

INTERCULTURAL CITIES

Building bridges, breaking walls

2023



ANNUAL REPORT



COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

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Introduction

Intercultural Cities (ICC) is a capacity building programme that supports cities and regions in reviewing and adapting their policies through an intercultural lens, with the aim of developing comprehensive intercultural strategies to manage diversity as an advantage for the whole society.

Based on extensive research, a range of international legal instruments, and the collective input of the ICC community, the programme has shaped the intercultural integration approach and a set of analytical and practical tools to help local stakeholders through the various stages of building societies which are truly inclusive.

The intercultural approach aims to articulate public actions under four key principles:

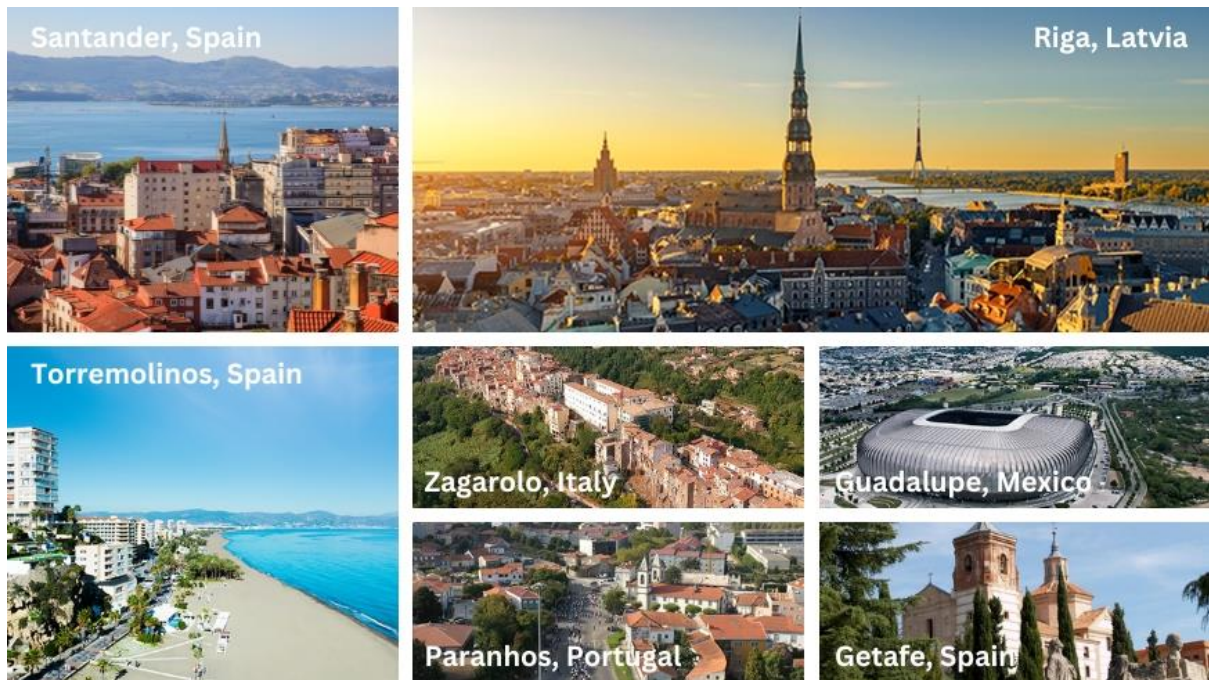
- **Real equality**, i.e. promoting equal rights, duties, and opportunities, within the framework of an inclusive concept of “resident citizenship”, including by taking positive action measures to redress the inequalities experienced by members of minority communities, and adapting the city’s governance, institutions and services to the needs of a diverse population.
- **Valuing diversity**, i.e. recognising and preserving diversity as an intrinsic feature of human communities; and pursuing the diversity advantage that accrues from the presence of diversity when coupled with specific policies and strategies that enable diverse contributions to shape the cultural, economic and social fabric of the city, and with the management of conflicts which may threaten community cohesion.
- **Meaningful interaction** between diverse individuals and groups, i.e. designing the city and the urban space in a way that facilitates contact, interpersonal relationships, and positive interaction between citizens of diverse profiles and socio-cultural backgrounds, with the view to promoting trust and sense of belonging which are necessary building blocks of a thriving society.
- **And active citizenship and participation** i.e. ensuring that no-one is left aside, that even those who do not enjoy formal citizenship have a voice into shaping their local society.

Initiated in 2008, the ICC Programme and its network have been growing ever since. In 2023, six new members joined either the ICC international network of cities, or national networks in Italy, Portugal and Spain. Six cities have directly benefitted from assessments of their policies and targeted recommendations based on the ICC Index methodology, providing them with inspiration and guidance for improved diversity management. Capacity-building and peer-exchanges between members covered areas such as intercultural integration and welcoming, placemaking, intercultural and inclusive communication, anti-rumours and intercultural competence. In addition, Council of Europe standards and ICC Programme tools relating to intercultural inclusion are increasingly available in a variety of languages. In 2023, key resources have been translated into Finnish, French, Italian, Japanese, Polish, Spanish and Ukrainian thus contributing to the spreading of intercultural principles around the globe (list available in Appendix I).

In parallel, 2023 was also marked by concrete developments in the implementation of a management response based on the recommendations of an independent external evaluation of the ICC Programme finalised in December 2022. In particular, an ICC Advisory Group was set up and gives a stronger role to member cities into the governance of the programme. Ambitious work to improve the functioning of the ICC good practice database, as well as the presentation of ICC resources on the programme’s website, was initiated and will be finalised in 2024.

ICC cities continued supporting Ukrainian counterparts and welcoming people fleeing from Ukraine following the Russian Federation’s military aggression which started in February 2022. More specifically, through an interagency initiative between the CoE-ICC Programme, OSCE-ODIHR, UNHCR and OECD, implemented in cooperation with the Union of Polish Metropolises (UMP), the different international organisations offered a series of training courses for Polish city administrations, preparing them to work with newcomers and addressing the challenges they might encounter while integrating them.

This annual report provides detailed information on the implementation of the ICC Programme and related activities in the year 2023.



Membership

In 2023, the number of members of the ICC Programme increased to 163. The majority of new members are located in countries where the ICC Programme has set up national networks, such as Italy (**Zagarolo**), Portugal (**Parish of Paranhos**) and Spain (**Getafe, Santander and Torremolinos**). The ICC international network welcomed **Riga** (Latvia) and **Guadalupe** (Mexico).

All new members have received the ICC membership certificate and hard copies of the [welcome pack](#) which contains practical documents for a quick dive into the ICC Programme, including the [Mission description of ICC coordinators](#); a brief for politicians; a revised version of the [ICC Glossary](#); and a resource pack referencing the main ICC documents and resources.

The **positive impact of membership** in the ICC Programme has particularly increased for national network structures, and further solidified thanks to a number of EU-funded projects based on the intercultural integration approach. One of these projects has brought together 15 cities and four national ICC networks to develop intercultural competence, international co-operation on the local level as well as youth empowerment and participation.

As in past years, the continuous increase in memberships is indeed a positive sign as it shows the relevance of the ICC Programme for local and regional authorities worldwide, and enriches the

knowledge base with more diversity, more good practices to share, and more occasions for peer learning.

However, it also means an increased diversity of needs, demands, and tools, which requires the adaptation and possibly the reprioritisation of the services provided to members. To this end, an independent external evaluation of the services and tools provided by the Intercultural Cities Programme was carried out in 2022. The evaluation showed, *inter alia*, that the Intercultural Cities Index and the process linked to it boost the implementation of interculturalism in the cities. The evaluation further highlights that peer learning, networking and the opportunity of piloting new methodologies are particularly useful for the member cities in their development of intercultural strategies. However, it also concludes that the number of tools and services provided by the ICC Programme is too large. Recommendations have been made to enhance the strategic outlook and operationalisation of the programme.

The evaluation report was published in early 2023, alongside a management response prepared by the ICC Programme Secretariat to address the recommendations and define a plan for action which started to be implemented as early as it was published.

ICC Services and tools

1. Diagnostic and profiling

As cities embrace the intercultural approach to diversity management, they need to take stock of their achievements and challenges as a point of departure for the development of their intercultural strategies. In order to sustain motivation and adjust their efforts, cities also need to be able to assess progress over time and see whether they can learn from other cities which have concrete experience in a given field. The ICC Programme offers a comprehensive methodology for city leaders and officers and a range of analytical and assessment tools, the most relevant of which is the Intercultural Cities (ICC) Index. Cities are expected to complete the ICC Index questionnaire upon joining the ICC network and to repeat the exercise periodically (approximately every four years or when a new intercultural strategy is planned). The ICC Programme invites all cities which are in either of those two situations to consider filling in the questionnaire.¹

a. The ICC Index



Completed **201** times by **129** cities and towns across **38** countries since 2009, the ICC Index assesses where a city stands in the different governance/policy areas that foster intercultural integration. The Index questionnaire serves to collect information on **policy inputs**, i.e. the actions, measures and vision implemented by a city to fulfil the core principles of the intercultural policy model. The questionnaire contains 90 questions/indicators, grouped in twelve indices with six sub-indices grouped in a composite index called “intercultural lens”.

¹ For more information on the Intercultural Cities Index and the indexing process visit the dedicated webpage: <https://www.coe.int/en/web/interculturalcities/about-the-index>

To reply to the questionnaire, cities need to launch a discussion within the local government about what intercultural integration means in practice, which helps raising awareness on the necessity to work horizontally with all city departments and services with the view to fulfil the intercultural agenda.

The analysis of the replies is carried out by the Council of Europe and delivered under the form of “ICC Index Report”. The latter helps identifying strengths and weaknesses and determine in which governance/policy areas efforts should be concentrated in the future; it also contains – for each policy area – tailor-made recommendations and inspirational practices from other cities.

In **2023**, the ICC Programme produced four Index Reports for the local authorities of: [Valencia](#) (Spain), [Botkyrka](#) (Sweden), [Riga](#) (Latvia), and [Vaasa](#) (Finland). In addition, [Melton](#) (Australia) and [Reggio Emilia](#) (Italy), as well the Finnish cities of [Hämeenlinna](#), [Kuopio](#), [Tampere](#), [Turku](#) and [Vantaa](#) – as part of the EU/CoE joint project in Finland – submitted their replies to the Index questionnaire. The resulting ICC Index Reports will be published in 2024.

The ICC Programme further conducted ICC expert visits to [Jonava](#) (Lithuania) in January and to [Sherbrooke](#) (Canada) in June 2023. ICC expert visits follow the publication of a city’s ICC Index Report and provide an opportunity for in-depth "diagnosis" of the city's strengths and needs in relation to intercultural policies and governance. This is made possible through a series of meetings with a wide range of public and private local actors active in different fields related to intercultural integration.

After the visit, an analytical report titled “intercultural Profile” is published and provides targeted recommendations as a basis for subsequent intercultural work in the city. In 2023, two intercultural profiles have been published : [Jonava](#) (Lithuania) and [Sherbrooke](#) (Canada).

