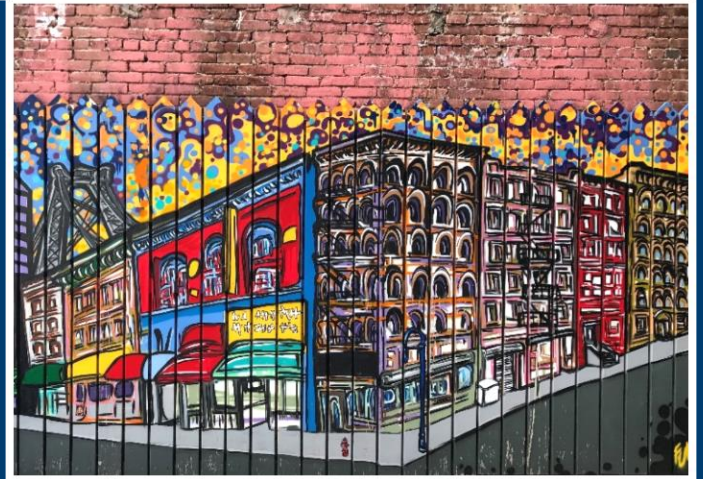




MELITOPOL

ICC INDEX ANALYSIS 2020



Diversity, Equality, Interaction

**BUILDING BRIDGES,
BREAKING WALLS**



www.coe.int/interculturalcities



MELITOPOL
INDEX ANALYSIS

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INTRODUCTION

Intercultural Cities is a Council of Europe flagship programme. It seeks to explore the potential of an intercultural approach to integration in communities with culturally diverse populations. The cities participating in the programme are reviewing their governance, policies, discourse and practices from an intercultural point of view.

In the past, this review has taken the form of narrative reports and city profiles – a form which was rich in content and detail. However, narrative reports alone were relatively weak as tools to monitor and communicate progress. Thus, an “Intercultural City Index” has been designed as a benchmarking tool for the cities taking part in the programme as well as for future participants.

While this report is being written (May 2020) 140 cities (including Melitopol) have embraced the ICC programme and approach, and 176 (including Melitopol) have analysed their intercultural policies using the Intercultural City Index. The respective reports can be found here: <https://www.coe.int/en/web/interculturalcities/index-results-per-city>.

Among these cities, 34 cities (including Melitopol) have between 100,000 and 200,000 inhabitants and 36 (including Melitopol) have less than 10% of foreign-born residents.

This document presents the results of the Intercultural City Index analysis for Melitopol, Ukraine, in 2020, and provides related intercultural policy conclusions and recommendations.

INTERCULTURAL CITY DEFINITION

The intercultural city has people with different nationality, origin, language or religion/ belief. Political leaders and most citizens regard diversity positively, as a resource. The city actively combats discrimination and adapts its governance, institutions and services to the needs of a diverse population. The city has a strategy and tools to deal with diversity and cultural conflict and to enhance participation. It encourages greater mixing and interaction between diverse groups in the public spaces.

METHODOLOGY

The Intercultural City Index analysis is based on a questionnaire involving 86 questions (73 of which are mandatory) grouped in 12 indicators with three distinct types of data. Indicators have been weighed for relative importance. For each indicator, the participating cities can reach up to 100 points (which are consolidated for the general ICC Index).

These indicators comprise the following (including the two new indicators in yellow below):

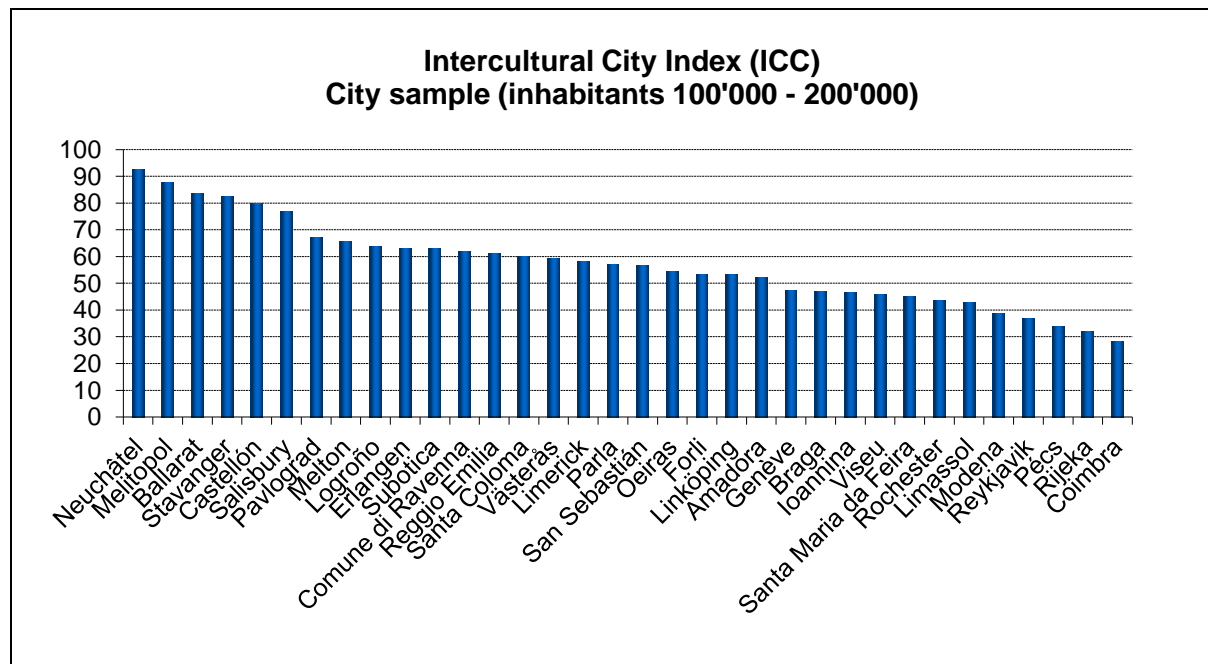
1. Commitment	
2. Intercultural lens	Education
3. Mediation and conflict resolution	Neighbourhoods
4. Language	Public services
5. Media and communication	Business and the labour market
6. International outlook	Cultural and social life
7. Intercultural intelligence and competence	Public space
8. Welcoming newcomers	
9. Leadership and citizenship	
10. Anti-discrimination	
11. Participation	
12. Interaction	

The comparison between cities is strictly indicative, given the large difference between cities in terms of historical development, type and scale of diversity, governance models and level of economic development. The comparison is based on a set of formal criteria related to the intercultural approach in urban policies and intended **only as a tool for benchmarking/benchlearning**, to motivate cities to learn from good practice.

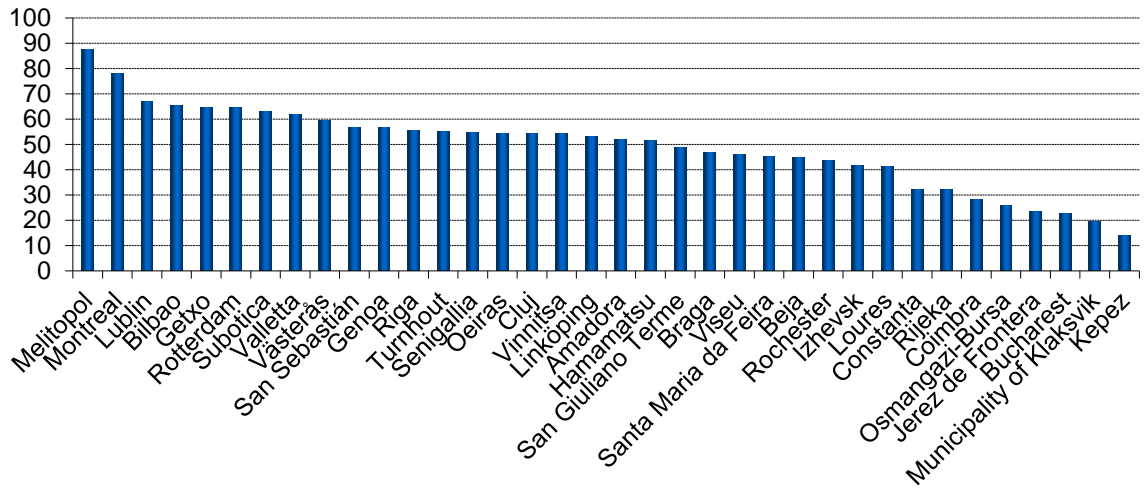
Taking into account the above-mentioned differences between the cities and a growing number of new cities willing to join the Intercultural Cities Index, it has been decided to compare the cities not only within the entire sample, but also according to specific criteria. Two of these have been singled out so far: the size (below 100,000 inhabitants, between 100,000 and 200,000, between 200,000 and 500,000 and above 500,000 inhabitants) and the percentage of foreign-born residents (lower than 10 per cent, between 10 and 15 per cent, between 15 and 20 per cent and higher than 20 per cent). It is believed that this approach allows for more valid and useful comparison, visual presentation and filtering of the results.

So far, 24 cities have used the index containing the new indicators in their evaluations, including Melitopol. Thus, the city will be compared to the entire sample for all the indicators, and to the new sample for the new indicators relating to participation and interaction.

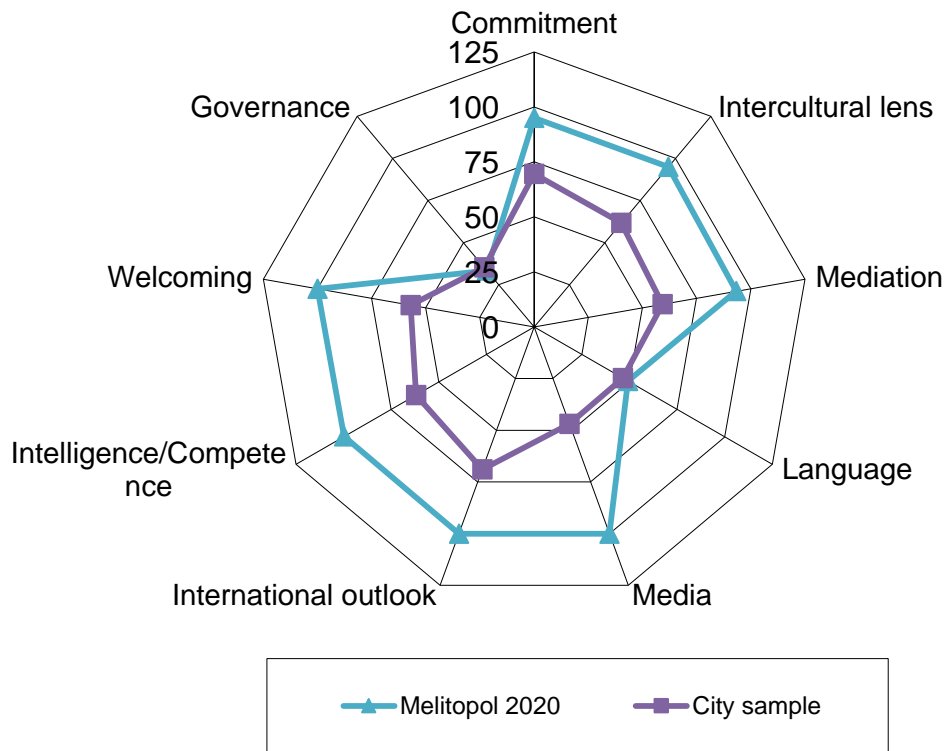
According to the overall index results, Melitopol has an aggregate intercultural city index of 88 (out of 100 possible points). The details of this result will be explained below.



