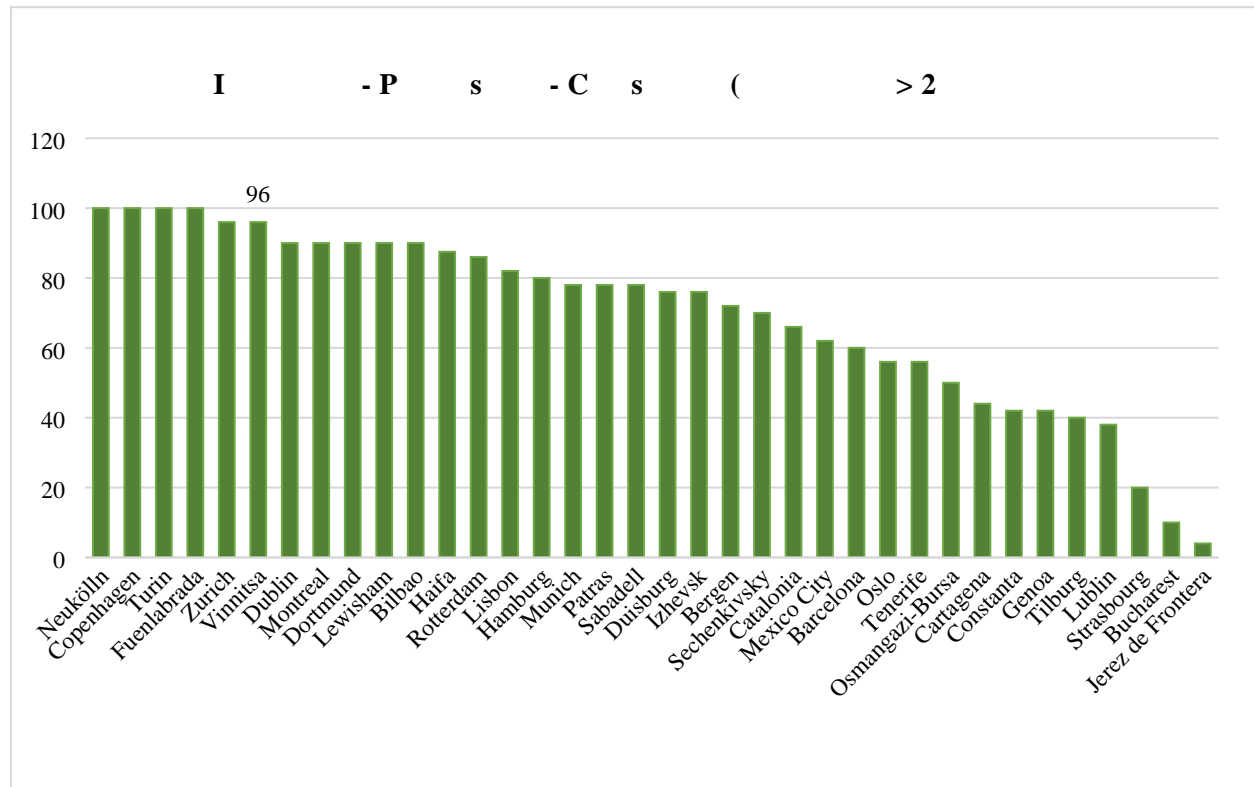
ICC-Index - Cultural and civil life - City sample (inhabitants > 200'000)



Public space

Public spaces and facilities are important for several reasons. They are places which most citizens are obliged to use from time to time therefore raising the possibility for chance meetings between strangers. They may also reinforce cross-cultural solidarity, for example, in case of public interest around the proposed architectural development or closure of a facility. Well managed and animated spaces can become beacons of the city's intercultural intentions.