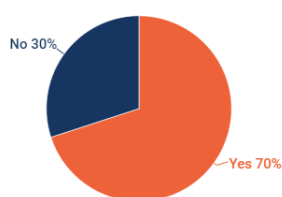
Thematic toolbox

- How to fill in the Index? [A methodological guide \(+ Italian version + Spanish version\)](#)
- How to fill in the Index? [Video Tutorial](#)
- [Index results per city](#)
- [Intercultural profiles](#)

b. The ICC Charts and the “Facts and Figures”

The ICC [Index Charts](#) allow for the graphical display of all cities’ index results, including the level of achievement of each city, progress over time, and comparison with other cities through filtered searches by size, demographic diversity, population, country and policy areas. Furthermore, the ICC Charts compare results obtained by a city in the “extended intercultural index” which encompasses the assessment of the original (core) index as well as the new questions added in 2019. The Charts were updated four times in 2023 to take into account the latest data collected. The next update will be carried out in April 2024.

Does your city have a charter/other binding document proscribing discrimination in the municipal administration ?



Discrimination

Racism, xenophobia, homophobia, intolerance against certain religious groups, gender discrimination, prejudice and ethnocentrism, are all conducive to discriminatory attitudes and practices. They often subsist in people's minds despite laws proscribing discrimination against persons or groups of persons on grounds of race, colour, language, religion, nationality, national/ethnic origin or sexual orientation. An intercultural city assures every effort is made to ensure non-discrimination of all persons or groups of persons on grounds of race, colour, language, religion, nationality, national/ethnic origin or sexual orientation in all of its policies, programmes and activities.

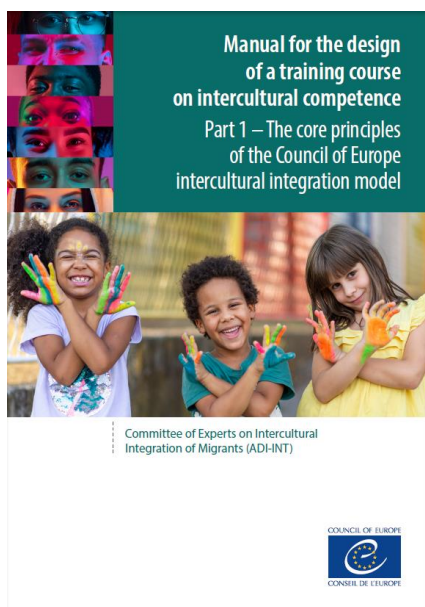
In addition, the [Facts and Figures](#) provide a quicker, more visual, and simplified overview of the ICC member cities composition and main results in the implementation of the intercultural integration policy model. The page displays graphs based on a few indicators of the Intercultural Cities Index that have been chosen because they are more suitable for wider communication and understanding.

2. Policy advice, capacity building, and innovation

a. Intercultural competence

“Intercultural competence refers to the set of knowledge, skills, understanding and attitudes which enable both individuals and organisations to act in an interculturally competent manner. Therefore, intercultural competence is not a single concept, but a wide range of competences which, when put together, allow for proactive action to secure a healthy intercultural environment.”²

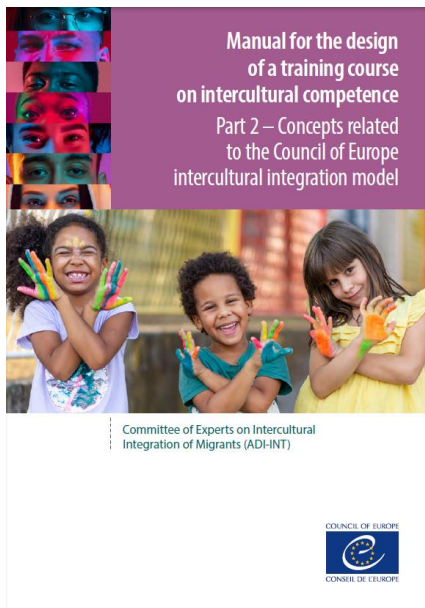
i. Manual to design intercultural competence training



At all levels of governance, having interculturally competent staff is crucial to applying an intercultural lens in day-to-day tasks such as policy-making, service provision or communication, and by doing so in fostering inclusive and cohesive societies which are able to adapt to growing levels of diversity. These skills need to be built based on core intercultural principles and nurtured in a manner that is tailored to the needs of the people receiving training and the environment in which they are evolving. The “Manual for the design of a training course on intercultural competence” is a Council of Europe tool which provides guidance and inspiration on how to develop such training. It contains a description of the main features of intercultural competence, followed by seven concepts that are key to the successful implementation of intercultural integration strategies by

public authorities. It is split into two publications for facilitated access. Part 1 outlines the core principles of the Council of Europe intercultural integration model, including information on real equality, valuing diversity, meaningful intercultural interaction and active citizenship and

² Council of Europe (2023), Manual for the design of a training course on intercultural competence – Part 1 – The core principles of the Council of Europe intercultural integration model, available at: <https://rm.coe.int/prems-004823-gbr-2551-part-1-manuel-sur-la-conception-de-formation-a-1680ac2b15>



participation. Part 2 details concepts related to the intercultural integration model, with information on prejudice, discrimination and inclusive communication.

The manual has been developed by the Committee of Experts on Intercultural Integration of Migrants (ADI-INT) and was adopted on 29 November 2022 by the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI). Its contents benefitted from the longstanding experience and expertise of the ICC Programme on the topic, including of its networks of cities and experts. In 2023, the manual was professionally designed and published. At the moment, the publication is available in English and French; the Polish version will be available in 2024.

ii. Intercultural Competence training during the Annual meeting of Intercultural Cities Coordinators

Upon a suggestion of the ICC Programme Advisory Group to accompany the publication of new tools with practical explanation on how to use it, Daniel De Torres, ICC expert, gave a presentation on the available resources on Intercultural Competences and how to develop a related training, taking inspiration from the [Manual for the design of a training course on intercultural competence](#).

Training in intercultural competences is essential for the design, implementation, and evaluation of public policies with an intercultural perspective. Acquiring and improving intercultural competences is also key to promoting structural changes in institutions, thus mainstreaming the intercultural approach. While there are some ICC cities that have implemented this kind of training in a more structured way, in general these are one-off trainings, which are not consolidated in the formal training offer of the Human Resources Department.

Concerning the target group, the Manual recommends that the training course should target mainly civil servants of public authorities at the national, regional, and local levels. The course can be addressed at those officers working in fields closely related to intercultural integration, but also at those working in non-strictly related areas. In addition, it suggests developing a specific shorter training course for directors and high-level officials, to train those who have a decisive role in how the policies and organisational culture of their areas are shaped.

Several examples of training courses on intercultural competences were given both by cities which have implemented one and by ICC expert trainers who have organised/facilitated these processes.

The session closed with a final reflection by the facilitator on the importance of carrying out intercultural diagnoses in cities and assessing the impact of policies based on the intercultural principles. In this way, it is easier to identify real needs which directly affect people's rights and opportunities and to reinforce the political commitment to interculturality and the importance of training in intercultural competences. To achieve this, it is also important to work on narratives and communication so that the message is clear and more convincing.

Thematic toolbox

- [Intercultural citizenship test](#) – For residents and public officials alike
- Manual for the design of a training course on intercultural competence: [Part 1 - The core principles of the Council of Europe intercultural integration model](#) (+ [Polish version](#)) | [Part 2 – Concepts related to the Council of Europe intercultural integration model](#) (+ [Polish version](#))
- [Guide on Intercultural Competences](#) (+ [Spanish version](#))
- Intercultural competencies applied to the development of public administration projects: [Guide](#) (+ [Spanish version](#)), and [video tutorial](#) (multilingual subtitles)
- Intercultural competence manual for trainers: [English/Ukrainian](#) + [English](#)
- [An introduction to the Intercultural City for Local Governments in Japan](#) (+ [Japanese version](#))
- [Challenges of Interculturalism: Guidelines for a training module](#)

b. Improving identification and prevention of systemic discrimination through equality data collection and analysis

Systemic discrimination involves the procedures, routines and organisational culture of any organisation that, often without intent, contribute to less favourable outcomes for minority groups than for the majority of the population, from the organisation's policies, programmes, employment, and services.

i. Manual on data collection and systemic discrimination



Identifying and preventing systemic discrimination is a key topic for intercultural cities, because all intercultural inclusion principles are undermined and compromised by discrimination. In 2020, the ICC Programme included the issue of systemic discrimination into its main areas of work focussing initially on local authorities' actions to identify and prevent systemic discrimination at the local level (2020-2021). In 2022 and 2023, the actions undertaken concerned the development of targeted guidance to help public authorities at all levels of governance to meet the challenges related to collecting and analysing equality data to prevent and address systemic discrimination. In doing so, the ICC Programme has worked in cooperation with the Committee of Experts on Intercultural Integration of Migrants (ADI-INT). Following the collection of good practices across cities, regions and states and further discussions and research, a training manual was developed and finalised

by the ADI-INT in the first semester of 2023 and adopted by the CDADI in June 2023. The training manual addresses the national, regional and local levels of governance, reflecting that all levels of governance have a necessary contribution to make in addressing and preventing systemic discrimination. It addresses the three following areas:

- Module 1 – Equality data: purpose and principles, which establishes the issue of systemic discrimination and explores the potential roles for equality data collection and analysis in addressing this issue, and the challenges in this.
- Module 2 – Targeted equality data initiatives, which explores a developmental approach to engaging with communities in generating and learning from equality data.
- Module 3 – An equality data strategy, which explores an institutional approach to realising ongoing and systematic collection, analysis and use of equality data to inform and shape policy and programme development.

Each module includes material on approaches to and issues in collecting and analysing equality data in order to address and prevent discrimination, alongside food for thought exercises, quiz questions, and checklists. It also features an intercultural glossary of key terms as an appendix.

The manual is currently being professionally designed and will be published in English and French in early 2024.

Thematic toolbox

- [Training Manual on Equality Data Collection to prevent Systemic Discrimination](#)
- [Pilot online course on equality data collection and analysis to prevent and address systemic discrimination \(+ Albanian version + Serbian version\)](#)
- [Policy Brief - Identifying and Preventing Systemic Discrimination at the Local Level \(+ Italian version\)](#)
- [Policy Study - Identifying and Preventing Systemic Discrimination at the Local Level \(+ Italian version\)](#)

c. Alternative Narratives and Intercultural Communication

At the times of fake news, polarisation of debates, hate speech and dividing discourses, intercultural cities face a growing need of telling their story. This need has also created an increased urgency in capacity building and joining forces to share the message of equality and diversity in all institutional communication.

i. Media and Communication training 2023 – Strasbourg



Migration and diversity are key parts of the public debate in Europe on culture, social cohesion, and identity. These topics stir emotions and attract political controversy with equal measure, presenting those who see strength in the inclusive and intercultural future of cities with unique challenges.

Communicating the positive vision of intercultural cities, while strengthening community trust and promoting solidarity, requires a media skill-set that combines engaging, optimistic, and timely messaging.