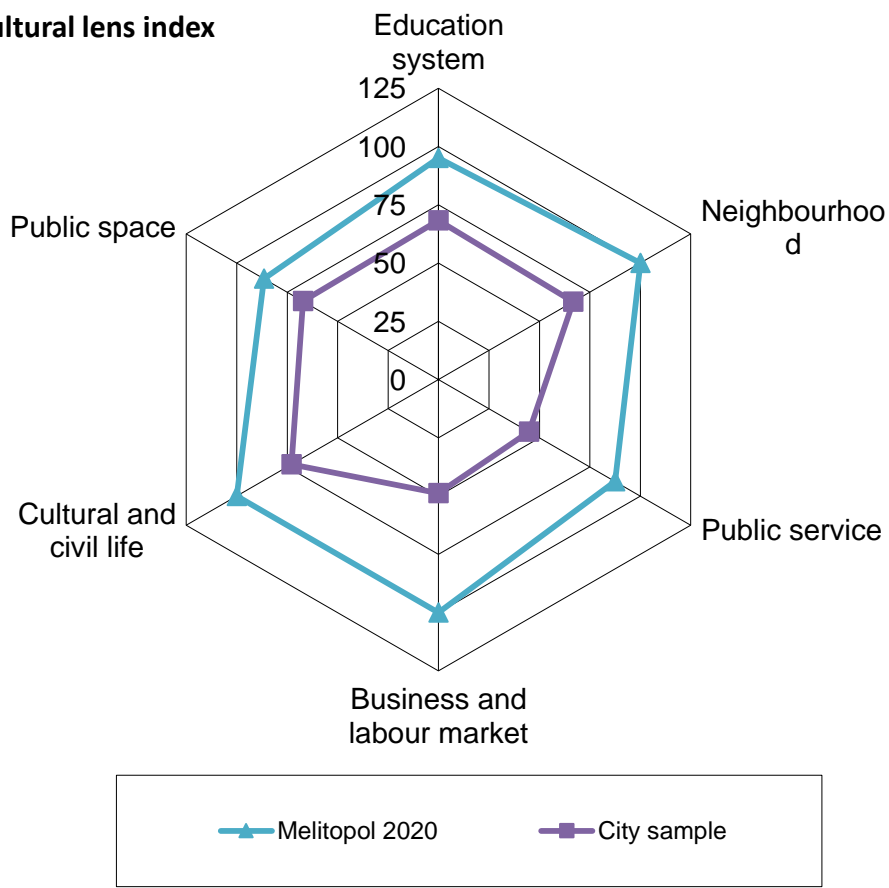
Intercultural City Index (ICC) City sample (non-nationals/foreign borns < 10%)



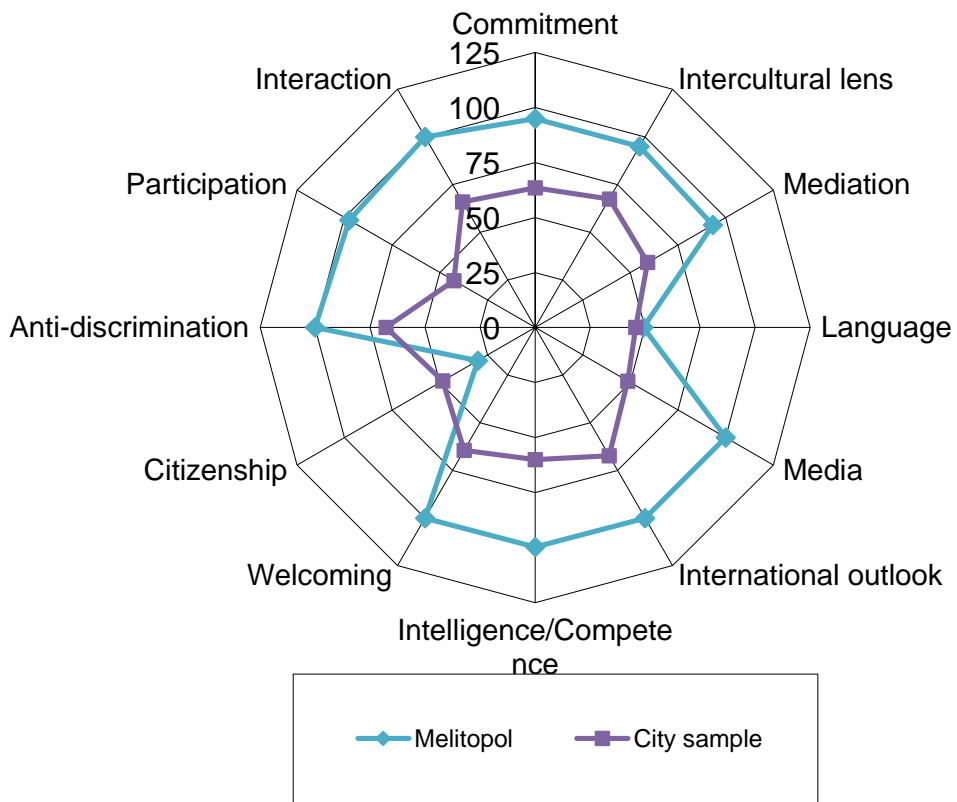
ICC Index



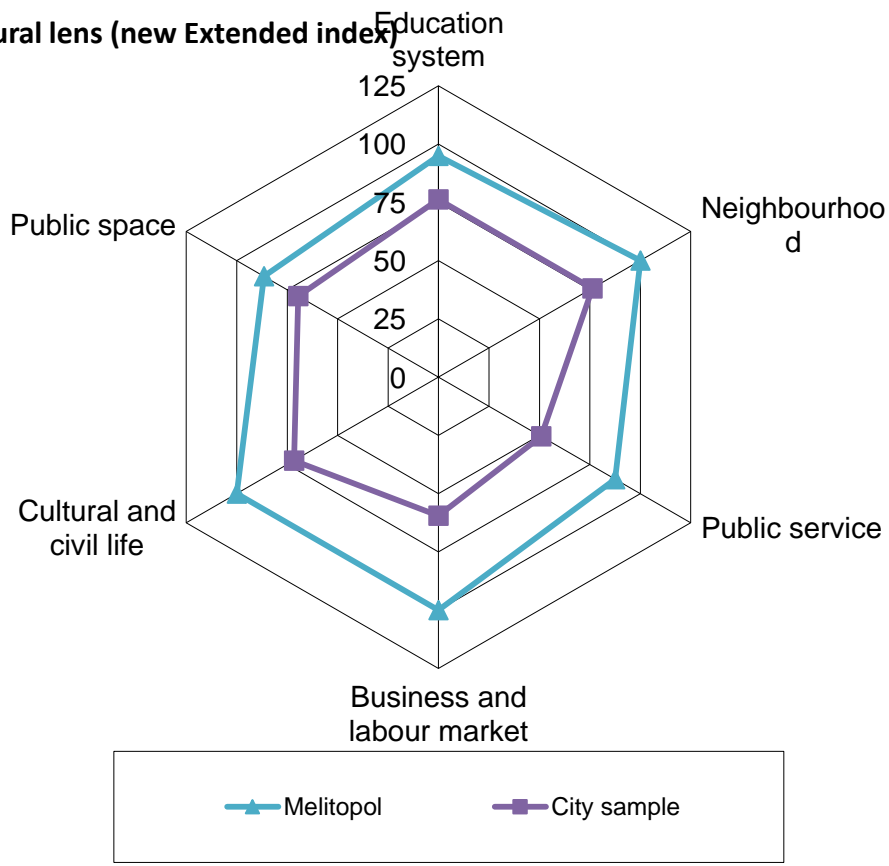
Intercultural lens index



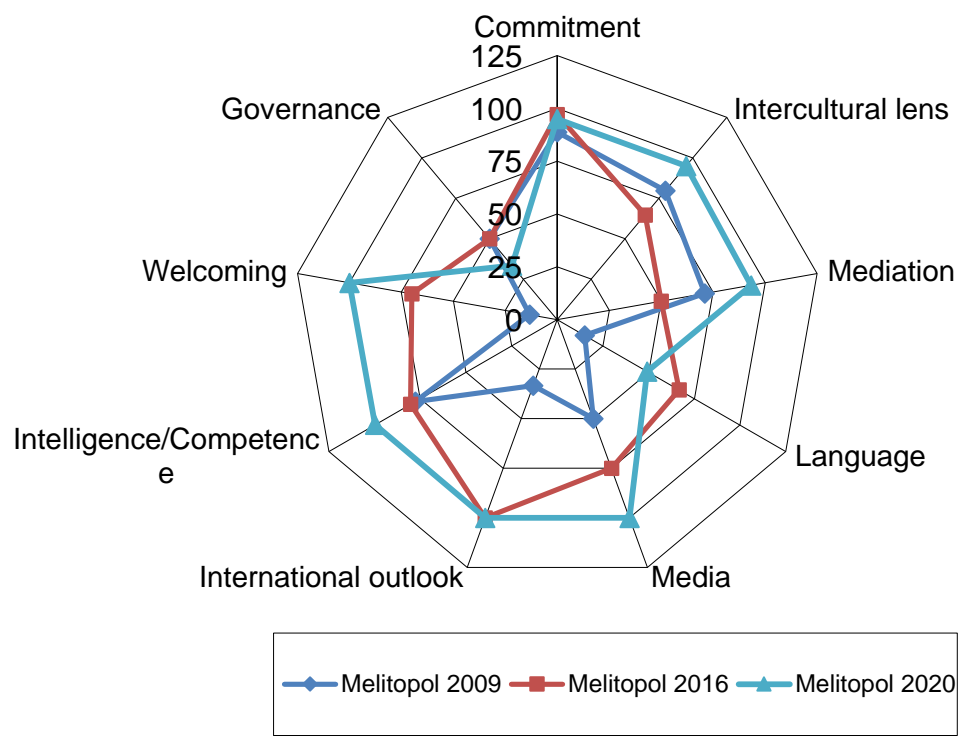
ICC Index (new Extended index)