Vinnitsa does well in this area. It continuously takes action to encourage intercultural mixing in public libraries, municipal squares, gardens, playgrounds, museums, etc. It always accounts for the population diversity in the design and management of new public buildings or spaces. Usually, the city hall holds public hearings or meetings when the related projects are designed. On-line discussions and voting (in addition to regular voting) often take place on the city webpage alongside. The process of so-called 'de-communization' has been recently conducted in many Ukrainian cities, including Vinnitsa, during which many street names connected to the totalitarian (communist) regime were replaced. These changes were always conducted as a result of community discussion/consultation in the city of Vinnitsa. Consequently, public space is the area, where Vinnitsa accumulated some good practice for sharing with other ICC cities.



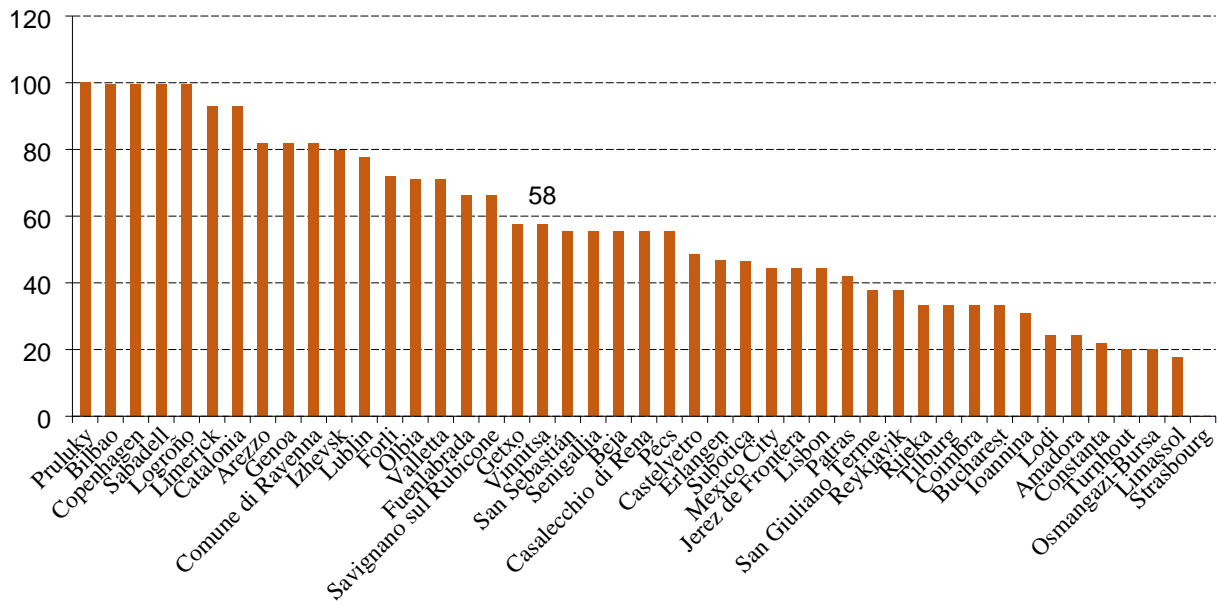
3. Mediation and Conflict Resolution

It is a basic principle of the ICC approach that where the groups of different cultural background and of social and economic status are present in close proximity, there is always a potential for disagreement or even conflict over values, behaviour or resources. This is natural and it would be unnatural for city authorities to seek to deny or ignore this situation. The process of anticipating, identifying, addressing and resolving conflicts is a fundamental process of living together in a dynamic and communicative community. Indeed the optimum Intercultural City sees the opportunity for innovation and greater cohesion emerging from the very process of conflict mediation and resolution.

Vinnitsa scores 58 on mediation and conflict resolution policy, which is 8 points below the ICC cities average (66). It is placed 19th in the list of 45 cities with less than 15% of foreign born population.

Although Vinnitsa does not have municipal mediation service devoted to intercultural issues only, the city offers professional service for mediation of intercultural communication and conflict. It has the so-called “municipal 24hr guard” service – supported by the city hall – that deals with all kinds of conflicts that cannot be classified as a crime or a type of conflict to be dealt with by the police. A regional Department of Nationalities and Religions which conducts conflict mediation work is also hosted by the city.