Spokespersons and communication officers from members of the Intercultural Cities network participated in the training course on “Media and Communication training” on 26-27 October 2023 in Strasbourg. This two-day course aimed provided participants with the tools, techniques, and confidence to carry out effective media interviews (TV, radio or print) regardless of the media scenario or the circumstances. Participants learnt how to promote effective messages, narratives, and stories about intercultural integration, thereby helping to create and promote the very best of intercultural cities around the world. The training also covered good practices from other cities and techniques on how to deal with potential backlash and hate speech.

ii. Guide to “Designing a communication strategy in intercultural cities”

Communication is a particularly significant aspect of the intercultural “journey”, and the ICC Index includes a section on communication and media relations, assessing whether cities promote intercultural principles from the perspective of their communication policy. The number of cities with strong results in this section is low, and consequently many of them expressed an interest in having tools available to help them improve in this area.



Cities underlined their need for a process-driven rather than content-driven advice. This guide shines a spotlight on precisely this issue. The aim was to create a practical resource which could help cities take the decision to design a communication strategy enabling them to better plan actions to improve their capacity to construct - and above all better communicate - intercultural narratives.

It summarises the different actions recommended for the strategy design process, which can be used for inspiration and reference, with a sufficient level of flexibility for it to be adapted to the context and needs of each city. The guide to [“Designing a communication strategy in intercultural cities”](#) was produced by the Spanish Network of Intercultural Cities - Red de Ciudades Interculturales (RECI) - with the support of an ICC grant.

Thematic toolbox

- [Claiming the power of dialogue: Toolkit for antirumours dialogue - Policy Brief \(+ Spanish version + Polish version\)](#)
- [Migration and integration: Which alternative narratives work and why? - Policy Brief \(+ Spanish version + Polish version\)](#)
- [Inclusive communication – Policy brief \(+ Polish version\)](#)

d. Anti-Rumours

Rumours are stories or pieces of stories which may be true or false and which have the characteristic of quickly spreading from one person to another. They are not necessarily negative, and we are all vehicles of rumours, in many situations in our daily life. Yet, they can become very harmful when they are based on stereotypes, i.e. on unchecked and prefixed ideas about what someone or something is like. Stereotypes feed into prejudice, which is an unfair and unreasonable opinion or feeling formed through a pre-judgment without enough thought or knowledge. In today’s diverse societies, the

spreading of stereotypes and prejudice through rumours can actually impact the way in which we relate to each other, the way in which we interact - or renounce to interact - with people of diverse origin and backgrounds. They can set individuals and groups apart, marginalise and discriminate people, putting individuals in boxes in which they do not necessarily fit because identities, feelings and behaviours are very complex matters that intersect within each other and that may evolve depending on a lot of variables. Rumours, stereotypes and prejudices are indeed the first step towards feeding hate, which may lead to hate speech and sometimes to hate crime. But while many countries have started prohibiting hate speech by law, and while hate crimes are dealt with by criminal law, rumours cannot be the object of legislation as they pertain to the private sphere, to the level of thoughts, they are not necessarily spread with the intention of causing harm, even if they may have a very negative impact on the ability of certain groups of people to be fully part of society.

To fill in this gap, the ICC Programme has standardised the Anti-rumours methodology piloted by the city of **Barcelona** more than ten years ago and continues developing and promoting it across the network. The anti-rumours work is complemented by the tools and guidance on alternative narratives and intercultural communication.

i. Training on anti-rumours methodology for Finnish cities

In response to the training needs identified by the participating Finnish cities, an anti-rumours methodology training took place in Helsinki on 24-25 October 2023, as part of the EU/CoE Joint Project on 'Building an inclusive integration approach in Finland.' The training brought together 11 participants from six municipalities (**Hämeenlinna, Kuopio, Tampere, Turku, Vaasa, and Vantaa**), along with five representatives from the national level, totalling 16 participants. The training combined parts of presentation of theoretical concepts and practical examples, with many moments dedicated to discussion and working groups to make specific contributions and proposals that fostered critical thinking and creativity.

ii. Australian Network Anti-Rumours webinar

Following the interest of several Australian Councils to hear more about the Anti-Rumours methodology and strategy, the Intercultural Cities Australian National Network (ICANN) organised a 1-hour introductory webinar on the 11 October 2023. Participants had a first introduction about the concept of rumours and the design of an anti-rumours campaign. Through participants' questions, it was highlighted that the use of the word "rumour" instead of, e.g. "prejudice" or "stereotype", allows people to become curious and open to talk about more complex issues related to diversity and also to recognise and identify their own prejudices and the negative consequences they can have. This allows them to recognise their own responsibility in contributing to the spread of rumours, and makes them aware that they could actively contribute stopping the spreading of rumours.

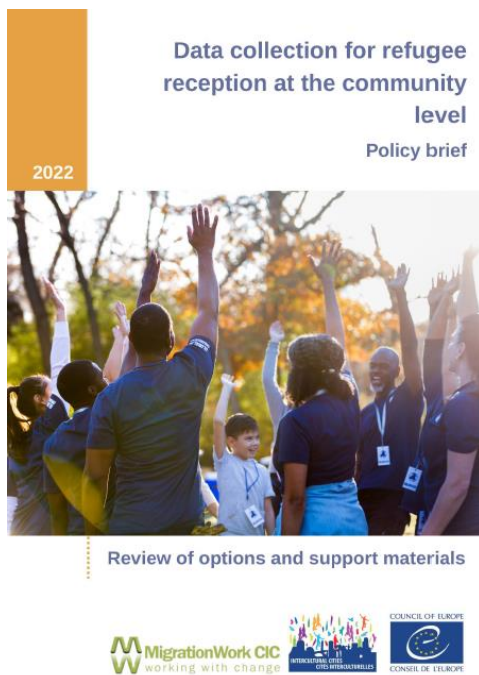
Thematic toolbox

- [The Escape Roomours : an online game for young people](#)
- [Antirumours diagnosis in educational centres \(+ Spanish version\)](#)
- [Anti-rumours handbook \(+ Arabic version + Italian version + Japanese version + Portuguese version + Spanish version + Ukrainian version\)](#)
- [Online antirumours training](#)

- [Claiming the power of dialogue: Toolkit for antirumours dialogue \(+ Polish version + Spanish version\)](#)
- [Step-by-step guide to conduct an Anti-rumours diagnosis \(+ Greek version\)](#)
- [Guide “Anti-rumour youth: keys to work anti-rumours content with young people” \(+ Spanish version\)](#)
- [An Antirumours’ Guide for the Educational Field \(+ Italian version + Spanish version\)](#)

e. Welcoming and Reception Policies

i. Policy Brief on Data collection for refugee reception at community level



Cities are at the forefront of the reception process of asylum seekers and refugees as services to support them are mostly delivered at local level. Additionally, the workplaces where they contribute to the economy of receiving countries are mostly urban. Similarly, interactions with other residents and with civil society supporting their intercultural integration over the longer term also mostly happen within towns and cities.

The ICC policy brief on Data collection for refugee reception at community level aims at supporting cities in gathering information about newly arrived refugees, including their numbers, composition, needs, aspirations, challenges, etc., by guiding them in the review of their options and proposing a Code of Practice setting out values and principles for this endeavour. It explores the challenge of collecting data about (and with) asylum seekers and refugees, taking as starting point the experience of

municipalities in Poland and other European states which received people fleeing Ukraine following the Russian military aggression.

The brief offers an overview of methods, backed up by technical and academic analyses and best practices, and includes a practical checklist in the appendix. It was prepared in 2022 and published at the beginning of 2023.

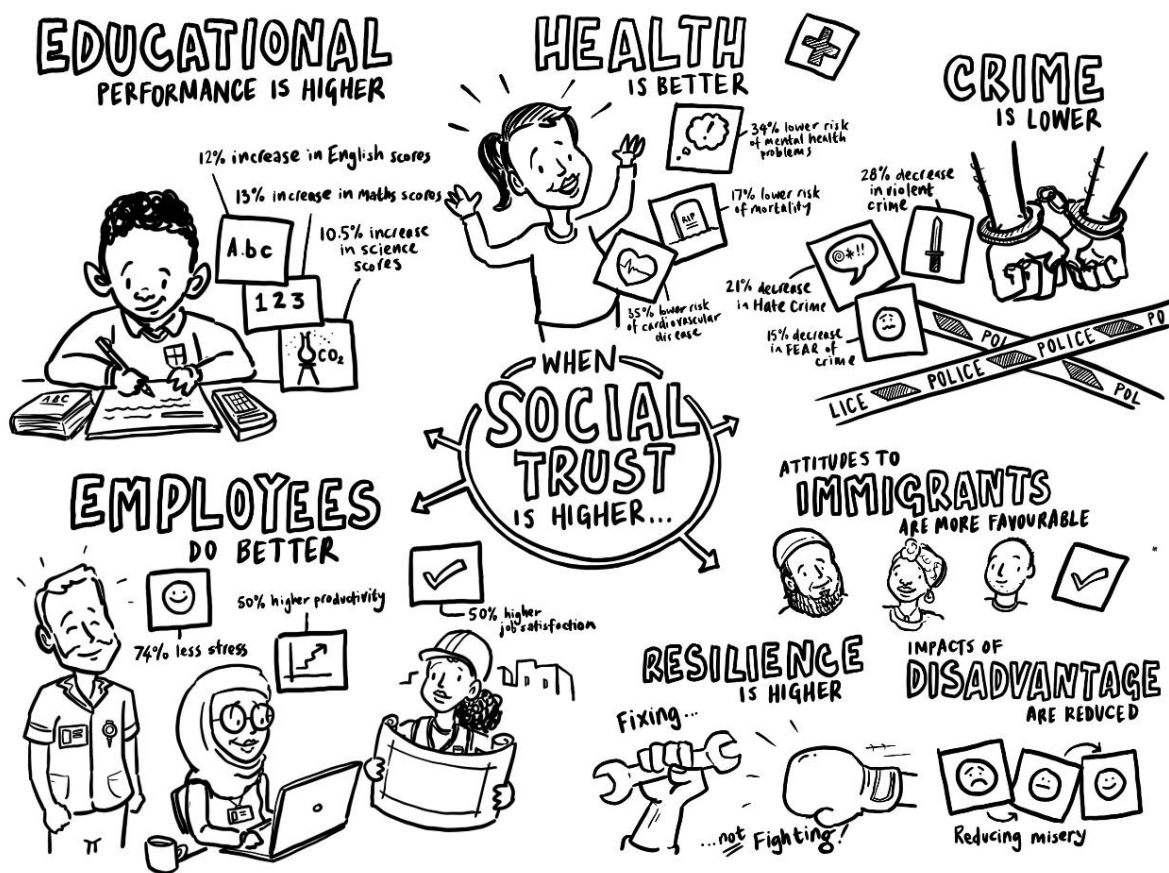
Thematic toolbox

- [Policy Brief “Data collection for refugee reception at community level”](#)

f. Measuring trust and interaction

i. The Social Trust Barometer

Bradford District (United Kingdom) continued to innovate and adapt its Social Trust Project in order to make its measurements and insights useful and actionable. The project has been through many iterations and is getting closer to the ambition of regularly turning social trust “insights into actions”. So far, the work has focussed on measuring, gaining insights, building recognition of the importance of social trust, getting trust added as an impact measure in various places, and tweaking public and professional surveys to improve accessibility, insights and uptake. As a result of the ICC funding which kickstarted this project, social trust is now much more widely recognised and valued in the Bradford District.