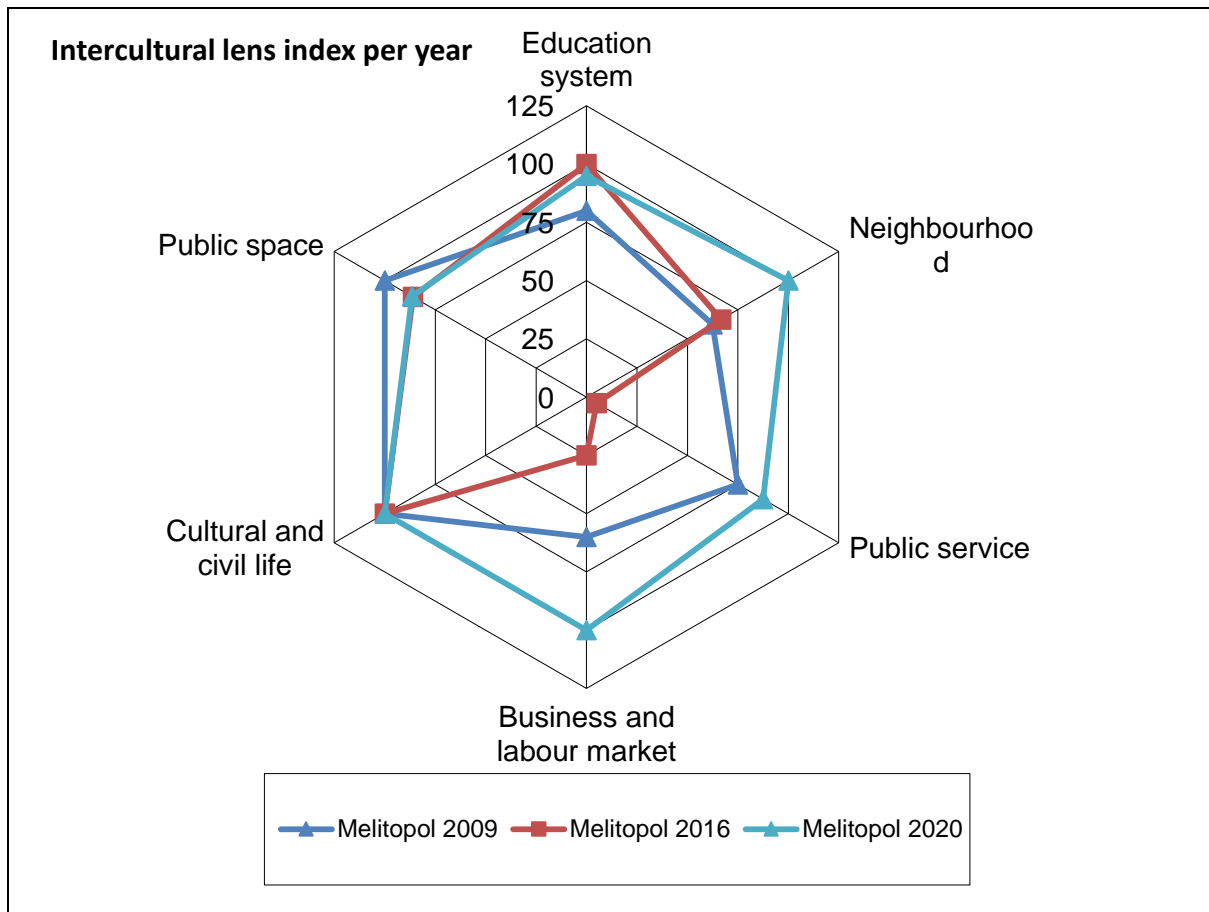


Intercultural lens (new Extended index)



ICC Index per year





MELITOPOL: AN OVERVIEW

Melitopol is located in Zaporizhia Oblast in south eastern Ukraine. There has been a settlement in Melitopol since medieval times. The city itself was founded in 1784. It was an important battle front in the Second World War.

Melitopol is in a strategically significant location as it is situated at the crossing of two major highways (Vienna to Rostov-on-Don and Kirkenes to Yalta) and on the Molochna River, as well as having an important rail line. An industrial sector developed in the twentieth century, facilitated by the building of the railway. It is known both as “the gateway to the Crimea” and “the city garden”, being famous for its agricultural produce, especially cherries.

According to the latest population census from 2001, the population of Melitopol was 153 585 people. The town is unofficially divided into 14 micro-districts, which have developed over time throughout the city’s history. These districts are used today as the basis for the city authorities to provide services to citizens.

Approximately 1% of residents in Melitopol are non-nationals, although the city enjoys a wealth of different cultures with residents from many different ethnic and cultural groups including: Ukrainians (54% of the population), Russians (41%), Bulgarians (2%), and Tatars, Belarussians, Roma, Armenians, Jewish people, Germans, Azerbaijanis, Crimean Tatars, Poles, Moldovans, Albanians and Georgians (all less than 1%).

Labour migration has influenced the city. The city demographic is also quite mobile due to the annual migration of students from vocational and higher educational establishments and other young people. There is a sizeable population of residents living in Melitopol who have been forcibly displaced since 2014 due to the conflict in eastern Ukraine (1.56% as of November 2019). New associations and activities have sprung up such as ‘the alliance of

new Melitopol citizens' and migrant representatives are taking part in the democratic processes of the city more than ever.

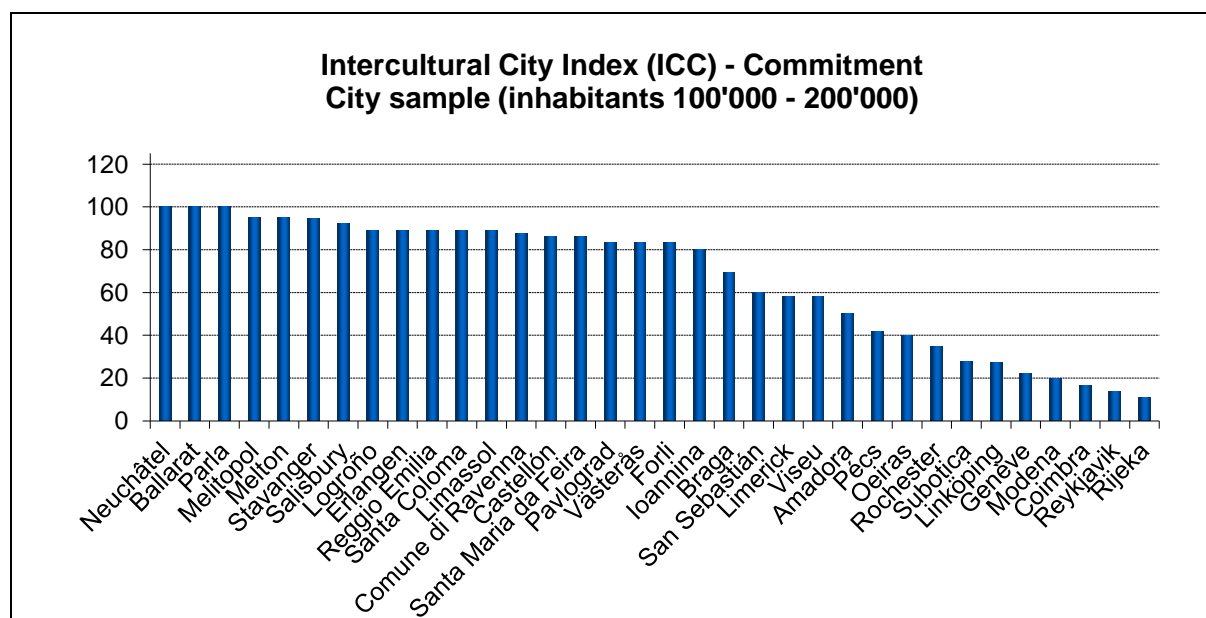
Melitopol works hard to encourage and protect the cultural diversity of people in the city with different origins, religion, languages or sexuality and to prevent forced assimilation and any loss of culture, religious belief or language. For example, there is support for the religious needs of those from Azerbaijan, and for Armenians, Russians and US citizens there is support for language needs.

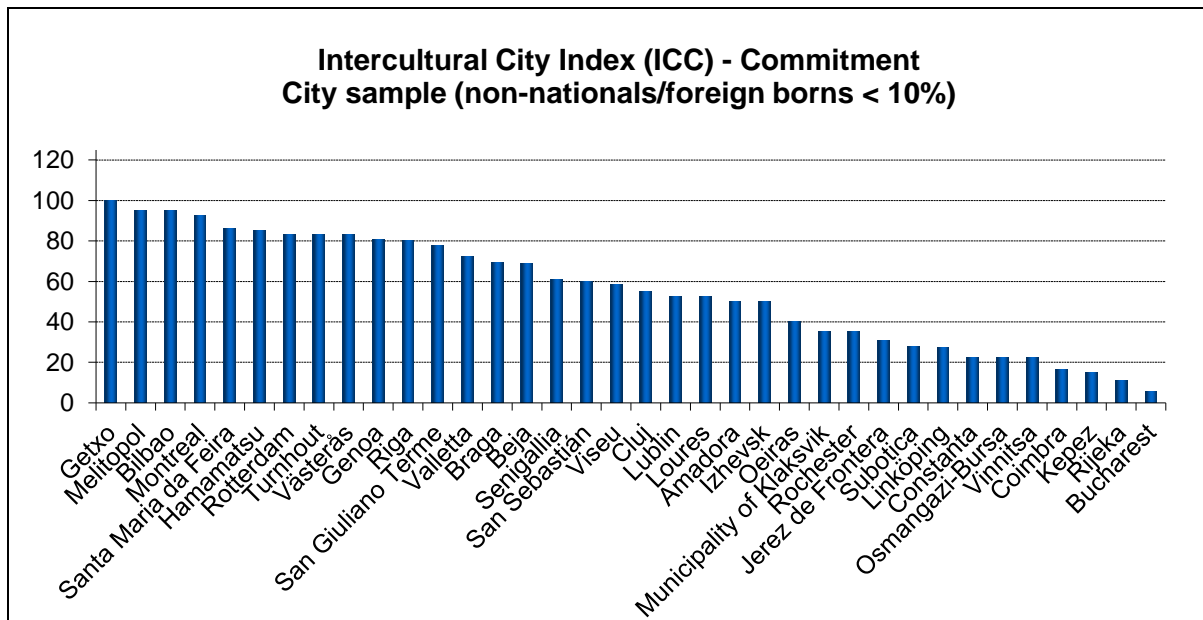
GDP has steadily risen in Melitopol from 836.39 EUR per capita in 2017, 881.83 EUR per capita in 2018, to an expected level of 1130.13 EUR in 2019.

COMMITMENT

For intercultural inclusion to occur, city authorities need to send out a clear and well-publicised message emphasising their commitment to intercultural principles, i.e. diversity, equality and interaction. Ideally, a majority of elected officials and senior policy officers will have a clear understanding of these core principles and their implications for policy-making. City authorities also need to initiate an institutional process to translate the principles of interculturality into concrete policies and actions. Most importantly, an intercultural city actively seeks to include residents of all nationalities, origins, languages, religions/beliefs, sexual orientations and age groups in the policy-making process. The authorities also highlight and nurture any intercultural practices that may already exist in the city.

MELITOPOL's score in the field of Commitment is 95, considerably higher than the city sample result of 70. This is slightly lower compared to the Melitopol's 2016 result of 97, but still above its result of 89 in 2009 and shows how committed Melitopol continues to be as an intercultural city.





Melitopol is a committed intercultural city. Since 2009, Melitopol has had a slogan – ‘Melitopol is the intercultural source of Ukraine’ and it strives to fulfil this commitment. The city publishes public statements as an intercultural city, has approved a [Plan of intercultural integration for 2015-2020](#), and the interculturalism has been included as an important area in the city’s strategy to 2030. The Melitopol city mayor publicizes the city’s progress towards its intercultural strategy in his annual report and also focuses on intercultural development during the Mayor’s speech on the annual Day of the City. Melitopol Official messages clearly reference the intercultural commitment of the city.

Events with an intercultural focus are highlighted in the city’s media in internet articles and by television and radio companies. The official city web site has its own web page "[Intercultural city](#)" informing residents and others about its intercultural statement, strategy and upcoming events. The City department of culture provides information on its site. The City’s Department of education has a web page "[Intercultural education](#)". Some [higher educational](#) establishments have their own web pages devoted to this issue as well. There is also Facebook group ‘[Melitopol is the Intercultural Source of Ukraine](#)’.