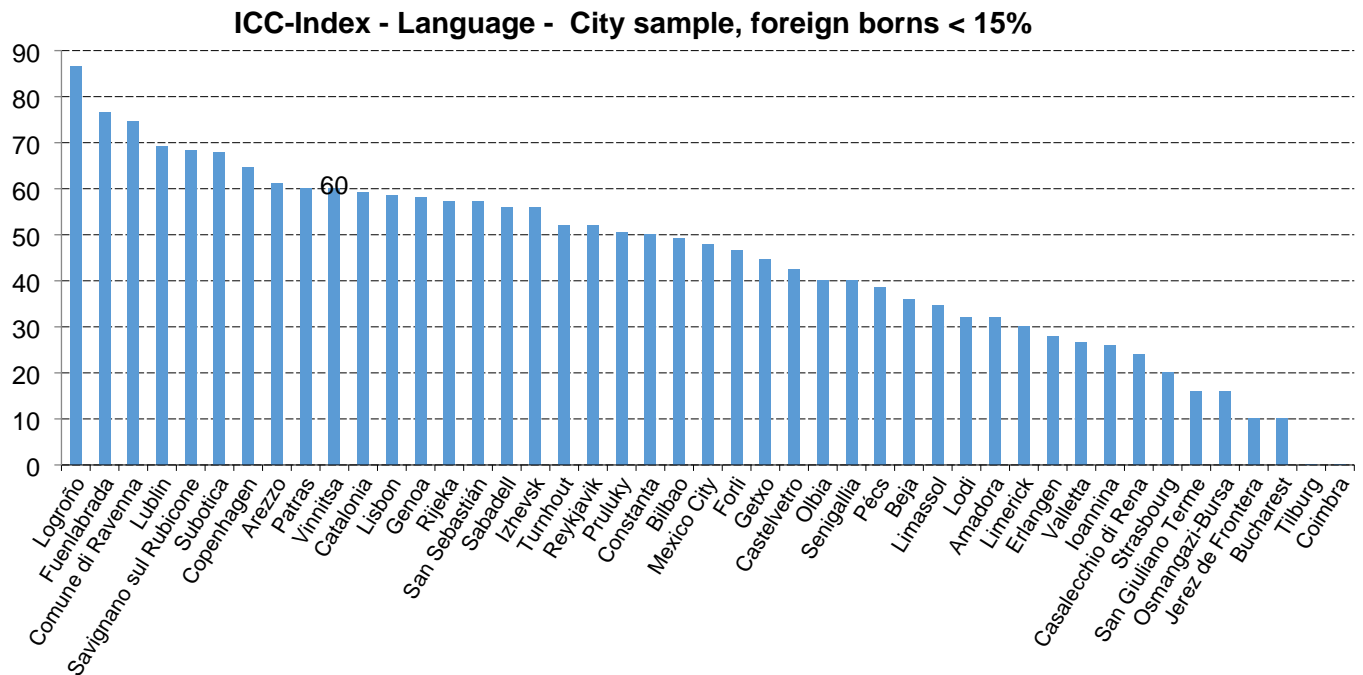
ICC-Index - Mediation - City sample, foreign borns < 15%



4. Language

Learning the language of the host country is considered to be key issue for integration. However, the Intercultural City approach underlying the significance of mutual exchange and learning across language divides, especially in the urban communities without clear majority group.

Vinnitsa's language policy achievement is above all ICC Index tested cities average (50). The city scores 60 in this category and is in top ten cities out of 45 in the sample of cities with the foreign born population below 15%. While Vinnitsa provides minority languages learning (Polish, Czech e.g.) as a part of regular school curriculum, offers mother tongue language courses for migrant kids and assures regular language options availability for everyone, it does not yet support financially minority language newspapers/journals, radio or TV programs. Supporting such initiatives in the future would improve Vinnitsa's performance along the 'language' category.