The initiative is based on a real interest in measuring social trust, in assessing why it is high or low, and in acting in partnership to improve trust at the neighbourhood and district level. It led to an acceptance that trust should be incorporated into strategies and impact measurements within the local authority. The updated working title for the project is #TrustCollab. To date, approximately 130 frontline professionals and decision-makers across many sectors in Bradford District have participated in #TrustCollab events or meetings and a second community “pulse” survey is foreseen in early 2024. Trust was incorporated into the large-scale strategy conversation held in 2023 with almost 1,600 people who live, learn or work in the Bradford District.

g. Participation

i. Policy brief on “Building meaningful public participation in Intercultural cities – A guide to the appreciative inquiry approach”

A genuinely intercultural city can only be achieved through the active participation of all major institutions, groups and communities in the city. An intercultural city therefore actively seeks the participation of all its residents in the various decision-making processes that affect life in the city. By doing so, it increases support for, and thereby the sustainability of, local policies, while at the same time reducing the economic costs of social exclusion.

The policy brief on “Building meaningful public participation in Intercultural cities – A guide to the appreciative inquiry approach”³ targets practitioners involved in the various stages of participatory processes, from the initial planning to evaluation. While there are many specific types of participatory process – such as participatory budgeting, participatory policy development, participatory feedback and many more – the guide intentionally focuses on participatory processes in general, so as to allow for its broadest possible use. It invites the reader to reflect on the meaning of co-construction in practice, on how to generate group dynamics based on social participation principles such as equality and mutual respect, and on the factors necessary for long-term sustainability of such processes.

Thematic toolbox

- [Policy Brief “Building meaningful public participation in Intercultural cities – A guide to the appreciative inquiry approach”](#)

3. Peer learning and support

Peer learning is one of the pillars for the development of the ICC Programme. This is intended as both occasions for cities to learn from each other, and for the ICC Programme to pilot new methodologies at the local level, testing and developing small initiatives into a full policy approach.

a. Strategy Design

An intercultural strategy details the city’s planning for intercultural integration and can be either a strategy document on its own or mainstreamed throughout the city’s other strategy and planning documents. An intercultural strategy facilitates the application of the intercultural lens in the city.

Successfully implementing an intercultural strategy in general requires a change in the mindset across all city departments as well as within the political leadership, to prioritise the principles of valuing diversity, real equality, meaningful intercultural interaction and active citizenship and participation in the policies of the city. The intercultural strategy should whenever possible be accompanied by clear indicators as well as monitoring and evaluation measures to gauge its impact over time.

³ The policy brief is based on the paper “Guía de Claves para la Participación Social en la Diversidad” prepared by the Group on Social Participation set up for Tenerife’s intercultural strategy Juntos En la misma dirección (Together in the same direction) in 2017. It was adapted by the ICC programme to fit the international context of the global ICC programme.

i. ICC City talk: ICC index for policy design, from data to strategy

On 2 May 2023, the Intercultural Cities Programme (ICC) organised the first of a series of “City talks” webinars. 70 representatives of intercultural cities and ICC stakeholders registered to hear about “[ICC index for policy design, from data to strategy](#)”.

Students of the Universidad Pompeu Fabra in Barcelona presented 2 projects prepared in the framework of the Master course “The challenges of Interculturalism”, led by ICC experts and respectively Coordinator and Director of the Spanish Network of Intercultural Cities (RECI), Gemma Pinyol and Daniel de Torres. They analysed ICC Index Reports of different cities and proposed measures in order to improve city policies and strategies: a proposal to redesign welcome policies in **Mexico City** and a new intercultural strategy for **Jerez de la Frontera** based on the use of public space and taking their Flamenco festival as a starting point.

The webinar was also [recorded](#) and made available, on demand, to those who could not attend live.

b. Placemaking

Placemaking is a hands-on approach for creating healthy, inclusive, and lovable communities in cities across the globe. It inspires people to collectively reimagine and reinvent public spaces as the heart of every community, and facilitates creative patterns of use with particular attention to the physical, cultural, and social identities that define a place and support its ongoing evolution.

A city-wide placemaking approach ensures that the benefits of placemaking are distributed equitably throughout the city, and that long-lasting impactful change ultimately enhances the quality of life for all residents.

i. ICC City talk: Inclusive public space: is placemaking the solution?

On 7 July 2023, the Intercultural Cities Programme (ICC) organised the second of a series of “City talks” webinars. Over 100 representatives of intercultural cities and ICC stakeholders registered to hear about [placemaking and inclusive public spaces](#).

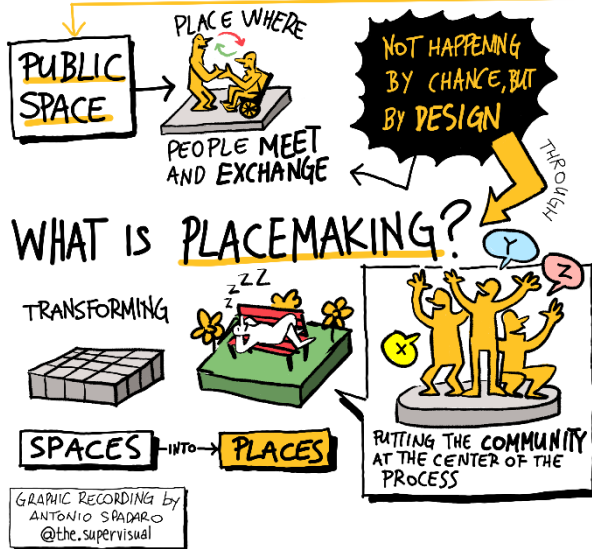
Marta Popiolek and Ramon Marrades from Placemaking Europe discussed “placemaking”, an approach to urban planning and public space design that places social innovation, the commons, and local communities at the heart of a co-creative process to shape healthier, more resilient, and more equitable public spaces lasting for the future. Information about the pilot project “Intercultural Cities in Placemaking” was provided and the experiences of the Intercultural Cities of Wroclaw (Poland) and Vinnytsia (Ukraine), which are participating in the project, were shared.

The webinar was [recorded](#) and made available, on demand, to those who could not attend live. A visual recording of the webinar was also produced.

CITY TALK

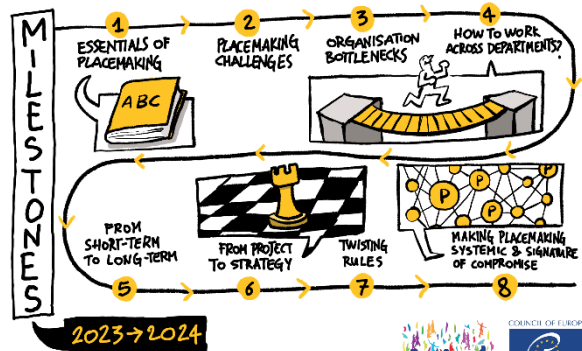
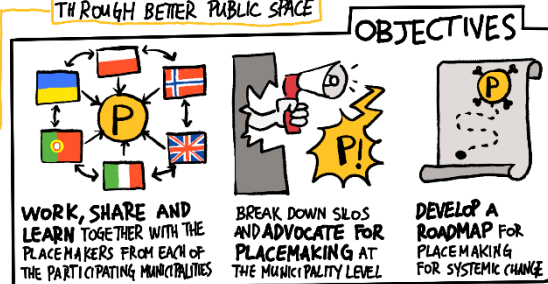
7-7-23 // WEBINAR

INCLUSIVE PUBLIC SPACE: IS PLACEMAKING THE SOLUTION?



CITIES IN PLACEMAKING PROJECT

A CITY-TO-CITY LEARNING PROGRAMME TO BUILD INCLUSIVE COMMUNITIES THROUGH BETTER PUBLIC SPACE



ii. Pilot project: Intercultural Cities in Placemaking

Intercultural Cities in Placemaking is a pilot capacity-building project designed by Placemaking Europe and implemented in cooperation with the Intercultural Cities Programme.

The aim of the project is to build awareness and practical knowledge of placemaking in a way that allows it to foster important long-term change. It is a continuous learning programme designed for municipal public administrations, during which new standards are set for elevating communities through better public space. The final goal is to create a next generation of placemaking experts in governance that can contribute to shaping more human-centred cities for increased well-being and inclusion. The Intercultural Cities members participating in the pilot project are the following: Bergen (Norway), Bradford (United Kingdom), Reggio Emilia (Italy), Vila Nova de Famalicão (Portugal), Vinnitsia (Ukraine), and Wroclaw (Poland). Other participants include: Helsinki (Finland), Helsingborg (Sweden), The Hague (The Netherlands), Rotterdam (The Netherlands), Trenčín (Slovakia), Cork (Ireland), and Kavala (Greece).

In 2023, the pilot projects developed a roadmap to a more holistic and sustainable approach to urban development that harnesses placemaking as a city-wide strategy. This, in turn, allows for a more human-centred design and management of public space where intercultural interaction can happen organically.

c. Annual meeting of ICC Coordinators

Cities that are members of the international Intercultural Cities (ICC) network hold coordination meetings once a year to take stock of achievements, put forward new challenges, and prepare the next programme of work with a view to further developing both the intercultural cities' network and the intercultural integration policy model.

This year's meeting was hosted by the city of Bilbao (Spain) on 14-15 November 2023 and offered an opportunity for participants to hear the ICC Programme Advisory Group presenting about its work to operationalise the recommendations of the ICC Programme evaluation (received in 2022), together with the ICC Secretariat. A brainstorming session on the ICC Programme priorities for 2024 and 2025 was also organised and participants had the opportunity to hear about the results of a survey members were asked to fill in concerning this topic, as well as to provide further inputs to the ICC Secretariat. More information about the results of this survey and future priorities can be found in the "[Strategic Development](#)" chapter of this report.

Other highlights included a first-hand experience of the prize-winning community-guided tour "[Diversitours](#)" initially established through the funding of an ICC inter-city grant, a capacity-building workshop on how to design and implement an intercultural competence training (using the [Manual for the design of a training course on intercultural competence](#)) and the presentation of selected projects of the city of Bilbao.

4. Cooperation with other international organisations

a. Academy on the Integration of Migrants and Refugees in Polish Cities

In 2023, the Council of Europe teamed up with the OSCE Office for Democratic Institutions and Human Rights (ODIHR), the United Nations Refugee Agency (UNHCR), the Organization for Economic Co-operation and Development (OECD) and the Union of Polish Metropolises to launch the Academy on the



Integration of Migrants and Refugees in Polish Cities, a series of training courses to help cities respond to the challenge of integrating refugees and migrants, especially as they face arrivals from Ukraine following Russia's ongoing military aggression.

In this framework, the Intercultural Cities Programme offered a 3-day training course covering methodologies and tools which support local authorities in acquiring the intercultural competencies they need to manage diversity as an advantage for society as a whole. The course consisted of capacity-building sessions which combine practical exercises with theory. All participants had the opportunity to share practices and challenges with peers from other municipalities.