Melitopol has an intercultural integration [plan](#) 2015-2020. Its main objective is for different city departments, civil society organizations and community representatives to work together for the further development of intercultural Melitopol as a full member of the Intercultural Cities Networks in Ukraine (ICC-UA) and Europe (ICC Programme, the Council of Europe), creating conditions and new opportunities for a dynamic, inclusive, truly intercultural society with the participation of all residents regardless of their ethnic origins, religion, age, gender or education.

The Intercultural plan of the city is monitored and evaluated by a working group whose participants meet quarterly to monitor progress, plan joint or separate events to establish intercultural dialogue as well as to design the work plan for the year ahead. The [results](#) of the meeting are published on the City’s website. The working group reports back to the city Department of Education and the city’s Mayor.

Melitopol allocates a [budget](#) for the implementation of its intercultural strategy.

Interculturalism is a significant component of the city’s development Strategy up to 2030 and criteria are included for its implementation. These include the development of a Plan of intercultural integration for 2021-2023, the creation of intercultural platforms in educational and cultural establishments, increasing the intercultural

competence level of Melitopol youth by conducting round tables, scientific and practical conferences and information sessions; and conducting international and regional events of intercultural dialogue.

The city celebrates local citizens and organizations who make exceptional contributions to the city's intercultural achievements including at the annual "[The blooming city is here](#)" awards. Some examples are Sophia Olehivna Yalpachyk, board member of the Karaim national and cultural company 'Jamat', who was awarded the title "Honored Citizen of Melitopol" in 2019. The [Melitopol Greek Society](#) and the Melitopol partnership of Bulgarian culture '[Balkani](#)' were given awards for their 25th anniversaries. The head of the Bulgarian partnership, Myteva Aryna Mykolayivna, has also been awarded a certificate in the [women of the year awards](#) for "success in the sphere of national and cultural activities". Finally, Leila Ibrahimova was awarded a medal "For the development of Zaporyzhzhian region" from the Regional State administration to celebrate the 25th anniversary of the Melitopol committee '[AZAT](#)' which promotes the return of Crimean Tatars to their historical Motherland.

Suggestions

Melitopol already demonstrates its commitment to being an intercultural city in many ways, not least through completing this index for the third time since it became an intercultural city - an achievement in itself. The city also runs many educational and cultural events, which it publicizes widely. It may like to build on this by following Neukölln's example of [Berlin's Intercultural Calendar](#) that integrates the various holidays and festivals celebrated in the city. In this calendar, the new year is celebrated several times. Various religious and cultural celebrations are included, from Christmas and Thanksgiving, Saint Patrick's Day or Bastille Day to the Jewish holiday Sukkot or Ramadan. It also includes important dates unrelated to a specific religion or ethnicity such as World Refugee Day, International Women's Day, the international LGBT celebration on Christopher Street Day as well as celebrations specific to the city. This calendar thereby brings together various religions, cultures, nationalities and identities – to be acknowledged, respected and celebrated by all.

THE CITY THROUGH AN INTERCULTURAL LENS

Although the formal functions cities and other local authorities assume vary considerably from one country to another, all cities have the primary responsibility for maintaining social cohesion and preserving the quality of life in the city. The policies designed to achieve these goals will therefore be re-conceived and re-configured in order to assure they provide adequate service to all residents regardless of their nationalities, origins, languages, religions/beliefs, sexual orientation and age group. This is most notably the case for policies concerning education, neighbourhoods, public services, business and the labour market, cultural and social life, and public space.

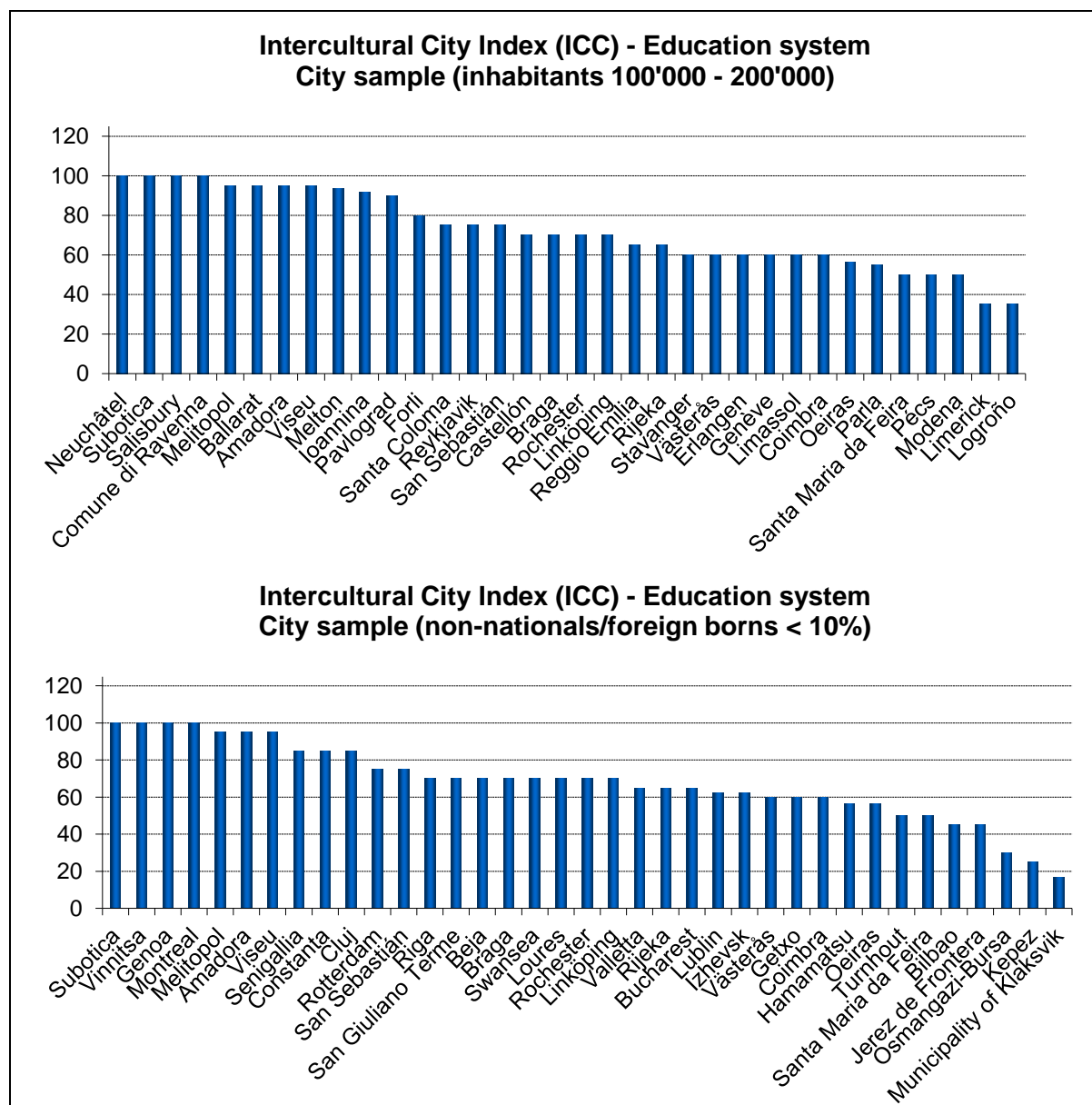
The overall rate of achievement of the urban policies of MELITOPOL, assessed as a whole through an "intercultural lens" is considerably higher than that of the model city: 95% of these objectives were achieved in Melitopol while the rate of achievement of the model city's engagement policy is 62%.

EDUCATION

Formal education and extracurricular activities have a powerful influence on how children will perceive diversity as they grow up. Schools therefore have a strong potential to reinforce or, on the contrary, challenge prejudices and negative stereotyping. Although school programmes are defined primarily at the national or regional level, local schools can look at alternative and innovative ways of providing opportunities for children of different cultures to build trust and mutual respect, and create thereby favourable learning conditions for all pupils, irrespective of their nationalities, origins, languages, sexual orientation or gender identity, religions/beliefs. From the intercultural perspective, cultural and other diversities, including multilingualism are treated as positive opportunities and are

nurtured accordingly. Intercultural schools also consider parents of pupils with migrant/minority backgrounds on an equal basis as other parents. They take steps to ensure that all parents overcome any reluctance they may have in engaging with the school and give them in this way the possibility of playing the educational role usually expected from parents.

MELITOPOL's score in the field of education is 95, considerably higher than the city sample result of 68. It is slightly down on Melitopol's 2016 result of 100% but still an improvement on their original score of 80% in 2009. This shows that Melitopol continues to strive and achieve excellent results in this area.



Educational establishments in Melitopol make a real effort to involve parents in school life. A whole programme of activities and support groups called "School for parents", has been set up across the city that supports the involvement of national minorities and forcibly displaced persons. They include: Parental university 'Pedagogy for young parents' (school #15); Universal Family Education (schools #4 and #25); 'The view' (school #24); 'The Trust' Information and consultation centre (lyceum #10); 'Unity' parental club (school #8); 'Our family' (lyceum # 10); 'the psychology of communicating with children' (school #11); 'When parents are partners' (school #15); 'the family

circle' (educational complex #16); Parental auditorium (lyceum #5, school #6, lyceum #9, school #17, lyceum #19, school #20, school #22, specialized school #23); and 'Being parents' classes (lyceum #10, educational complex #16). In September 2017 parents even created an intercultural room in the museum.

Schools regularly host intercultural events including: [Easter together](#); "the best is for the dear guest" [festival](#) in the Kale Centre of the local partnership of Caraims; the Ukrainian and Belorussian joint Easter Day [celebration](#) "The day of sacred miracles". Traditional Crimean and Tatar events are held in school #22.

Educational establishments are active participants in other projects too. Melitopol participated in the international intercultural project "The open window/the youngest ambassadors of Interculture" between Melitopol kindergarten "The birch tree" and the kindergarten "Jardim De Infacia Bajouca, Pigeiros" from the Portuguese intercultural city of Santa Maria De Feira. Another pre-school project "Kindergarten – a friendly space for children" is supported by UNICEF to encourage social cohesion and the integration of internally displaced persons in the east of Ukraine.

Other good practices from Melitopol have included presentations by school children of different national traditions and cultures in the '[caleidoscope of cultures](#)' and '[every nation has its genius](#)'. There is an intercultural class "[Ukraine-Bulgaria](#)" at school #8 with the active participation of the local Bulgarian community. There is also an annual youth festival celebrating different ethnic cultures "[Belief. Hope. Love](#)" that takes place across the city.

Some schools have children who are mostly of the same cultural or ethnic background but there is a national policy of non-discrimination for admissions that also promotes ethnic and intercultural mixing at schools and is implemented locally.

Suggestions

Educational establishments are strong partners in Melitopol's intercultural work at all levels. Melitopol has some excellent initiatives in the field of education including an extensive programme for the inclusion of parents from a migrant or minority background. There are also a wealth of days and events to celebrate other cultures and traditions in schools.

