



Building structures for intercultural integration in Cyprus

Limassol region intercultural network Terms of reference January 2023

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Vision

Limassol region intercultural network aims to establish a common ground to develop and implement of a local intercultural strategy addressed to migrants. Limassol region intercultural network brings together experts, stakeholders, representatives of migrants, municipalities, all of whom are committed to develop and implement the local intercultural strategy. The network will examine existing national and local integration strategies, identifying strengths, weaknesses, opportunities and exchange of practices between organisations and municipalities that will allow the exchange of new ideas on how to adjust and develop the Limassol Intercultural strategy for migrants. Limassol region intercultural network will test the local integration strategies by delivering an activity programme tailored to Limassol district. Therefore, the implementation of the Limassol Intercultural Strategy is expected to contribute to the improvement of migrants' integration.

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 Limassol 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.

Co-ordinator

The network co-ordinator of Limassol District is Nikolas Vryoni. 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.
- Continuously searching for new members
- Updating the network's contacts database

Membership

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.

The network expects that all members will support the network's vision, objectives, and activities once these have been agreed;

Members of the network will:

- Contribute to the visibility, dissemination, and promotion of the values and activities of the network.
- Contribute to the development of the agendas for meetings;
- 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.
- 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.
- 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 four times a year.
- Members are welcome to arrive and leave as needed for meetings.
- Network may set up thematic working groups as needed and will be time-limited and action oriented. Each working group will have a convenor that will be responsible for reporting to network 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 a webpage [Intercultural integration in Cyprus - Intercultural cities programme \(coe.int\)](#), 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.