The training was hosted by the city of Lublin, one of the three Polish cities member of the Intercultural Cities Programme together with Krakow and Wrocław, and took place in the city's municipal offices. A total of 22 participants from 10 cities attended.

b. CoE pledge on “Local Action and Solidarity in Secondary Cities & Local and Regional Governments”

The Council of Europe joined the UNHCR multi-stakeholder pledge on “Local Action and Solidarity in Secondary Cities & Local and Regional Governments” during the UNHCR Global Refugee Forum (GRF) held in Geneva on 13-15 December 2023.

The pledge underlines the ICC support for local, regional and national authorities in designing and adopting intercultural strategies and policies facilitating the inclusion of migrants and refugees through the promotion of its standards, advocacy and assistance in policy changes. It will also support the strengthening of knowledge and capacities to adapt local, regional and national policies to increase the intercultural inclusion of migrants and refugees.

Therefore, the pledge specifies the Council of Europe's commitment to promoting and supporting the implementation of relevant standards and principles of intercultural inclusion. This commitment is to be carried out through various activities, including the ICC Programme, intergovernmental committees such as the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI), and its Committee of Experts on Intercultural Inclusion (ADI-INT). Furthermore, it extends to the Congress of Local and Regional Authorities and the Office of the Special Representative of the Secretary General (SRSG) on Migration and Refugees.

The ICC National /Regional networks

The main goal of the Intercultural Cities Programme is to build capacity to devise and implement intercultural policies and strategies at the local level, in a sustainable and organic way. The setting up of national networks is a first step towards reaching autonomy and achieving the intercultural transformation of wider territories.

The governance of these networks varies. The Spanish network is coordinated by an external entity self-financed by the member cities; the Québec network is run by the REMIRI, an association of municipalities coordinated by the LABBRI. The Italian, Portuguese, and Ukrainian network are – for the time being – coordinated by experts whose work is sponsored by the ICC Programme. The Italian, Portuguese and Spanish networks are also partnering in a number of projects funded by the European Commission to promote the intercultural integration principles.

1. Città del dialogo - Italy

The Italian Network of Intercultural Cities saw its membership expanding in 2023 and welcomed the city of **Zagarolo**. Together with its cities, the network keeps engaging citizens, especially young people, in intercultural initiatives, to develop and promote intercultural inclusion values and behaviours and to counter discriminations. The network has been running several projects, including some funded by the European Commission which bring together several intercultural cities within the Italian network and abroad. These projects include:



- **ITACA – Italian Cities Against Discrimination:** The capacities of over 200 staff of seven cities (Reggio Emilia, Modena, Casalecchio di Reno, Fucecchio, Novellara, Olbia and Viareggio) and 70 referents of third sector organisations were increased through a targeted training programme. Before the project came to a close in February 2023, Reggio Emilia and Modena elaborated "Guidelines on non-discrimination policies and practices in municipal administrations" based on their experience in January 2023.
- **NET-IDEA - Network of European Towns for Interculturalism, Diversity, Equality and Anti-Discrimination:** It involves Torino, Modena, Pontedera and Reggio Emilia from the Italian network as well as 4 cities from Spain, 3 from Portugal, 2 from Sweden, 1 from Germany and 1 from Poland. The aim is to promote transnational peer-to-peer knowledge sharing and capacity-building on intercultural competence. A training curriculum targeting professionals in the youth sector was developed and used to increase the intercultural competence of 213 participants from 18 cities over 6 countries. Similarly, in Italy a capacity-building programme was delivered to 150 educational staff members working with children aged 0-6. As part of the project, the First European Youth Summit Against Rumours was held in the city of Lublin (Poland) on 6-8 October 2023. Sixty participants from 14 European Cities and 6 Countries were empowered through reflection and co-creation activities on identity, anti-rumours and anti-discrimination.
- **DIVERCITIES – European cities for diversity and participation:** Launched in March 2023, the project aims to strengthen competences and methodologies for effective bottom-up democratic processes in 8 partner cities, including through training sessions and guidelines on the Intercultural Assemblies methodology. The design of local public consultation processes on intercultural issues started in 2023 in Italy (Montesilvano, Modena and Pontedera), Spain, Portugal and Greece.
- **#DiversaMente** (double meaning: Diverse Mind / Differently) – **Youth against discrimination:** launched in November 2022 and targeting 5 Italian ICC members (**Milan, Montesilvano, Pontedera, Turin and Reggio Emilia**). The aim is to strengthen the role of youth and the educating community in building inclusive and intercultural cities based on a multi-stakeholder partnership including civil society organisations. To reach this goal, a series of actions have been implemented, namely the development of an anti-rumours kit, anti-rumours capacity-building for youth workers and youth activists, anti-rumours actions targeting youth spaces and a youth camp for young anti-rumours activists. The creation of an

edutainment⁴ tool on anti-discrimination and the roll out of participatory processes for co-designing city strategies against youth discrimination are ongoing.

In 2024, the network will continue implementing the above-mentioned initiatives and work on the creation of a national network of youth centres and work on mobilising and empowering the new generations as key actors in the fight against discrimination. The full activity report can be found [here](#).

2. RPCI – Portugal



In 2023, the Parish of Paranhos joined the Portuguese Network (raising the membership to 17), and five meetings were held with the member cities: two regular RPCI coordination meetings, and three thematic practice-sharing moments. Three new episodes of the “Portugal Plural” podcast (launched in 2022) were recorded, focusing on [“Access to Healthcare by Migrant People”](#), [“Integration of Roma people in Portugal”](#) and [“Welcoming Refugees in Portugal”](#). They are available on Spotify. Created in 2021 to support the Network, the cooperative RPCI coordinated the implementation of three projects in 2023: one funded by the Council of Europe (“Intercultural Ecosystems”) and two funded by the European Commission (“NET-IDEA” and “DiverCities”). In total, six different cities are actively engaged in these projects, one of them in more than one project. In 2023, RPCI’s engagement on social media grew exponentially. Information on the projects includes:

- **Intercultural ecosystems:** This project was built collaboratively with RPCI cities and aims at promoting local intercultural ecosystems, the application of an intercultural lens in municipal plans and strategies, via new learning opportunities, and intercultural competencies of municipal staff and partner entities. A consortium, composed of RPCI staff and representatives of the cities of Cascais, Loures and Lisbon, met regularly to discuss and coordinate project implementation. The project delivered the following: a needs assessment via a survey, a practice-sharing webinar, three workshops on “Communication and Interculturalism”, “Intercultural Communication” and “Organisation of Intercultural Activities”, as well as [A practical guide – Recommendations and resources for Intercultural Ecosystems](#). Finally, three new episodes of the “Portugal Plural” podcast (launched in 2022) were recorded, focusing on [“Access to Healthcare by Migrant People”](#), [“Integration of Roma people in Portugal”](#) and [“Welcoming Refugees in Portugal”](#). They are available on Spotify.
- **NET-IDEA :** as mentioned above, this transnational project involves three Portuguese cities (Vila Verde, Braga and Santa Maria da Feira). RPCI, as a partner in the project, is responsible for designing and testing Intercultural Competences Training in all target cities and fostering Communities of Practice (CoP) at international and national levels. The contents for the course were co-designed with partners after a consultation process in 2022, and each is testing the course locally. Two sessions were delivered in Portugal for 35 people between February and March 2023. The positive evaluation of the training has led one of the cities to look into reproducing it to all its staff. In April 2023, awareness-raising actions on

⁴ Cambridge Dictionary definition: the process of entertaining people at the same time as you are teaching them something, and the products, such as television programmes or software, that do this
[EDUTAINMENT | English meaning - Cambridge Dictionary](#)

communication and anti-discrimination engaging fifteen young people from each of the three cities were launched. The communication products developed will be used for a public campaign at a later stage.

- **DiverCities:** the transnational project involves the city of Loures and RPCI. A strategy for the implementation of participatory activities around the Loures Migrant Integration Plan renewal is being implemented with Loures staff and partners. The first action led by RPCI was a training on Participatory Methodologies for Loures and local parish staff in May. Furthermore, the results of a participatory assessment applied to 54 people of diverse origins living in Loures were discussed in October and serve as a basis for the organisation of the first Intercultural Assembly to be held in February 2024. The full activity report can be found [here](#).

3. RECI – Spain

The Spanish Network of Intercultural Cities (RECI) saw its membership expanding in 2023 and welcomed the cities of **Torremolinos** and **Santander**. As for the Italian and the Portuguese members, cities of the Spanish network are participating in national but also in transnational initiatives on interculturalism and related topics.

Castelló de la Plana, Logroño and Zaragoza are partners of the DiverCities project, while **Bilbao, Tenerife, Castelló de la Plana, Donostia and Barcelona** participate in the NET-IDEA project. As part of the latter, the #unviajenecesario campaign⁵ has been given a new impetus

as young people from the Spanish participating cities have used its materials to reflect on identity, sense of belonging and discrimination during creative workshops.



RECI Highlights for 2023 include:

- **Intercultural narratives and communication:** Within the framework of the work being carried out by the ICC Programme on intercultural narratives and the RECI Narratives Working Group, different tools and materials have been developed to support cities in creating intercultural narratives and in trying to improve and strengthen the communicative dimension of their policies. Answering the cities demand on capacity building in relation to the design of communication strategies, a pilot training was designed and tested. In addition, the guide “[Designing a communication strategy in intercultural cities](#)”, produced by RECI with the support of a Council of Europe grant, was translated into English and disseminated for use by ICC member cities.
- **Assessing the impact of intercultural policies:** the RECI has set up a working group to work on a system of easy-to-use indicators for complementing the ICC Index. The aim is to define a common framework to facilitate a quicker self-diagnosis by cities to evaluate the impact of their policies, with a system of indicators based on the intercultural principles. The working

⁵ More information available here: <https://www.ciudadesinterculturales.com/unviajenecesario/>.

group continued its work in 2023, in coordination with the ICC Programme. It explored the relationship between levels of socio-cultural interaction in cities and levels of inequalities, highlighting the link between the intercultural principles of equality and interaction. The exploratory work, based on existing research, focused on the analysis of segregation on grounds of origin, the detection of indicators and the proposal of solutions. A document was drafted including some ideas and reflections for the work to be undertaken in 2024.

- **ICC programme Advisory Group:** A member of RECI represents the ICC national network for the current term of the ICC Programme Advisory Group which met twice in 2023 (see Chapter below on “[Strategic development](#)”).
- **Anti-rumours:** During the Anti-Rumours Youth Summit held in Manlleu in October, a video about the Summit highlighting the role of youth in the promotion of interculturality and anti-rumour strategies was produced. During the coordination meeting in Getafe (November), the creation of an anti-rumours working group was proposed with the aim of rethinking the strategies in order to resize them, update them and create common lines of implementation and development. Moreover, the director of RECI delivered anti-rumours training to Finnish, Australian and Polish city staff, as well as for young people during the Youth Summit in Lublin (NET-IDEA project).
- **ICC Index:** The ICC Index Report for [Valencia](#) was published in May 2023.
- **Expert visits:** The municipal elections in May have made it difficult to schedule visits in 2023. The proximity to the elections and subsequently the uncertainty and changes in most municipalities has meant that most cities have not been able to host these visits. Although there have been dialogues with some territories, it has been decided to postpone the visits to the beginning of 2024 when government teams are formed. Priority will be given to visits to cities that have recently joined the network or to those where there has been a change of government and a reinforcement of the political commitment to the RECI is needed. The full activity report can be found [here](#).