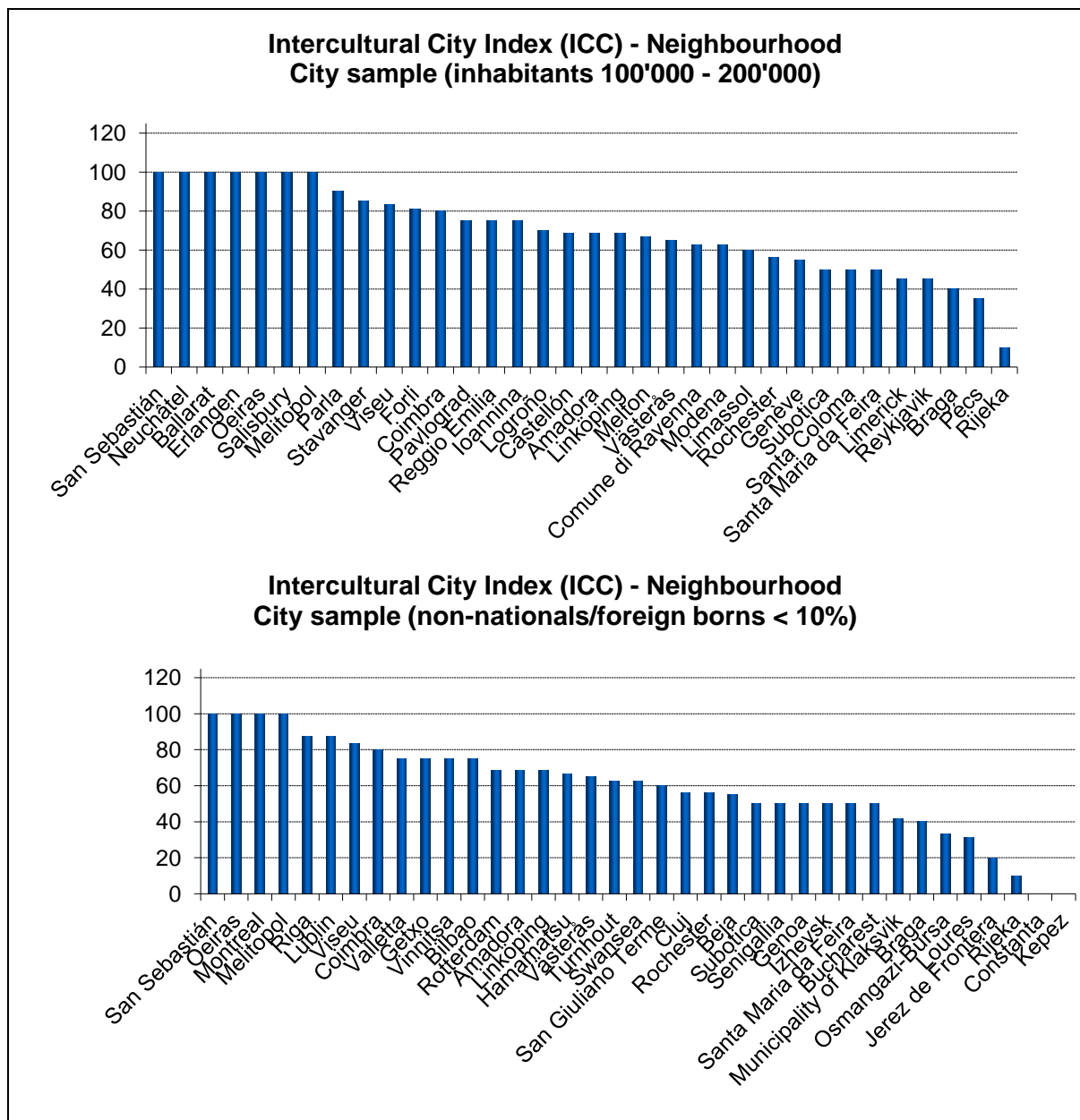
Schools could consider encouraging more interaction between families by considering Donostia/San Sebastian's interesting example 'Ongi etorri eskolara.' This consists of appointing (volunteer) mentor families to help newcomer families to be part of the local community. Usually, families have children in the same class so that the two-year programme of support can include both academic and extra-curricular activities. The interaction and exchange of cultures is crucial for the programme, but the main focus is the shared situation (parents with children at the same school and in the same classes). The programme has had positive impacts so far on teachers, classes, students and parents, while raising awareness about the diversity advantage for the overall population. The programme identifies families in the class meetings at the beginning of the course to mentor and to be accompanied, and several activities are planned during the year. Most of the families organise additional social activities (via WhatsApp groups). Specific evaluation processes have been developed over time.

Montreal in Canada also has an interesting project that empowers young people themselves to be young ambassadors. The project is called 'a light on our talents' and accompanies 10-12 young ambassadors for diversity who run their own sensitisation campaign for employers. The young people receive training from experts in employability, business and diversity before visiting employers to tell them positive stories of young people, recent immigrants and ethnic minorities. This is accompanied by another educational aspect where young people wishing to develop creative skills are trained to make short videos to share on social media as well as with employers. There are also 'young ambassadors against prejudice' who mobilise young people from primary and secondary schools and promote the importance of fighting discrimination and valuing diversity in their neighbourhood or region.

NEIGHBOURHOODS

Within a city, districts, neighbourhoods, or other territorial sub-units, can be more or less culturally/ethnically diverse. People are indeed free to move and settle in the neighbourhood of their choice. To be intercultural, a city does not require a 'perfect' statistical mix of people in all neighbourhoods. It will however make sure that ethnic concentration in a neighbourhood does not convert into socio-cultural segregation, and does not act as a barrier to the inward and outward flow of people, ideas and opportunities. In particular, the intercultural city ensures the same quality of public service delivery in all the neighbourhoods and plans public space, infrastructures, social, cultural and sport activities to encourage intercultural and socio-economic mixing and interaction.

MELITOPOL's score in the field of neighbourhoods is 100, considerably higher than the city sample result of 67 as well as their own previous scores of 67 in 2016 and 63 in 2009. Some examples of their work are included below to show how they have worked towards this excellent result.



Most neighbourhoods in Melitopol are diverse. There is a specific policy in Melitopol to increase diversity in different Melitopol micro districts and avoid ethnic concentration. This is cross-cutting. For example in housing, social

apartments have been [purchased](#) for children who are orphans and representatives of different cultures at the expense of the local budget. There are plans to purchase another 13 apartments and transfer them into ownership.

Melitopol encourages events, where dwellers of one micro district meet and communicate with people from other micro districts and with residents with different migration origin and minorities. There have been specific projects with forcibly displaced persons from the conflict in the east of Ukraine. In 2018, there was a social and cultural project “Urban days for everyone” for citizens living in more remote micro districts.

Melitopol Pedagogical University holds an intercultural children and youth festival “[the wreath of friendship](#)” so that residents can get to know the traditional cultures of different nations, strengthen contacts and cultural ties, exchange knowledge and experience. Representatives from different districts of the Melitopol region take part in the festival.

Since 2018 there has been a ‘[living library](#)’ project held at the central library where representatives of different districts can meet in the non-formal atmosphere of the library. It helps to get rid of stereotypes and increase the level of understanding and solidarity among residents. Melitopol also provides opportunities for citizens from migrant and minority communities to meet and communicate with other people, who live in the same area. This includes an annual event for non-professional artists in Melitopol, ‘[Our talented districts](#)’.

Since 2017 representatives from ethnic minority groups and forcibly displaced persons have taken part in [participative budgeting](#) as a tool for direct democracy in their micro district of residence. This helps to make sure they can take part in decision-making on the distribution of the local budget and also enables the town’s residents to direct the spending of part of the city budget.

In 2017-2018 there was another initiative called “[community mapping as a policy implementation tool: The city which learns](#)”. Proposals were gathered from residents in different micro districts from focus groups, the World Café and other means as part of its aims to be a city of life-long learning. The results were passed to the local authorities as recommendations for the future development of the city.

Suggestions

Melitopol has a diverse population with no particular areas where there are concentrations of specific minority or majority groups. Nevertheless, it still need to undertake measures to encourage mixing between different groups and districts and to ensure that everyone can have their say on how their neighbourhood and city is developing through participatory budgeting and other joint initiatives. The city should continue to conduct participatory processes including mappings to ensure that future policies reflect the changes in the city.

It could also be useful to try and monitor who attends city and neighbourhood events to see if there are any groups who are particularly excluded or underrepresented and to address that if necessary.

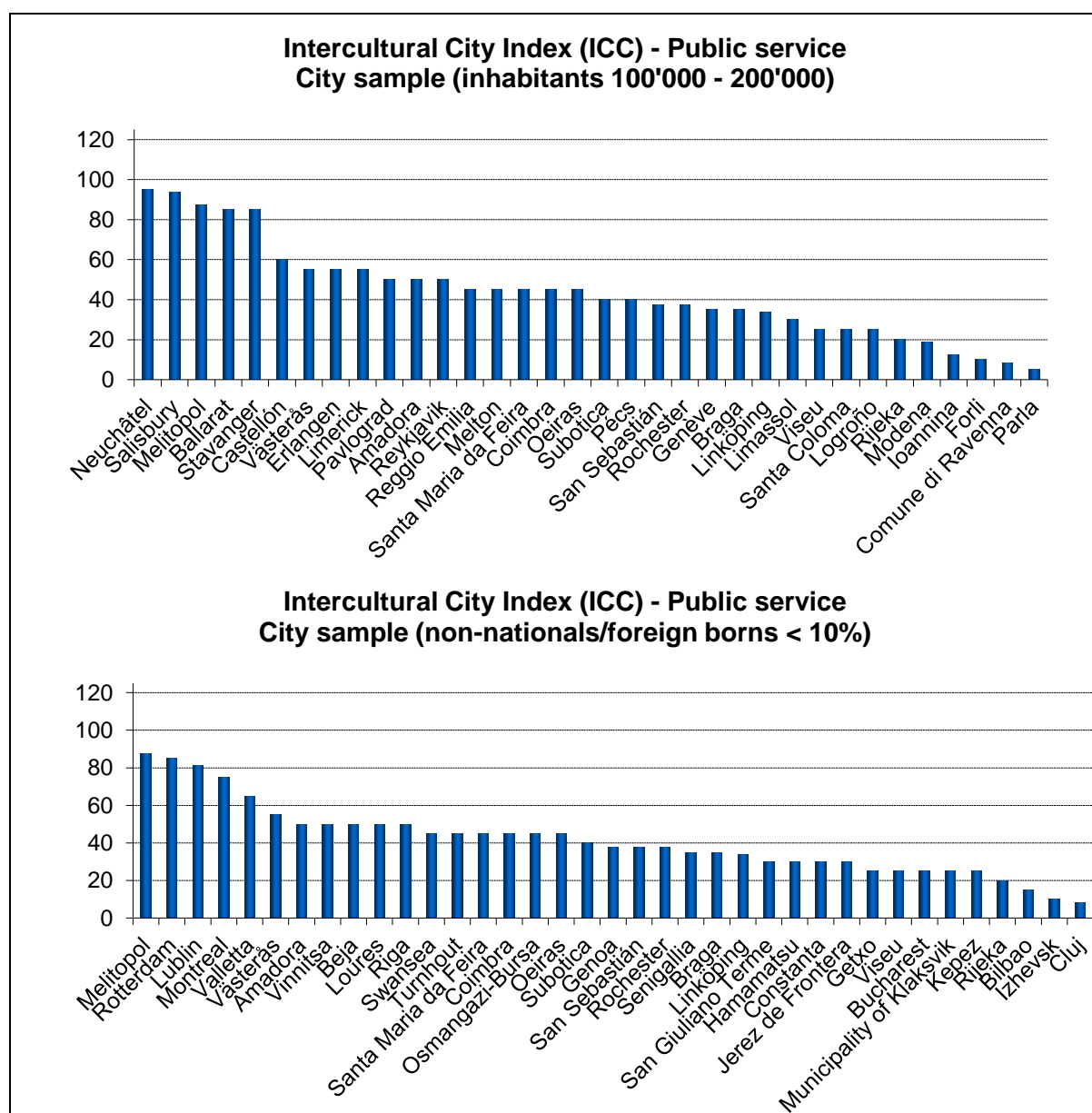
In Sabadell for example projects like the “Espacio Mujeres” (Women's Space) programme provide personal tools to women in different parts of the city whilst also creating links within the community. The programme offers relational learning spaces located in four points in the city (Sabadell north, Sabadell south, Can Puiggener and Torre-romeu) and different activities focused on topics related to the physical and mental health of the participants (knowledge of the environment, female health, personal growth, women's rights, sexist violence, etc.).

