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Building structures for intercultural integration in Cyprus

# Larnaca Region Intercultural Network

Terms of Reference

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## **Introduction**

The present document is the Terms of Reference that the Larnaca region intercultural network will be invited to adopt, with a purpose to facilitate its work in making the district of Larnaca more intercultural. Therefore, this document regulates the specificities and technicalities of how the network will work. It states the overarching vision of the network, its objectives, the responsibilities of the regional co-ordinator, who can become a member, the responsibilities of the members, details about the meetings, the decision-making process and finally, the reviewing of the Terms of Reference and of the work done.

## **Vision**

The overarching vision of the Larnaca region intercultural network is to assist in the integration of migrants by making the district of Larnaca more intercultural.

More specifically, as a first step the network will identify the best practices and potentials as well as the main gaps in the current integration practices of the district of Larnaca, and then it will identify ways to add the dimension of interculturality in the already existing practices and integration related activities, thereby contributing to a positive societal change on behalf of both local and migrant population in the district of Larnaca.

To this end, the network will work together with the regional coordinator to identify gaps that prevent the process of integration in different thematic areas; which forms part of the structure of the Index questionnaire (Education, Neighbourhoods,

Public services, Business and the Labour Market, Cultural and Social Life, Public Space, Mediation and Conflict Resolution, Language, Media and Communication, Intercultural Intelligence and Competence, Welcoming Newcomers, Leadership and Citizenship, Anti-discrimination, Participation, Interaction) - already shared within the network.

Furthermore, the network envisions to identify and exchange good practices that facilitate the integration of migrants in the district of Larnaca with other regional networks within Cyprus and abroad.

Finally, the network will consult with the co-ordinator in order to identify the best ways to promote a more intercultural approach in the existing and new integration related activities to ensure a successful and inclusive integration process for migrants and refugees in the district of Larnaca.

The identification of best practices and potentials and well as the identification of challenges and gaps in the current integration policies, followed by the implementation of new activities to facilitate the process of integration, will contribute to the wider vision of the Larnaca Region Intercultural Network, which is to embed the dimension of interculturality in the district of Larnaca, creating a more inclusive community for all.

## **Objectives**

1. Analysing challenges and identifying solutions specific to the region through the Intercultural Cities Index. This analytical tool will help the network assess to what

extent the different local policies and actions are intercultural, in other words if they contribute to migrant inclusion and community cohesion.

2. Developing an intercultural strategy for the Larnaca region, the strategy will include agreed priority actions and solutions to improve intercultural integration and will identify and scale up local good practices. The strategy will be the basis of projects and initiatives which will be presented for funding at the appropriate levels.

3. Through the development, implementation, and monitoring of its intercultural strategy the network will increase intercultural competences throughout the region and contribute to a multi-level co-ordination mechanism on integration policies in Cyprus, from local to national levels.

4. The network will assist with the development and research of new tools to measure social cohesion and integration at the local level in Cyprus to help assess the impact of integration activities.

5. The network will consult the regional coordinator to effectively add the intercultural dimension in their existing and/or new activities.

## **Co-ordinator**

The network co-ordinator is CIP Citizens in Power. The co-ordinator is responsible for:

- Organisation of network meetings including preparation and distribution of the agenda and minutes of meetings;

- Fostering collaboration and consensus among network members in all aspects of its functioning and work;
- Leading the review of local integration policies and practices in the region through the Intercultural Cities Index;
- Working with network members to identify priorities and opportunities for action by the network, focusing on the added value of coordinated work;
- Gathering and sharing good practices, policy approaches to intercultural integration in the region;
- Facilitating regular exchanges of information and good practice with the other four regional intercultural networks in Cyprus.

## **Membership**

### **Who can join the network?**

Any person living in the region with experience, expertise or interest in the integration of migrants is eligible to join the network. This includes individuals, organisational representatives and people who work in paid or voluntary positions.

### **Members of the network will:**

- Treat all other members with respect;
- Act in a courteous and ethical manner at all times;
- Be able to speak openly and honestly;
- Have their opinions valued;
- Not disclose any matter that the network decides is confidential.

### **Responsibilities of the members:**

The network expects that all members will support the network's vision, objectives, and activities in the following ways:

- Contribute to the visibility, dissemination, and promotion of the values and activities of the network.
- Participate in the discussions, and decision-making processes of the network;
- Work with other members on projects and network activities; and
- Facilitate promotion of relevant network information within the region.
- Nominate agenda items, submit ideas, suggest expert speakers, provide information and propose projects if invited by the regional co-ordinator
- If a member is unable to attend a meeting, consideration must be given to nominate another person from their organisation to attend in their absence.
- Non-members may be invited to join the network permanently or temporarily to aid discussions of particular topics.

### **Legal matters:**

Members should not pass any information gained through their membership of the network to a third party without the approval of the co-ordinator. Papers which are for open circulation to the wider stakeholder group will be disseminated by the co-ordinator and clearly marked.

## Meetings

- Network meetings will be held at least every three months.
- The network will meet at least three times a year.
- Thematical working groups involving relevant stakeholders will be arranged for the work of the network to progress outside plenary meetings.
- Members are welcome to arrive and leave as needed for meetings.
- It is recognised that many members are challenged by time commitments, volunteering, and the timing of meetings. Therefore, minutes and related documents will be circulated before and after the meetings.
- The network will also be supported by the [Facebook page for the Cyprus Intercultural Networks](#), and electronic communications in between meetings.

## Decision-making

The network will endeavour to take all decisions by consensus but if that is not possible the co-ordinator will make the final decision.

## Review

The network will review the Terms of Reference and its work on an annual basis.