4. ICC-UA – Ukraine

The Russian military aggression against Ukraine started in 2022 and continued in 2023. Yet, the member cities of the Intercultural Cities Network of Ukraine (ICC-UA) remained firm in their commitment to promoting inclusive communities, showing exceptional solidarity by hosting displaced persons and providing vital humanitarian aid, also thanks to the support of their national coordinator.

Representatives of ICC-UA cities have continued participating in ICC activities on placemaking and on intercultural communication in times of crisis, as well as in activities organised by other ICC cities and networks, such as the First European Youth Summit Against Rumours in Lublin, Poland organised as part of the NET-IDEA project. Furthermore, ICC-UA’s fruitful partnership with the intercultural city of Stavanger, Norway, continued over 2023.



This support facilitated various local intercultural initiatives addressing the most urgent needs in diverse communities within Ukrainian cities. This collaboration also allowed the network to hold its first in-person annual meeting in four years, fully supported and hosted by Stavanger in September 2023.

Other highlights of 2023 include:

- Several initiatives capitalising on the healing power of creativity and community engagement. The "Art-installations in City Public Space" in Lutsk provided therapeutic avenues for youth, emphasising the value of diverse cultural heritage and unity among national minorities and internally displaced. Pavlohrad's "Points of Goodness and Care" facilitated city-wide engagement, offering art therapy courses, thematic readings, and musical discoveries, particularly focusing on youth from minority groups. Vinnytsia pioneered "My Inner Resources," a programme offering psychological relief and professional skills training for youth, emphasising inclusivity. Sumy's "Interculturalism in Public Space" events furthered intercultural dialogue, both face-to-face and online, celebrating diversity as part of the city's "Re-building Intercultural City" initiative.
- Strengthened international partnerships with cities and networks and participation in international events. For instance, the pivotal "Rapid Recovery of Ukraine" forum organised in Luxembourg in January 2023, uniting ICC-UA members and diverse stakeholders, government officials, NGOs, and international organisations.
- The educational programme "For the Development of an Intercultural City" was designed by Sumy State University in partnership with Sumy City Council and the NGO "Lifelong Learning Centre". The programme features a series of courses on interculturalism and is part of the Jean Monnet project supported by Erasmus+. During the final course of the year in December, the ICC-UA network coordinator delved into the mission, functionalities, and good practices of Intercultural Cities.
- Tangible support was provided by the ICC Cities of Montreal and Lublin who secured resources for the purchase and delivery of electric generators to the ICC-UA cities of Pavlohrad, Sumy, Lutsk, Odesa and Vinnytsia.
- A videoconference between Luca Vecchi, Mayor of Reggio Emilia, Italy, and Ivan Fedorov, Mayor of Melitopol, Ukraine during which they highlighted a shared intercultural identity and mutual socio-economic goals for their cities, sparking prospects for future collaboration in fields such as education, economics, and agriculture. The full activity report can be found [here](#).

5. RÉMIRI-Quebec

2023 was a busy year for [the Quebec Network of Municipalities on Immigration and Intercultural Relations](#) (RÉMIRI). The year began with the publication of an edited volume on intercultural dynamics in cities. "*Villes interculturelles au Québec: Pratiques d'inclusion en contexte pluriethnique*" is the result of a cooperation between more than 35 researchers and professionals across Québec and includes 8 city-based case studies (Gatineau, Laval, Longueuil, Montreal, Quebec City, Repentigny, Saguenay and Sherbrooke).



With considerable growth this year (six new municipalities have joined since 2022), the network was able to identify four new working groups, each of which is led by a different stakeholder: diversity awareness for elected officials (Rimouski), anti-rumours strategies (Saguenay), settlement and belonging in regions (Rouville/Iles de la Madeleine), and fire safety and prevention (the Laboratory for Research on Intercultural

Relations of the University of Montreal - LABRRI). The network held 4 regular meetings this year, two full-day meetings in person (one day in Saguenay and one day in Gatineau) and two online meetings. The City of Sherbrooke received its first expert visit from the ICC programme in June⁶ and Repentigny and Gatineau began laying the groundwork for completing the ICC Index. Several cities, in cooperation with members of LABRRI, conducted specialised training for employees (including Québec and Saguenay) and at the end of 2023, REMIRI members decided to organise a survey of its members in order to evaluate members' needs and plans with regards to provincial funding for integration and intercultural relations across the region.

RÉMIRI was represented by its members at several [national and international events](#) including the Canadian national Metropolis meetings in Ottawa, the 10th Congress of the [Association internationale pour la formation, la recherche et l'intervention sociale](#) in Paris and the Annual conference of the [Association Québécoise du loisir municipal](#) in Sherbrooke. Due to its increasing visibility, RÉMIRI was invited to participate in three large-scale research projects this year: the [International Intercultural Cities Comparative Study](#) (based at Swinburne Technical University in Australia), [Bridging Divides](#) (an international research project on integration and new technologies based at Toronto Metropolitan University) and the [Canadian Race Relations Foundation](#) (as part of a national research project on diversity and inclusion in cities).

6. ICANN - Australia

In 2022, an Intercultural Cities Australian National Network (ICANN) was established to promote intercultural policy and practice in Local Government Authorities in Australia.

The objectives of the network are to:

- Support Australian cities to implement intercultural policies;
- Facilitate exchange of experiences between member cities in order to encourage further development of intercultural policies and practices;
- Foster communication and collaboration between Australian and international intercultural cities which encourages further development of intercultural policies and practices;
- Disseminate information and resources from the programme to its members;
- Represent Australian intercultural cities as a group within the ICC;

⁶ Following the ICC expert visit, Sherbrooke's intercultural profile was published in September 2023. It is available at the following link: <https://rm.coe.int/sherbooke-intercultural-profile-july-2023-5-/1680ad08e4> (French only).

- Promote the intercultural cities approach in public forums in Australia.

Membership of ICANN is open to Local Government Authorities and other government and non-government organisations interested in using an intercultural approach to facilitate social inclusion. Current member cities are: [Ballarat, Salisbury and Melton](#).

In 2023, the Intercultural Cities Australian National Network met online bimonthly through network meetings and organised several webinars opened to its members and the general public, including an Anti-rumours webinar and a webinar on intercultural sports (Levelling the playing field: enhancing social cohesion through intercultural sport).

In other news from the network, following the release of their Intercultural Plan 2022-2026, on 23 March 2023 the City of Ballarat created their own Awards event acknowledging 12 individuals and organisation at the [2023 Intercultural Recognition Awards](#).

Melton initiated a second assessment of their policies through the intercultural lens by filling in the ICC Index questionnaire for the second time in 2023. The report analysing their policies and providing tailored recommendations will be published in early 2024.⁷

Salisbury actively participated in activities of the international ICC network and actively contributed to the work of the ICC Programme Advisory Group in which it sits as an oversea member of the international ICC network.

7. The Intercultural Regions

Since 2020, the ICC Programme has been providing advice and expertise for the development of the Intercultural Regions network, set up under the coordination of the Assembly of European Regions (AER).



As part of this support, ICC is a member of the Advisory Committee for the 3-year AER project “[EU-Belong](#)” which includes 11 EU regions (Catalonia, Navarra (Spain), Pomerania, Wielkopolska (Poland), Emilia-Romagna (Italy), Donegal County Council (Ireland), Arad, Timis (Romania), Salzburg (Austria), Leipzig/Aufbauwerk (Germany), Västra Götaland (Sweden). The aim of the project is to improve the socio-economic inclusion and the sense of belonging

for migrants through the development and implementation of intercultural integration strategies in European Regions. On 28 March 2023, ICC gave a presentation on the intercultural approach at a conference organised by the AER with the Committee of Regions on “Empowering regions and cities in migrant integration governance”. The city of Bergen (Norway) also participated in a conference on addressing the housing crisis on behalf of ICC to provide good practice examples (Gdansk, 14-15 June).

⁷ All ICC Index reports are available here: <https://www.coe.int/en/web/interculturalcities/index-results-per-city>.

CoE-EU joint projects implemented by the ICC Unit

1. Intercultural integration in Cyprus

The 25-month joint project "**Building structures for intercultural integration in Cyprus**" came to an end on 30 June 2023 and a 14-month follow-up project "**Enhancing structures and policies for intercultural integration in Cyprus**" started on 31 October 2023. Both projects are implemented by the Intercultural Cities Programme and the European Commission's Directorate General for Structural Reform Support, in partnership with the Civil Registry and Migration Department of the Ministry of Interior of the Republic of Cyprus.



The first project supported the creation of five regional intercultural networks, led by regional coordinators who were appointed following a call for interest, in the Districts of **Famagusta, Larnaca, Limassol, Nicosia and Paphos**. Within the framework of the project, each network undertook an analysis of the current situation on integration policies, based on the Intercultural Cities (ICC) Index benchmarking tool, and each network prepared an intercultural integration action plan/strategy based on the recommendations from their Index analysis and local priorities. The follow-up project will continue to support the coordinators in the development of the networks and the implementation of their action plans/strategies which had been adopted by the networks in June 2023.



Moreover, a key element of the initial project was capacity building and training courses on intercultural competence and anti-rumours methodology were organised in 2023, as well as a final study visit for Cypriot Mayors to Barcelona and Santa Coloma de Gramenet (Spain).



Representatives from the Intercultural cities of Bradford (United Kingdom), Lublin (Poland) and Reggio Emilia (Italy) participated in the seminar on 22 May in Lefkara (Cyprus) on the role of local authorities and the integration of migrants which was co-organised with the Union of Municipalities of Cyprus.

Finally, following consultations at the national and local levels, the initial project prepared a "[Blueprint for multilevel governance of intercultural integration policies in Cyprus](#)", which was presented at a national event on 25 April 2023, attended by the Chair of ADI-INT, and proposed the establishment of a new National Authority for integration. This project aims to support the establishment of the new National Authority, as decided by the Republic of Cyprus, through



providing capacity building for the proposed Focal Points for the national level (representatives of ministries, social partners, unions of local authorities, national NGOs) and for the Focal Points for the local level proposed to be the regional intercultural network coordinators, representing the local NGOs, municipalities, migrant representatives, and civil society.



A proposed activity of the new National Authority will be the preparation of the national integration strategy, and the project will further support the capacity building of technical experts who will have an advisory role in the drafting of the strategy as well as assisting with the development of a monitoring and evaluation tool for the strategy. If the new National Authority follows the recommended multilevel, multi-stakeholder approach for integration co-ordination and policy co-design, through including national, local and regional authorities, the host community and civil society organisations as well as social and economic partners, it could set an example of innovative national reform processes and their impact on increasing the effectiveness of the reforms and the resulting policies.



2. Building an inclusive integration approach in Finland

"[Building an inclusive integration approach in Finland](#)" is a 2-year EU/CoE Joint Project being implemented by the Intercultural Cities Programme and the European Commission's Directorate General for Structural Reform Support, in cooperation with the Ministry of Justice of Finland.