PUBLIC SERVICES

As their very name implies, public services work for the benefit of the public as a whole. If the population is diverse, public services will be more efficient in delivering adequate benefits and information if city officers, at all levels of

seniority, are as diverse as the population in general. This requires much more than simply ensuring equal opportunities to access public service employment. When taking action to encourage a diverse municipal workforce, an intercultural city acknowledges that a 'one size fits all' approach to public services and actions does not guarantee equal access to public benefits. The city also recognises that residents with migrant/minority backgrounds should never be treated as passive consumers of public benefits but can contribute actively by suggesting new ideas and innovative solutions to public problems.

MELITOPOL's score in the field of public services is 88, considerably higher than the city sample result of 45 an improvement on Melitopol's own previous scores of 5 in 2016 and 75 in 2009. Some of their good practices are included below.



Staff in public bodies generally reflect the ethnic make-up of the city, however, only nationals can be employed in the city administration.

Melitopol holds events to encourage a diverse work force and mix of intercultural and professional qualities at enterprises in the private sector. The city cooperates with business owners to explain the value of diversity and to promote cooperation between entrepreneurs of different ethnic origins. Examples include the 'Career Day' master class social project and the [Business Ladies' club](#).

Participants in the [business incubator](#) are representatives from all different social and ethnic cultural groups. They receive theoretical and practical help in business, marketing, tax and accounting, including consultations with leading specialists. They also have an opportunity to visit successful private enterprises.

The city takes into account migrant and minority backgrounds when providing services for funerals, school meals, women-only sports times and facilities. For funeral services there are separate burial places for Tartars and Turks at the Semenivskye and New Melitopol cemeteries to ensure that religious needs are met. When educational establishments organize children's meals and during school holidays, religious needs are taken into account. Both gender and religious and national beliefs are taken into consideration when organizing sports clubs and events. There are events for boys and girls as well as for men and women as well as a variety of different sport sections and clubs in schools (yoga, basketball, gymnastics etc.) Since 2016 the Jewish community has run a children's intercultural day "[Mosaics](#)". Children from different national and cultural communities, ranging from 6 to 11 years old, take part. The children's nationality and religious beliefs are taken into consideration when deciding the menu including not mixing meat and dairy products, and not using pork and rabbit.

Suggestions

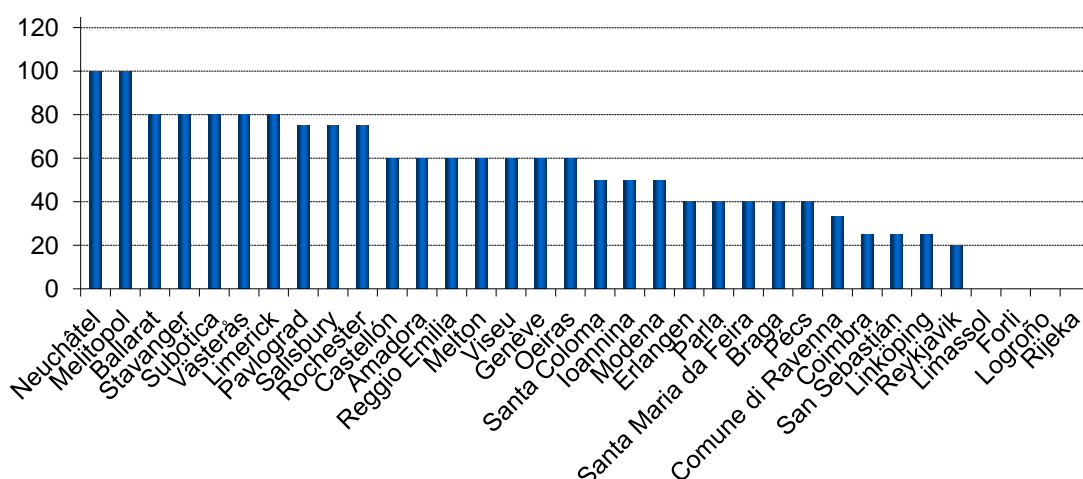
It is good that Melitopol is already providing specific services for sports, school meals and funeral services taking into account migrant and minority backgrounds. We also note that in 2020 Melitopol is reviewing its processes and regulations to ensure they do not create barriers for specific groups to access. This is excellent. We also highly recommend reviewing specific services through a cultural lens, considering whether these are appropriate for all regardless of their ethnic/cultural background. The health sector, for example, is especially dependent on cultural competence and cultural sensitivity when wanting to assure health and well-being amongst all members of a society. Cultural differences, such as health related norms and beliefs, the extent of interdependence/independence or simply linguistic differences can cause miscommunication and inappropriate treatment if the patient is not approached with a certain level of cultural competence and sensitivity.

BUSINESS AND THE LABOUR MARKET

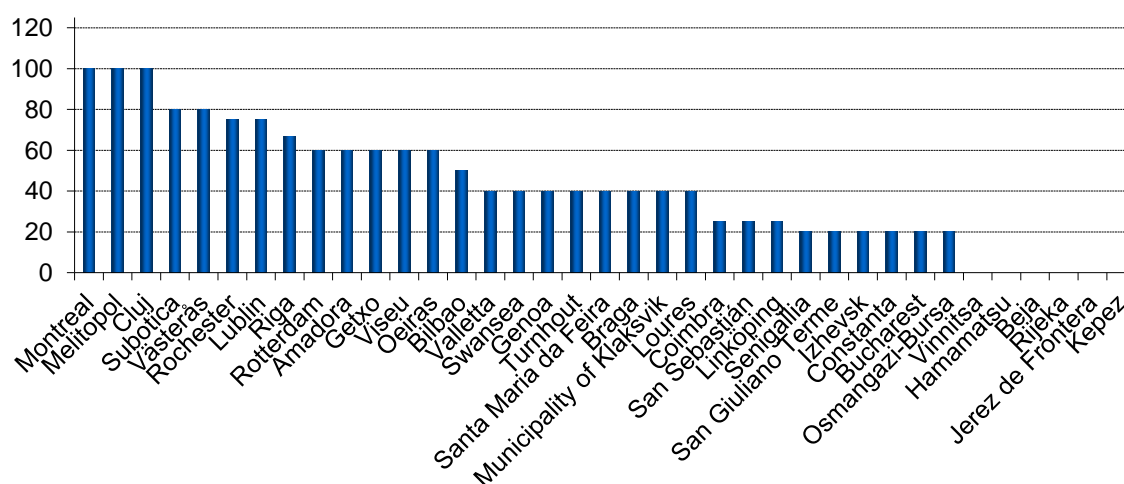
Access to the public sector labour markets is often restricted by national or regional legislation. When this is the case, the private sector may provide an easier route for people with migrant or diverse backgrounds to engage in economic activity. As a result, private companies and activities tend to offer much more diverse working environments than the public sector. Research has also proved that it is cultural diversity in private companies, and not homogeneity, which fosters creativity and innovation. By constantly highlighting the diversity advantage in business, and partnering with their chambers of commerce and entrepreneurs, cities can influence how diversity is perceived in the private sector in such diverse sectors as shops, clubs, restaurants, industry, technical services and science.

MELITOPOL's score in the field of business and the labour market is 100, considerably higher than the city sample result of 49 and their own previous scores of 25 in 2016 and 60 in 2019. More information is included below on the measures they have taken to improve this intercultural aspect of the city.

**Intercultural City Index (ICC) - Business and labour market
City sample (inhabitants 100'000 - 200'000)**



**Intercultural City Index (ICC) - Business and labour market
City sample (non-nationals/foreign borns < 10%)**



Melitopol has a City Coordination Council for Business Development that promotes diversity and non-discrimination in the labour market and works with national minorities and forcibly displaced persons. There is also an NGO, the Melitopol City Employers' Organization '[Potential](#)', which represents and protects legitimate economic, social and labour interests, including representatives of national minorities and forcibly displaced persons.

Melitopol takes measures to support ethnic minorities in developing a business. In September 2017, the city held an intercultural fusion event '[the fashionable kitchen](#)', with entrepreneurs from 30 national and cultural communities.

The 'Strategy for City development up to 2030' includes an aim to be 'a city of well-developed business with favorable conditions for investment.' There has also been a mapping to gain an understanding of the existing gaps and problems in the development of entrepreneurship with representatives of different cultures, different social groups of the city and newcomers in Melitopol so as to better encourage investments.

Melitopol runs events that encourage joint entrepreneurial activities and the development of new goods and services. There is a local level [investment portal](#) and [business incubator](#). Melitopol [Industrial Park](#) also opened

and provides opportunities for entrepreneurs – representatives of different cultural and social groups to develop and implement their business ideas, goods and services.

Finally, the municipal council's procurement policy supports the strategy of intercultural inclusivity and fair competition. All participants take part in procedures for the purchasing of goods and services on an equal footing.