5. Relations with the Local Media

The media has a powerful influence on people's attitudes, including those towards cultural relations and particular minority or majority groups. Cities may partner with local media organisations to create a more conducive a climate or influence public opinion on intercultural relations.

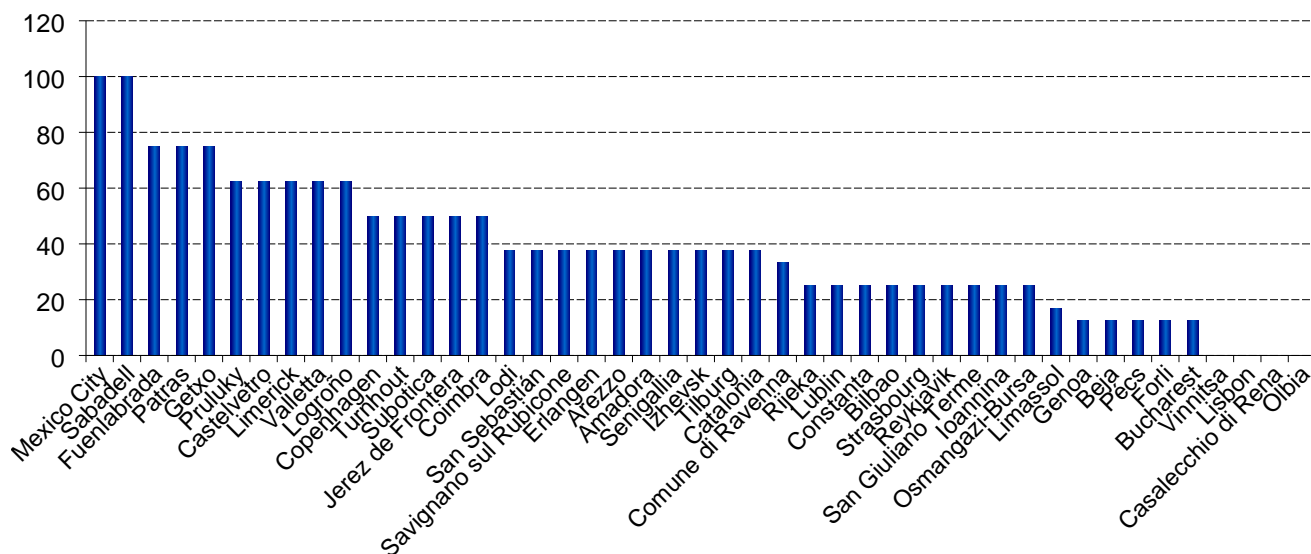
Recommendations: Vinnitsa may wish to concentrate on exploring possible media policies locally, as it scores 0 in this policy area and placed among the last in the list. Vinnitsa may start from monitoring the way in which ethnic groups and minorities are portrayed in the local media. An initiative launched by the city of

Stavanger (Norway) may serve as a good example. This city is monitoring every incident where migrants occur in an article or program.

Vinnitsa may also wish to provide media trainings or mentorships for journalists with minority backgrounds. An interesting example of such initiative is offered by Reggio Emilia (Italy). With the help of the reporters from the Fondazione Mondinsieme (local media source), the city offers free and open to everyone training activities providing by this the tools for residents to think critically, analyse existing situations and, eventually, join the group of the reporters.

The city of Botkyrka is also an exemplary case. The city administration supports a local newspaper that focuses on the real-life stories of the people with different cultural background. Moreover, from time to time, ordinary residents of Botkyrka, representatives of different ethnic groups, become 'the reporters' of their own stories. The photos of the reporters of the months are published in the paper.