The project started on 15 September 2022 and aims to support Finland in building an inclusive integration approach taking into account the Finnish concept of [good relations](#) and the Council of Europe's intercultural integration model. It empowers local authorities putting in place structures that will enable capacity-building, exchange of good practice, local policy-development and horizontal and vertical coordination, through the design of a national coordination mechanism to ensure continuous dialogue and co-management of the integration policies between all levels. The project's objective is to contribute to the ongoing reform on migrant integration and inclusion in Finland, working with 6 municipalities (Hämeenlinna, Kuopio, Tampere, Turku, Vaasa and Vantaa) on promoting the implementation of local integration strategies which reflect intercultural and good relations principles. By the end of the project, these municipalities will be able to develop local integration policies in an evidence-based manner, with the support of trained project experts.

The first key component of the project was the [inception report](#) published in May 2023, analysing the situation in Finland in the fields of integration and intercultural policies and provides recommendations. The report served as a baseline analysis for the project and its activities, especially for the discussions on a possible multi-level and multi-stakeholder policy coordination mechanism in Finland.





Throughout 2023, the project conducted several training courses for the participating Finnish municipalities, focusing on: the [Anti-rumours methodology](#), [the intercultural approach](#), [intercultural competences](#), [the ICC Index](#) and [the good relations concept in Finland](#). [A training of experts](#) has also been conducted for the selected consultants of the project, on the concept and practice of

intercultural integration and good relations, as well as on the use of the different methodological tools. The project will continue to have a strong peer-learning and capacity-building element through several capacity building actions on communication, multi-level governance, intercultural and good relations principles and how to turn them into successful policies.



Another significant output of the project was the [evaluation report](#) assessing Finland’s “Action Plan against Racism and Promotion of Good Relations”, aiming to identify areas for improvement to be taken into account in future national efforts to combat racism. This report identifies areas for improvement in future national anti-racism efforts based on Action Programme documents, evaluation questionnaires, and interviews with key stakeholders.

The project also foresees that a set of policy documents and tools merging the concepts of good relations and intercultural integration will be translated into Finnish and adapted to the Finnish context. In this regard, notably, [the Recommendation CM/Rec\(2022\)10 on Multilevel policies and governance for intercultural integration](#), the Anti-rumours Handbook and the Model Framework for an Intercultural Integration Strategy at the National Level have been translated into Finnish. In addition to translation, the “Intercultural City: Step-by-Step Guide” has been adapted to the Finnish context as well.

Transposing the intercultural approach to the national level

In 2020, the Council of Europe launched intergovernmental work to support member states in overcoming the challenges created by diversity, complexity and fragmentation of institutional competencies in immigration and integration, and ensuring policy consistency and complementarity and transfer of innovation and good practice from local to regional and national levels and vice-versa.

The Working Group on Intercultural Integration (GT-ADI-INT) was set up as the first intergovernmental committee composed of representatives of national, regional and local authorities of European states. Eight members of the Intercultural Cities Programme were taking part in this intergovernmental work, alongside with two regions and 10 States.⁸ The GT-ADI-INT produced the [Model Framework for an Intercultural Integration Strategy for the national level](#) which is the first international guidance

⁸ The list of members is available at the following link: <https://rm.coe.int/gt-adi-int-2021-2-inf-members-en/1680a44e06>

providing a basis for national intercultural integration strategies grounded on human rights standards. The purpose of the Model Framework is to guide national policy practitioners in their efforts to design integration policies which help build inclusive and cohesive societies for everyone, using a multilevel governance approach that requires the participation of the local and regional levels in all stages of the strategy process (from conception to implementation and evaluation). Based on a draft produced by the GT-ADI-INT, in 2022 the Committee of Ministers adopted Recommendation [CM/Rec\(2022\)10 on multilevel policies and governance for intercultural integration](#). This is the second international standard in this field following the adoption in 2015 of [CM/Rec\(2015\)1 on intercultural integration](#), and the first ever legal standard co-drafted by representatives of local and national authorities jointly. This recommendation directly addresses the national level, recommending that their national integration strategies should be based on the four key principles of the intercultural integration model and that intercultural integration strategies should be designed based on evidence, in a participatory manner, and implemented in cooperation and coordination with all levels of governments.

In 2022, the Committee of Experts on intercultural integration of migrants (ADI-INT) took over the work of the GT-ADI-INT with the same multilevel composition⁹. During its first term in 2022-2023, the ADI-INT produced several tools enabling member states to implement CM/Rec(2022)10. These include a [Feasibility Study on comprehensive strategies for inclusion](#) and a model capacity building programme accompanied by three tools: a [Manual for the design of a training course on intercultural competence](#); a [Training manual on equality data and analysis to prevent and address systemic discrimination](#); and a [Compendium of good practices on intercultural integration and multilevel governance](#).

In December 2023, following the adoption of new Terms of Reference 2024-2027 for the ADI-INT, the members of the committee for the first biennium 2024-2025 were designated by the CDADI, namely the ICC member cities of Bilbao (Spain), Bradford (United Kingdom), Bursa-Osmangazi (Türkiye), Fuenlabrada (Spain), Lublin (Poland), Reggio Emilia (Italy), Reykjavik (Iceland) and Riga (Latvia) for the local level, as well as Neuchâtel (Switzerland) and Catalonia (Spain) for the regional level.¹⁰ Under its new name “Committee of experts on intercultural inclusion”, the ADI-INT will build on previous achievements and produce a guidance document on strategies for inclusion, the concept and methodology for a new peer learning and benchmarking tool on strategies for inclusion, and additional tools for the capacity-building programme for migrant integration, including a Multilevel Governance Index (MLG index).

Intercultural Cities are strongly encouraged to make use of these new instruments, which target all levels of government, with a view to progressing towards real multilevel governance of intercultural inclusion.

Thematic toolbox

- [Recommendation CM/Rec\(2022\)10 of the Committee of Ministers to member States on multilevel policies and governance for intercultural integration](#) | Adopted by the Committee

⁹ The list of members is available at the following link: <https://rm.coe.int/elected-representatives-of-member-states-and-regional-authorities-to-t/1680a5ee9d>

¹⁰ The list of members is available at the following link: [https://www.coe.int/en/web/committee-of-experts-on-intercultural-integration-of-migrants/adi-int-composition#{%22115689108%22:\[0\]}](https://www.coe.int/en/web/committee-of-experts-on-intercultural-integration-of-migrants/adi-int-composition#{%22115689108%22:[0]})

of Ministers on 6 April 2022 at the 1431st meeting of the Ministers' Deputies (+ [Finnish version](#) + [Japanese version](#) + [Spanish version](#))

- [Model Framework for an Intercultural Integration Strategy for the National Level](#) (+ [Italian version](#) + [Polish version](#) + [Romanian version](#) + [Slovakian version](#) + [Spanish version](#) (Spain) + [Spanish version](#) (Mexico) + [Ukrainian version](#))
- [Capacity building programme and tools for migrant integration](#)
- [Manual for the design of a training course on intercultural competence](#)
- [Training Manual on Equality Data Collection to prevent Systemic Discrimination](#)
- [Compendium of good practices on intercultural integration and multilevel governance](#)
- [Feasibility Study in comprehensive strategies for inclusion](#)

Strategic development

1. ICC Programme evaluation

In order to foster the strategic development of the ICC Programme, the Secretariat commissioned an independent external evaluation of its services and tools, focusing on the criteria of relevance, effectiveness, impact and sustainability. The evaluation was conducted from April to September 2022 and covered the timeframe of 2016-2022. The overall aim was to identify areas for enhancement and fine-tuning of the programme. This was deemed necessary in a context of continuing increase in the number of ICC member cities, limitations of the financial and human resources available to the Secretariat of the programme, as well as the need to promote a multilevel governance approach, and better link the ICC Programme with the intergovernmental work.

In order to prepare the management response to the evaluation and the relative action plan, selected actions were discussed with international coordinators and coordinators of national networks in the frame of the annual meeting of ICC Coordinators held on 16-17 November 2022 in Reggio Emilia, Italy.



In 2023, and based on the feedback received at the Coordinators meeting of 2022, the ICC Secretariat prioritised the recommendations and started implementing them. The prioritisation can be found [here](#). The state of play of the implementation of these recommendations was presented at the annual meeting of ICC Coordinators held on 14-15 November 2023 in Bilbao, Spain.

2. A strengthened shared governance

Following a recommendation of the independent external evaluation, an ICC Programme Advisory Groups was created. To that end, a call for applications was launched on 12 May 2023 for the following categories of members in order to reflect the programme and network diversity:

- ICC national networks, (Council of Europe geographical area) represented by a national network's co-ordinator (ideally 1 representative);

- Cities which are members of the ICC international network (Council of Europe geographical area; ideally 4 cities);
- Cities which are members of the ICC international network (oversea members, ideally 1 city);
- Cities which are members of an ICC national network, different from the one represented by a national network's co-ordinator (ideally 1 city).

The following 7 members of the ICC Programme Advisory Group were appointed by the ICC Secretariat in June 2023 for a two-year mandate, until June 2025:

- Barry Cusack, Project Officer and Intercultural Cities Coordinator, City of Bradford, UK
- Gemma Pinyol-Jiménez, Coordinator of the Spanish network of Intercultural Cities (RECI)
- Gregory Jaquet, Délégué aux étrangères et aux étrangers, chef du service de la cohésion multiculturelle, Canton de Neuchâtel, Switzerland
- Ingrid Hauge Rasmussen, Special adviser in diversity and inclusion, City of Stavanger, Norway
- Joanna Marcinkowska, Project manager/ expert, City of Reykjavik, Iceland
- Silvia Carballo Paz, Head of department of Gender Equality, Development Cooperation, Cultural Diversity and Human Rights, City of Donostia/San Sebastian, Spain
- Vesna Haracic, Manager, Community Health and Wellbeing, City of Salisbury, Australia

Members are part of the Advisory Group in representation of their city/network, not ad-personam.

Based on the recommendations of the independent external evaluation and the subsequent management response, the Terms of Reference define the following specific objectives for the Advisory Group during its first mandate:

- Guide the strategic and operational framework of the ICC Programme, and provide a shared (Council of Europe Secretariat – member cities) governance to it;
- Assess needs with the view to prioritise services and tools to be offered to ICC members;
- Ensure the communication around ICC Programme, including its tools and services, is consistent, easy to access and clear, so to increase the programme's visibility, uptake, and utility;
- Identify areas on which additional capacity building is needed and – where appropriate – explore ways to secure additional funding to the programme;
- Facilitate a more systematic follow-up with member cities to highlight progress in the implementation of intercultural strategies and promote positive changes influenced by the ICC Programme;
- Ensure member cities' participation in institutional communication by drafting, agreeing on, and issuing communications on behalf of the ICC network and/or by addressing public events in the name of the network.

In this respect, good progress can be noted in 2023, following the two first meetings of the AG in July¹¹ and in November¹², respectively. The Advisory Group discussed a first set of recommendations and proposed a series of follow-up actions to materialise the proposed changes. For accountability and

¹¹ The report of the first meeting is available at the following link: <https://rm.coe.int/summary-report-meeting-advisory-group-4-5-july-2023/1680ac30bc>

¹² The report of the second meeting is available at the following link: <https://rm.coe.int/intercultural-cities-icc-programme-advisory-group-2nd-meeting-bilbao-1/1680add237>

transparency purposes, a summary of the work of the Advisory Group was presented to representatives of ICC national networks and cities member of the international ICC network during the annual meeting of ICC Coordinators (14-15 November, Bilbao, Spain)¹³.