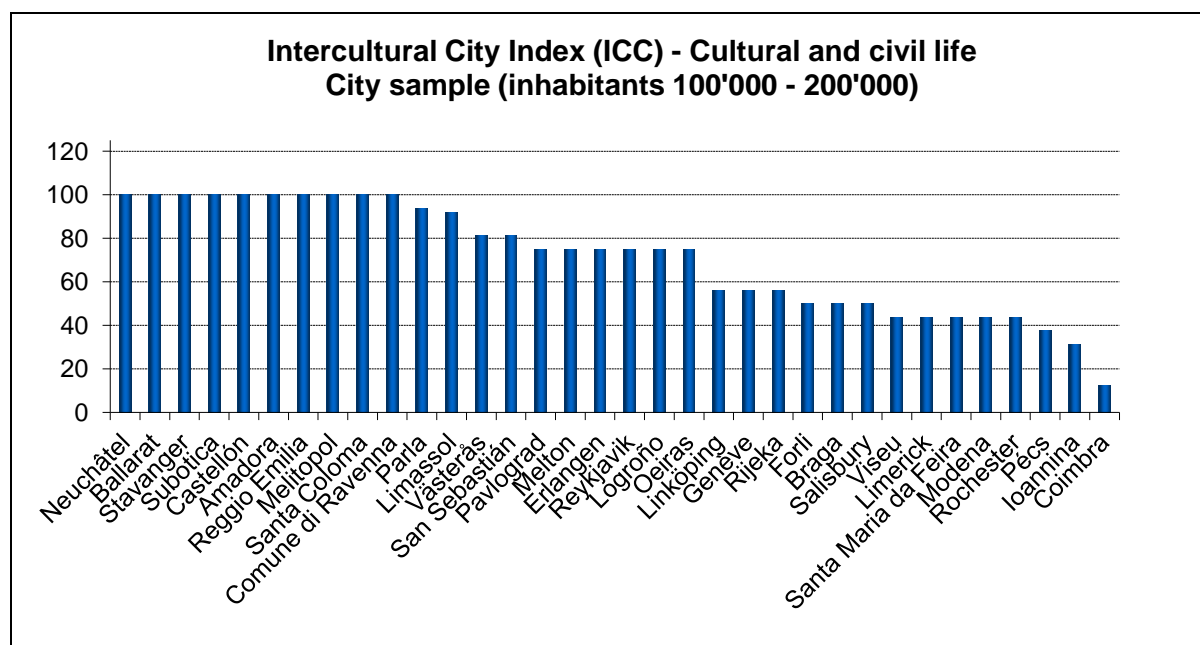
Suggestions

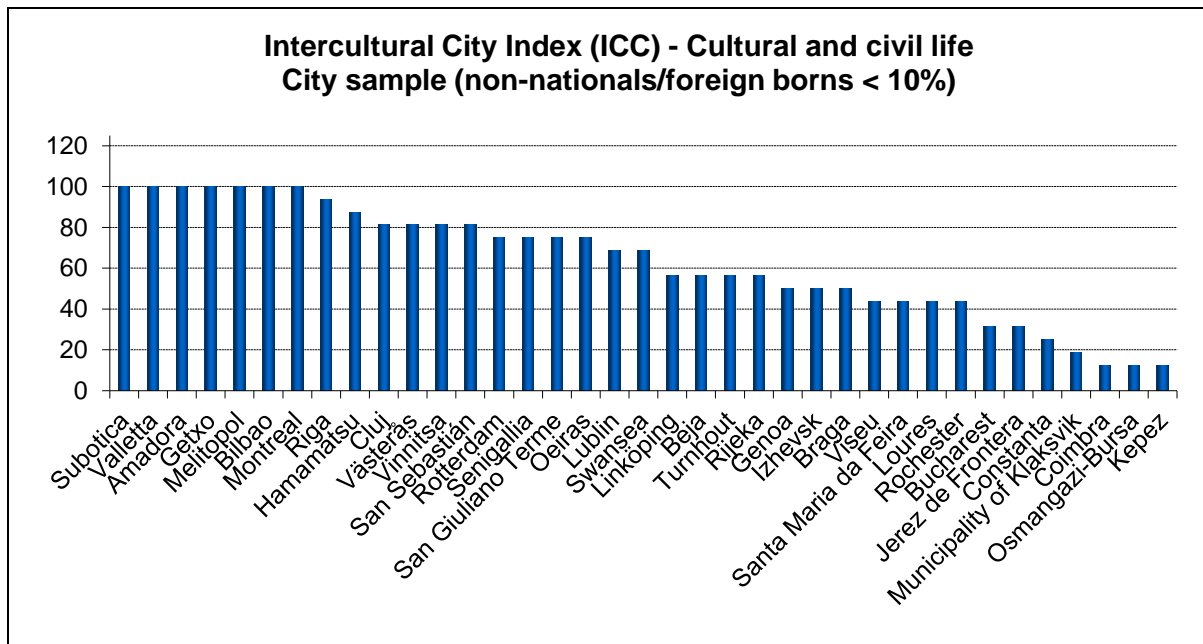
Melitopol has real strengths in this intercultural area and has many good practices to share with other cities. It could consider deepening some of its work with business incubators or with partnerships in the industrial park to address specific groups, also taking into account its strengths in such close cooperation with educational establishments. For example, one of the activities of the business incubator DNA Cascais is the promotion of young and educational entrepreneurship through competitions. Students are challenged to create and develop a business plan based on the "Business Model Canvas" template. This strategic template is a visual chart that leads students to think about the various aspects related to this area, such as strengths and weaknesses, financing, target audience and the relationship regarding business, communication channels, partners and the necessary resources for the development of the business. Throughout this process, students will be supported by specialized professionals. At the end of the programme, the selected teams present their idea in 5 minutes. The winning team is awarded a "Mission to an Innovation and Entrepreneurship Centre". This competition aims to awaken the entrepreneurial spirit among young people in the context of their professional career.

CULTURAL AND SOCIAL LIFE

Whereas people living in a city may have different migrant/minority or other backgrounds, they very often share the same interests and satisfaction when engaging in leisure activities, especially in the fields of arts, culture and sports. Such activities are sometimes structured along ethnic lines. That is quite understandable when they aim to preserve folklore traditions or the language and history of countries of origin. What is problematic is when cross-cultural leisure activities are organised along ethnic lines, for example when a football team only accepts players from one ethnic group. The intercultural city can encourage cultural openness through its own activities and by introducing intercultural criteria when allocating resources to artistic, cultural and sports organisations.

MELITOPOL's score in the field of cultural and social life remained 100 as it has been since it first completed the analysis in 2009. This is considerably higher than the city sample result of 73 and a credit to the city's hard work and support it provides in this area.





The municipal council uses interculturalism as a criterion when allocating funds for associations and initiatives. Since 2017 the municipal council has provided financial support to [projects](#) supporting social unity in the community after the increase in forcibly displaced people moving to Melitopol. The municipal council allocates [grants](#) and financial support annually to implement social and cultural projects for public organizations, including national and cultural communities. The city organizes events and activities in the field of arts, culture and sport, aiming to encourage people from different ethnic and cultural backgrounds to mutually interact.

Since 2015 Melitopol Bohdan Khmelnytskyi pedagogical university has collaborated with the Ukrainian centre of cultural research to study and popularize the [cultural legacy](#) of Ukraine. There is an annual All-Ukrainian Youth festival of ethnic cultures '[Belief. Hope. Love](#)', to encourage intercultural dialogue and collaboration, as well as spiritual and intellectual development. There is also an annual sport quest '[unity in diversity](#)', dedicated to the Day of Cultural Diversity. Teams are composed of participants from different ethnic groups that compete across the intercultural city.

Melitopol encourages cultural organizations to consider intercultural relations in their productions. Melitopol city council allocates [financial support](#) for public organizations to implement social and cultural projects. For example, the council has supported the "Community Plus" organization and their intercultural fusion '[Fashionable kitchen](#)' project (2017); the Melitopol local Jewish community Intercultural camp '[Mosaics](#)' project (2018); as well as the Education XXI project 'Getting to know. I can. I'll do,' (2019).

'The [alliance of new Melitopol citizens](#)' is a migrant-led organization, founded by migrants from the eastern part of Ukraine. They are active participants in the city's activities.

Melitopol regularly organizes public debates and campaigns concerning cultural diversity. One example was the All Ukrainian scientific and practical [conference](#) on 'the formation of intercultural communication skills: achievements, receptions, perspectives', held in 2019.

On International Tolerance Day Intercultural Pavlograd visited Melitopol for the Connect-studio '[dialogue without obstacles](#)'. A TV show was organised by students called '[East+West=Ukraine](#).' School 23 organised a quest '[Intercultural pizza](#)' where students visited five cultural places in Melitopol: the German Community, the Cheese Kingdom shop (the Czech community), the Foros restaurant (the Crimean Tatar community), the Lviv Croissant café (the Ukrainian community), and Celentano Restaurant (the Bulgarian community). In each place they learnt

about the country and popular sights and foods, receiving a piece of a 'pizza' before meeting back at the museum when they had collected all the pieces.

Other events have included: 'Melitopol is multinational: Bolgarska, Hretska, European, Nogayska, Ukrainian streets' as part of the "Our history is with us" project (2018); Presentation of the popular "Intercultural alphabet"(2018); the Connect-studio "mystery of Mexico" from the centre of Mexican culture "Estreya"(2019); a presentation of ethnologist Natalia Krasko's "The history of Tavria Bulgarians through photography".

Suggestions

The city already runs an excellent variety of different events and festivals. Melitopol could explore the possibility of developing more long-term actions around particular topics, which could include campaigns, debates, seminars, actions at school level, etc. throughout an academic year or several months.

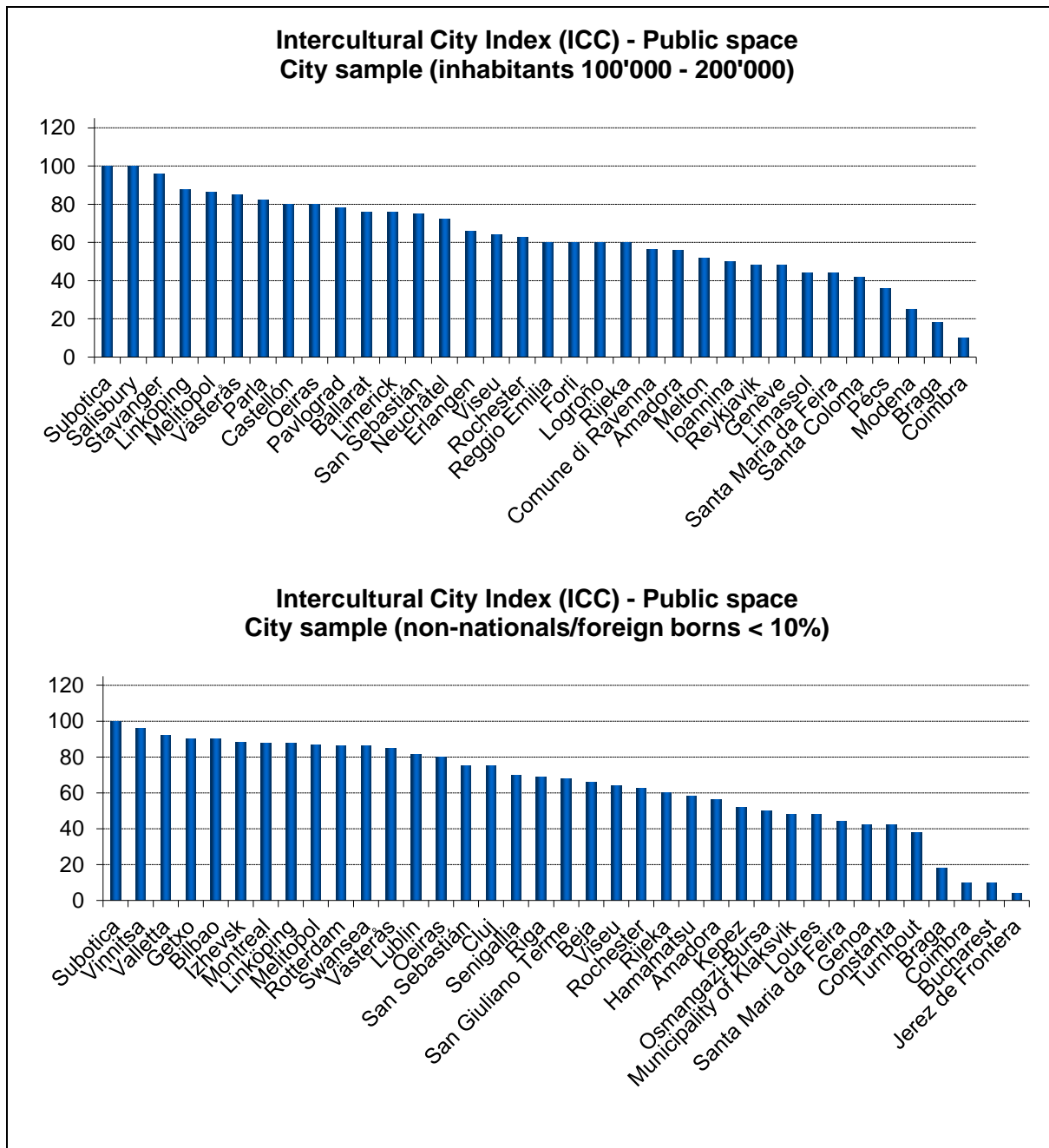
Melitopol engages in excellent anti-rumour activities including the authorities dispelling rumours officially on their website where needed. It also has excellent relations and joint projects with libraries and several youth orientated programmes. With this in mind, it could consider the experience in Botkyrka, where anti-rumour cafés have been set up in libraries as a public platform to discuss and explore rumours and prejudices. Libraries were chosen as they are well attended by young people aged 18-25 years old. 4 anti-rumour cafés were set up and each one focused on a particular rumour. The initial theme was "Criminality", followed by "incompatibility of the Swedish and immigrant cultures", "Unequal distribution of public resources" and "Swedish culture is under threat". The rumour-theme, "Swedish culture is under threat", was among the most visited café. Special efforts were made to ensure that majority Swedes attended and that there was a diverse group of participants. The main goal of each café was to encourage people to talk about rumours that they usually feel uncomfortable discussing, and the survey of the participants indicate that this goal was accomplished. The participants reflected on how "true" the rumours all over Botkyrka were and gave examples from their own lives. One general outcome was a widespread belief that rumours lead to depression and that there is a great need for dialogue.