ICC-Index - Relations with the local media -
City sample, foreign borns < 15%



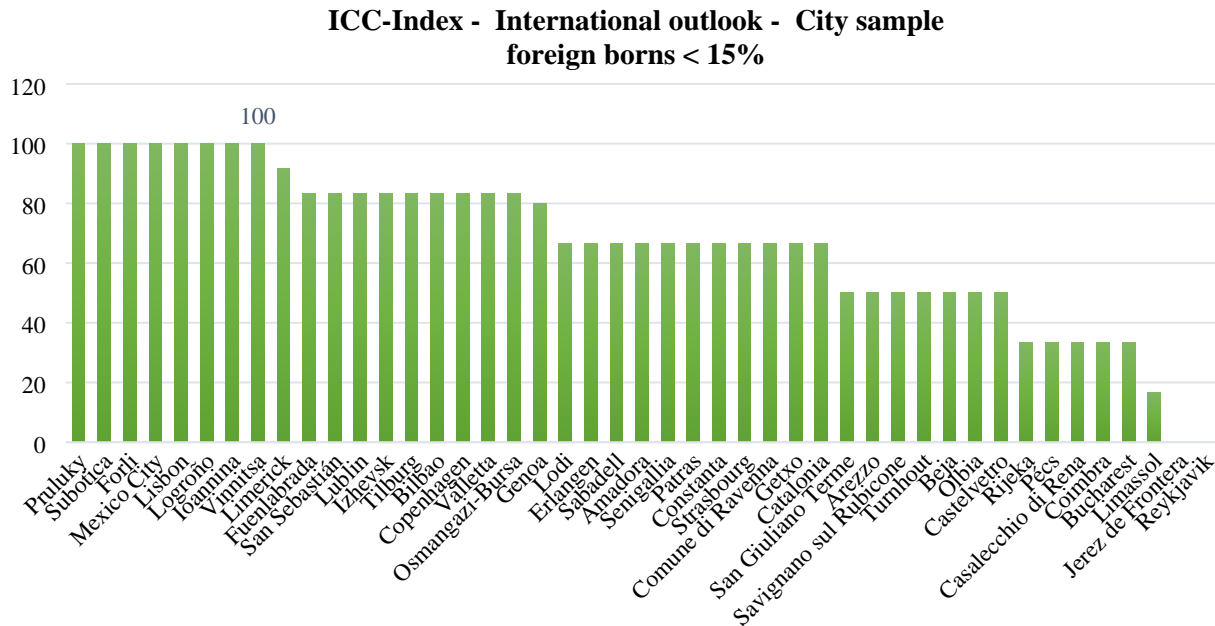
6. International Outlook

An optimal intercultural city would be a place which actively sought to make connections with other places for trade, exchange of knowledge, tourism etc. It would be a place which the stranger (whether business person, tourist or new migrant) found legible, friendly and accessible, with opportunities for entering into business, professional and social networks.

Vinnitsa achieved a maximum score of 100 in this category, while all the ICC cities' average score is 71. This score is well justified by the achievements the city has made in terms of international partnerships, trade, tourism and knowledge exchange. Vinnitsa calls itself a SMILE city, which comes from its official public

statement “Vinnitsa is a city of friendly and smiling people”. This slogan reflects how much the city cares about the image it gives to the newcomers regardless their status - visitors, tourists, businessmen, students, refugees or internally displaced people.

In addition, the city has specific financial provisions for this policy development, encourages universities to attract foreign students, and involves universities in the international visits and exchange projects.