3. Listening to Programme members' needs

To support the inclusive governance of the programme, two surveys were circulated among members cities in 2023. Following a suggestion by the Advisory Group, a first survey was sent out in September to collect members' input on possible priorities for 2024-2025. This input was used as a basis for discussions of the Advisory Group during its second meeting, as well as for joint strategic discussions between the Advisory Group, ICC coordinators and the ICC Secretariat at the 2023 annual meeting of ICC Coordinators. The replies include the following areas:



Anti-discrimination being an overarching topic under which all ICC activities can be subsumed, the ICC Secretariat understands the first point as an encouragement to continue activities along the well-established lines. Inter-city cooperation was also mentioned among the priorities and will remain the preferred working method/way of working across all different activities of the ICC Programme.

Finally, the regular annual survey of ICC members was sent out in December to collect additional information on members' needs and intercultural work in process. It will further feed into the fine-tuning of the ICC Programme's plan of activities for the next biennium.

Awareness raising and visibility

1. Website and good practices revision

The 2022 independent external evaluation of the ICC Programme also mentioned an increased need for presenting the information in a clearer and more user-friendly way. In 2023, the ICC Unit started implementing this recommendation with two parallel actions.

First, an update of the ICC [good practices database](#). Indeed, the database currently hosts over 600 good practices from ICC member cities across the years and it is becoming quite challenging to use the search function effectively on this page. In 2023, all good practices included in the databased were reviewed with the help of experts in order to select the most relevant and present them with the same

¹³ The report of the 2023 annual meeting of ICC coordinators is available at the following link: <https://rm.coe.int/icc-coordinators-meeting-report-bilbao-spain-14-15-november-2023/1680ae558b>

text structure. The revision will continue in 2024, when the updated practices will gradually be uploaded on the ICC website, with a new page configuration. This will allow for a faster and more user-friendly search of information in the database.

Second, a partial revision of the ICC website itself, focussing on how resources are presented. Over the years, the ICC Programme and network has produced a number of useful resources on a wide array of topics. The evaluation identified the need to better present these resources with clearer thematic categories, in order to be better accessible to ICC members, ICC experts and the general public. In 2023, the ICC Unit held internal meetings with the CoE Directorates of Communications and Information Technology, as well as consultations with the ICC Programme Advisory Group in order to brainstorm on a new structure for the resources pages on its website. Two experts were contracted in order to design a proposal for the ICC website revision; they will continue their work in 2024. This revision will lead to a clearer presentation of ICC resources and easier access to them by all users.

2. Other visibility actions

Visibility of the ICC Programme was ensured internally and externally on a number of occasions in 2023 in the framework of Council of Europe initiatives, and events organised by partner organisations. Such opportunities allow for the principles of the intercultural integration model to be disseminated widely and for the ICC Programme to expand its reach.

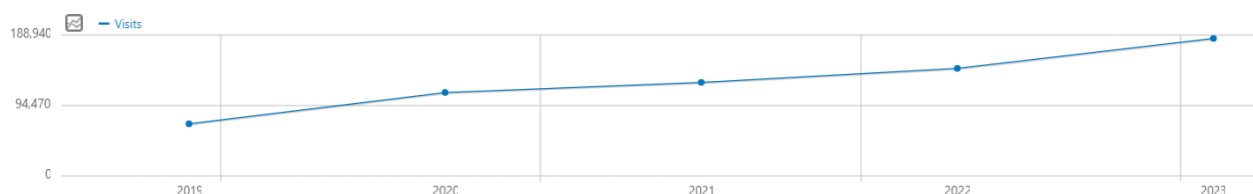
The ICC published a total of **72 news** items on its website informing its members and the general public about past and upcoming events, new relevant tools, opportunities and ongoing projects.

The ICC [newsletter](#) was issued twice in the first semester of 2023. In the second semester, information was shared on an ad-hoc basis using targeted emails.

Regarding social media, the ICC twitter (now 'X') account was closed in January 2023 as part of the new Council of Europe social media strategy. Since then, tweets on ICC Programme publications and events have been shared on the new [Anti-Discrimination Department thematic twitter account](#). The number of followers on Facebook continued to increase, with a total of 4.324 (+357) and 7.471 (+229) followers.

The ICC website received over 183.432 visits from 165 distinct countries, among which 27.283 were returning visits and 15.6149 were new visits.

Visits Over Time  



Appendix I – Main materials mentioned in the report

Policy briefs and guidance documents

- [Building meaningful public participation in Intercultural cities – A guide to the appreciative inquiry approach](#)
- [Data collection for refugee reception at community level](#)
- [Guide to designing a communication strategy in intercultural cities](#) (+ [Spanish version](#))
- [Long-term, sustainable housing solutions for the Intercultural City](#)
- [Green urban planning for the Intercultural City – Policy brief](#)
- [Rethinking welcoming policies from an intercultural perspective](#)
- [Migration and integration: Which alternative narratives work and why?](#) (+ [Polish version](#) + [Spanish version](#))
- [Inclusive communication – Policy brief](#) (+ [Polish version](#))
- [Identifying and preventing systemic discrimination at local level](#) (+ [Italian version](#) + [Polish version](#))
- [Anti-rumours handbook](#) (+ [Arabic version](#) + [Italian version](#) + [Japanese version](#) + [Polish version](#) + [Portuguese version](#) + [Spanish version](#) + [Ukrainian version](#))
- [Step-by-step guide to conduct an Anti-rumours diagnosis](#) (+ [Greek version](#))
- [Guide “Anti-rumour youth: keys to work anti-rumours content with young people”](#) (+ [Spanish version](#))
- [An Antirumours’ Guide for the Educational Field](#) (+ [Italian version](#) + [Spanish version](#))
- [Guide on Intercultural Competences](#) (+ [Spanish version](#))
- Intercultural competencies applied to the development of public administration projects: [Guide](#) (+ [Spanish version](#)), and [video tutorial](#) (multilingual subtitles)

ADI-INT documents

- [Recommendation of the Committee of Ministers to member States on multilevel policies and governance for intercultural integration](#) (+ [Finnish version](#) + [Japanese version](#) + [Spanish version](#))
- [Model Framework for an Intercultural Integration Strategy for the National Level](#) (+ [Italian version](#) + [Polish version](#) + [Romanian version](#) + [Slovakian version](#) + [Spanish version](#) (Spain) + [Spanish version](#) (Mexico) + [Ukrainian version](#))
- Manual for the design of a training course on intercultural competence: [Part 1 - The core principles of the Council of Europe intercultural integration model](#) (+ [Polish version](#))
- Manual for the design of a training course on intercultural competence: [Part 2 – Concepts related to the Council of Europe intercultural integration model](#) (+ [Polish version](#))
- [Training Manual on Equality Data Collection to prevent Systemic Discrimination](#)
- [Feasibility Study on comprehensive strategies for inclusion](#)
- [Compendium of good practices on intercultural integration and multilevel governance](#) + [French version](#)

ICC Index reports and intercultural profiles

- Valencia (Spain) – [Index report](#)
- Botkyrka (Sweden) – [Index report](#)
- Riga (Latvia) – [Index report](#)
- Leeds (United Kingdom) – [Intercultural profile](#)

- Jonava (Lithuania) – [Intercultural profile](#)
- Sherbrooke (Canada) – Intercultural profile ([French version](#))
- How to fill in the Index? [A methodological guide](#) (+ [Italian version](#) + [Spanish version](#))
- How to fill in the Index? [Video Tutorial](#)
- [Index results per city](#)
- [Intercultural profiles](#)

ICC reports

- [International meeting of ICC coordinators 2023 – Meeting report](#)
- [ICC programme Advisory Group – Summary report 1st meeting](#)
- [ICC programme Advisory Group – Summary report 2nd meeting](#)
- [ICC Annual survey 2022-2023](#)
- [ICC Annual report 2022 \(French version\)](#)

EU/CoE joint projects deliverables

- [Blueprint for multilevel governance of intercultural integration policies in Cyprus](#)
- [Handbook for employers in Cyprus on the employment of refugees and asylum seekers](#)
- [Handbook for refugees and asylum seekers on working in Cyprus](#)
- [Short guide to working in Cyprus for refugees and asylum seekers](#)
- Evaluation report assessing the “Equal Finland Action Plan against Racism and Promotion of Good Relations” ([Finnish version with English abstract](#))
- Report on integration policies in Finland ([Finnish version with English abstract](#))

Other training tools and resources

- [Intercultural citizenship test](#) – For residents and public officials alike
- [The Escape Roomours : an online game for young people](#)
- [Online antirumours training](#)
- [Antirumours diagnosis in educational centres \(+ Spanish version\)](#)
- [Claiming the power of dialogue: Toolkit for antirumours dialogue \(+ Polish version + Spanish version\)](#)
- [Pilot online course on equality data collection and analysis to prevent and address systemic discrimination \(+ Albanian version + French version + Serbian version\)](#)
- Intercultural competence manual for trainers: [English/Ukrainian](#) + [English](#)
- [An introduction to the Intercultural City for Local Governments in Japan \(+ Japanese version\)](#)
- [Challenges of Interculturalism: Guidelines for a training module](#)

National networks annual reports

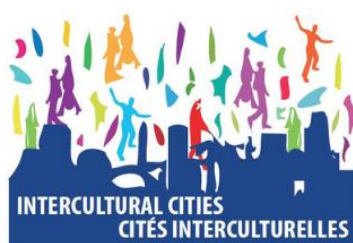
- Italian Network of Intercultural Cities (Rete Città del Dialogo) – [Annual report 2023](#)
- Portuguese Network of Intercultural Cities - [Annual report 2023](#)
- Ukrainian Network of Intercultural Cities – [Annual report 2023](#)

Diversity has become a key feature of societies today and is particularly tangible in urban centres. While people of diverse national, ethnic, linguistic and faith backgrounds have immensely contributed to post-war prosperity, inequalities related to origin, culture and skin colour persist, and anxiety about pluralism, identity and shared values is often politically instrumentalised. The challenge of fostering equity and cohesion in culturally diverse societies has become more acute. Cities are uniquely placed to imagine and test responses to this challenge.

The Council of Europe and its partner cities have developed and validated an intercultural approach to integration and inclusion which enables cities to reap the benefits and minimise the risks related to human mobility and cultural diversity. A decade after the start of this work, there is growing evidence that diversity, when recognised and managed as a resource, produces positive outcomes in terms of creativity, wellbeing, and economic development.

The Intercultural Cities (ICC) Programme invites cities in Europe and beyond to explore and apply policies that harness diversity for personal and societal development.

The Council of Europe is the continent's leading human rights organisation. It comprises 46 member states, including all members of the European Union. All Council of Europe member states have signed up to the European Convention on Human Rights, a treaty designed to protect human rights, democracy and the rule of law. The European Court of Human Rights oversees the implementation of the Convention in the member states.



COUNCIL OF EUROPE



CONSEIL DE L'EUROPE