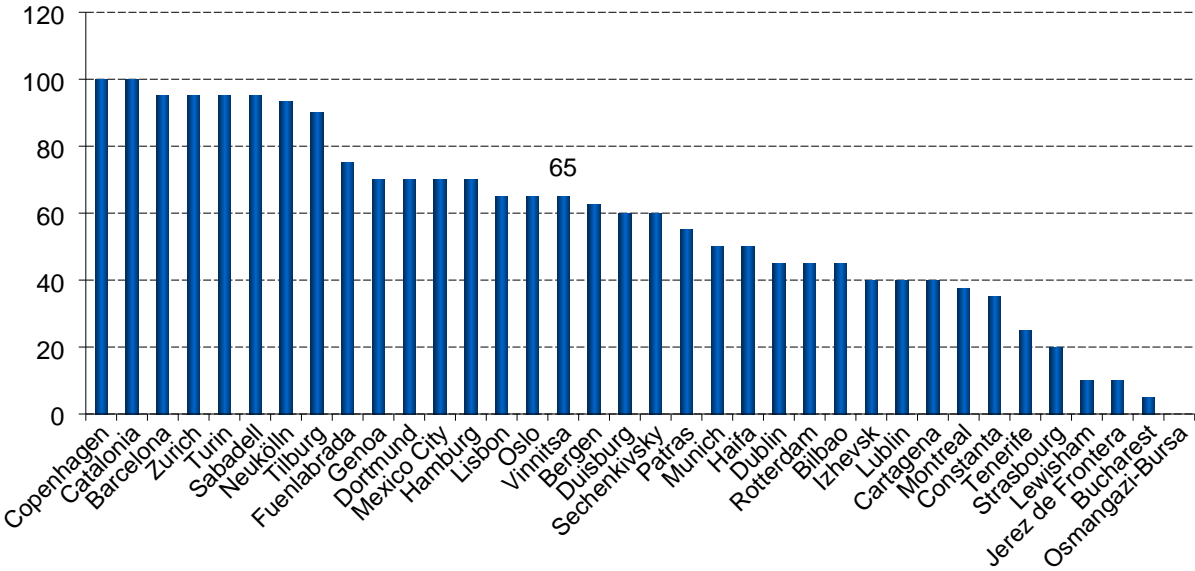
7. Intercultural Competence

A city cannot be intercultural if it is ignorant of its citizens, their diversity and lifestyles and how they interact with each other. A competent public official in an intercultural city might be able to detect and respond to the presence of cultural difference and modify his/her approach accordingly rather than seeking to impose one mode of behaviour to all situations. Such sensitivity and self-confidence in unfamiliar situations is a skill to be acquired through training, and must become as important to the officials as their specific professional skills.

The performance rate of Vinnitsa’s intercultural competence is 22, which is almost three times lower than the ICC cities average (63). Although the city promotes the intercultural competence of its officials and staff in administration and public services through interdisciplinary seminars, networks and trainings, the information about diversity and intercultural relations is not mainstreamed to inform the policy formation process of the city government.

Recommendations: An area, where the city of Vinnitsa might wish to improve in this category concerns a special public ceremony creation, during which the newcomers would be greeted and welcomed to the community in the presence of city officials. In this sense, the experience of the city of Neuchatel (Switzerland) may be useful. In this city, a meeting of the Council is held every 6 months to greet all new arrivals. This is not only an occasion to welcome new residents but also to obtain information about the administration and city life. Another good practice is the city of Hamburg's (Germany) Welcome Centre. The center provides its services to all newcomers helping foreign executives, experts, scientists, students, self-employed individuals and their families to directly manage the legal aspects of immigration.

ICC-Index - Welcoming new arrivals - Cities with population > 200'000



9. Governance

Perhaps the most powerful and far-reaching actions which a city can take in making a city more intercultural are the processes of democratic representation and decision-making. Clearly some of these may be determined nationally, but there is much that a city council can do to influence the way in which diverse groups interact around the allocation of power and resources.

Vinnitsa gains 40 points, which is slightly higher than the ICC cities average and is placed 18th in the sample of 45 cities with less than 15% of foreign born population. While the ethnic background of elected politicians reflects the composition of the city population in Vinnitsa, newcomers are not eligible to vote in local elections only until they become Ukrainian citizens. There is also an advisory body representing migrants/minorities and their organisations in the city, which is independent of the

local authority. At the same time, initiatives to encourage migrants to engage in political life have not yet been developed in Vinnitsa.

Recommendations: The city might wish to consider the experience of Copenhagen in this sense. Copenhagen has introduced initiatives to encourage migrants in political life such as number of activities related to promoting youth participation in the local elections. Copenhagen 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). Since 2014, the Employment and Integration Committee of the city has been allocating funds for youth organization start-ups focusing on intercultural issues and active participation in city life.

ICC-Index - Governance - Cities with foreign borns < 15%