Another good practice comes from Salisbury, Australia, where the City's Cultural considerations and initiatives are included into many events with the intent to make them appealing to a diverse cohort. Art exhibitions held at the Council building frequently feature local culturally and linguistically diverse artists, the Council activities and events frequently have high-profile cultural facilitators and guest speakers. Furthermore, larger events, such as Citizenship Ceremonies, "Salisbury Fringe Festival" and "Australia Day" celebrations are supported via actions in the Implementation Plan and are facilitated by the City Council.

PUBLIC SPACE

Public spaces (streets, squares, parks, etc.) and facilities (public buildings, day centres, schools, health centres, etc.) are places which most citizens are obliged to use. They offer the possibility of meeting people of different nationalities, origins, languages, religions/beliefs, sexual orientations and age groups. For encounters between diverse people to actually occur, such spaces and facilities should be designed and animated in a way that all residents feel comfortable when using them. Conversely badly-managed spaces can become places of suspicion and fear of the "other". When this is the case, the intercultural city actively engages with all the people concerned, firstly to understand the local context from their perspective, and secondly to identify solutions largely support by them.

MELITOPOL's score in the field of public space is 87, higher than the city sample result of 67 and an increase on their previous score of 86 in 2016 showing that Melitopol continues to take the intercultural aspects of its public spaces very seriously.



There are no spaces in the city that are dominated by one majority or minority group. Melitopol holds regular events to encourage intercultural interaction in public spaces. A cultural and arts space has been opened in Melitopol museum, [‘the museum yard’](#) for different ethnic communities and guests of the city to communicate (2018).

In 2018 the Third All-Ukrainian Intercultural Forum [‘Academy of Intercultural Dialogue’](#) took place. Participants could visit different intercultural events, including: a round table on Nationality and Nationalism; Connect studio’s event ‘Language in the context of culture and intercultural communication’; a training on intercultural dialogue through the language of dance; the living library; and ‘Together on one land: secrets of success of intercultural Melitopol’.

Every year the city holds a multi-ethnic event on the Friendship of Nations Square called [Christmas in a European city](#).

Annually there are intercultural events dedicated to famous days and dates, held in the central [park](#) of the city. The city's libraries organize master classes and photo exhibitions for citizens and guests to celebrate ethnic culture Days. An interactive cinema space '[Polish language and cinema](#)' has been created at the Lermontov central local library.

Melitopol considers the diversity of the population when designing, reconstructing and governing new public buildings or spaces. This is included in the '[Plan of intercultural integration of the city for 2015-2020](#)' where there is a specific section dedicated to intercultural planning and creative urban space development.

The Department of Culture has a register of all architectural monuments in the city. The reconstruction of these buildings takes place according to criteria in legislation, taking into account different national traditions and histories.

Administrative centres and services and medical establishments are equipped with children's toys that are mindful of the needs and interests of the different ethnic groups of the population who are being served. The central park has a special building "[Space for children, families and youth](#)" to support forcibly displaced families to socialise.

There is a [Committee on Accessibility](#), formed as part of the Strategy for the Development to make Melitopol 'a comfortable and accessible city' including for residents with disabilities and other low-mobility groups to ensure access to social and transport infrastructure.

When taking decisions on the reconstruction of different areas, the city uses different methods and places for consultations to provide for the meaningful engagement of people with migrant/minority backgrounds. For example, public input was gathered for the 'Plan of intercultural integration of Melitopol city 2015-2020' as well as for the Strategy for the city's development. There was also a project "Melitopol: a [road map for change](#) 2017-2040" that included a participatory approach to city planning (2017).

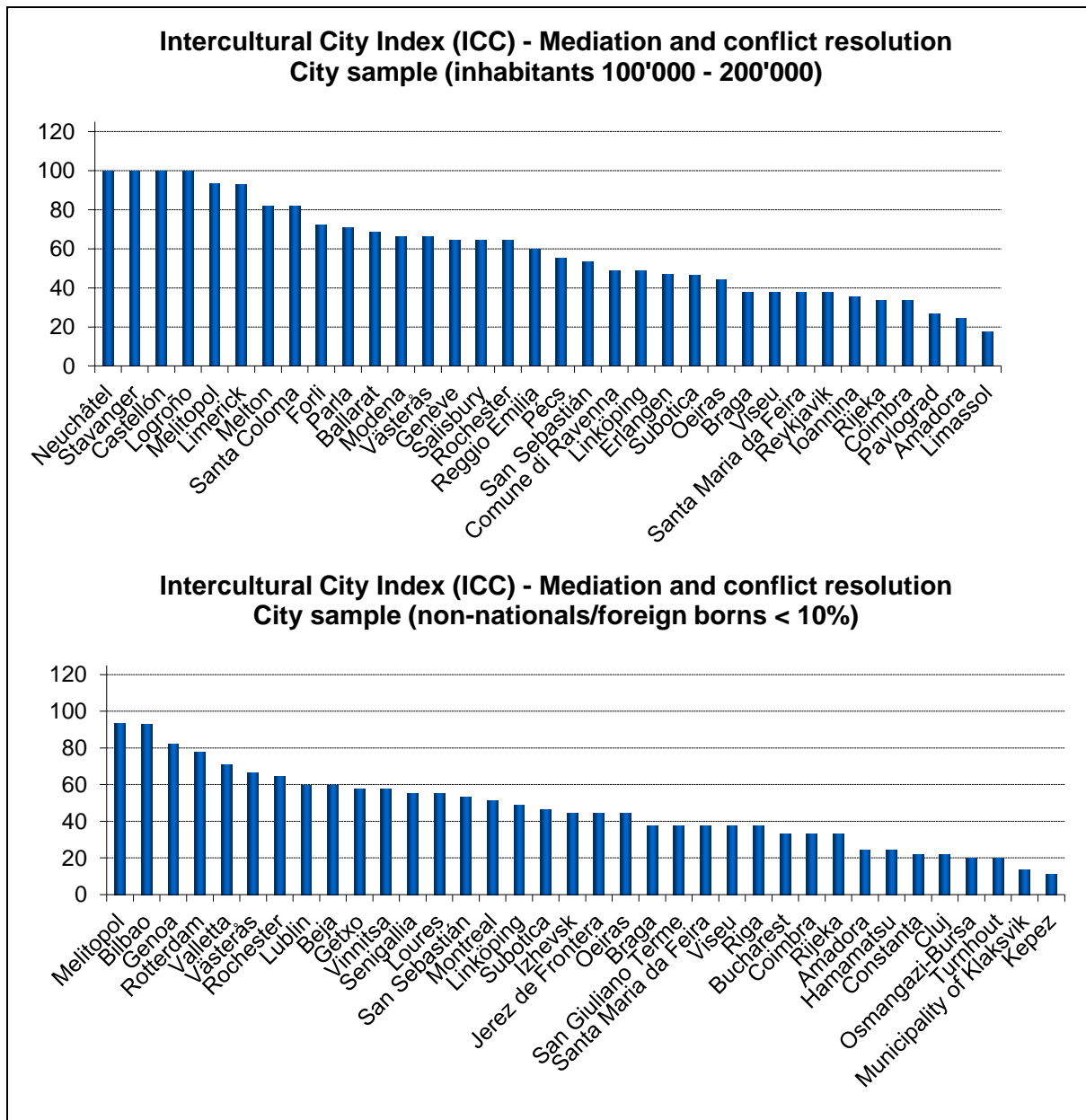
Suggestions

Melitopol has very good results in how it plans its public spaces and involves all sectors of the community in looking forward to the future. The ICC Ukrainian [network](#) is currently working on themes of communication, intercultural competence and heritage but there are also quite exciting initiatives in the sphere of public space amongst its members. Good practice examples have come from Odessa where the Urban Parks combine business with public space and from the Intercultural Hub in Vinnitsya aiming to revitalise (inter)cultural life in the city. Another good practice is the innovative ICC Gutirka in Lutsk, where politicians and others are invited to join in an open air public discussions with diverse members of the community. Hopefully members will also have an opportunity to reflect on how these initiatives develop in the future.

MEDIATION AND CONFLICT RESOLUTION

In diverse societies there is always the potential for misunderstanding and conflict over values, behaviour or resources. In cities, where people with different cultural backgrounds and socio-economic statuses live together in close proximity, such tensions are natural and indeed part of everyday life. Instead of denying, ignoring, or repressing conflict, the intercultural city seeks to anticipate, identify, address and resolve issues to the satisfaction of all protagonists without compromising the principles of human rights, democracy and the rule of law. The intercultural city views conflict as a normal feature of free, dynamic and communicative communities and sees the very process of conflict mediation and resolution as an opportunity for innovation and sustainable social cohesion.

MELITOPOL's score in the field of mediation and conflict resolution is 93, considerably higher than the city sample result of 59 and its own previous scores of 50 in 2016 and 71 in 2009. More information is included below on how Melitopol has taken steps to improve this area of the city's work so much.



The city's ['Plan of intercultural integration of Melitopol'](#) includes an objective to 'resolve conflicts of values and promote a positive atmosphere'.

Melitopol Bohdan Khmelnytsky pedagogical university provides professional services in mediation in intercultural communication and conflicts in the city.

There is a Coordination Council of representatives of national and cultural communities at the level of the executive committee of Melitopol city council. This Council is a permanent advisory authority, created to increase national minorities' roles and input.

The Council supports decision-making for the development of the ethnic, cultural, language and religious diversity of national groups, the widening of democratic principles and promoting intercultural harmony.

There are organizations in the city that specifically deal with inter-religious relations. At city level this includes the Department of Internal Policy, the Department of Culture and the Department of social protection of Melitopol city council. There is also an inter-confessional Council of Christian churches in Melitopol founded in 2011 to increase cooperation between faiths and the authorities, to promote charitable activities and a healthy way of life; to assist inter-confessional mutual understanding and harmony; conferences, seminars and round tables on spirituality.

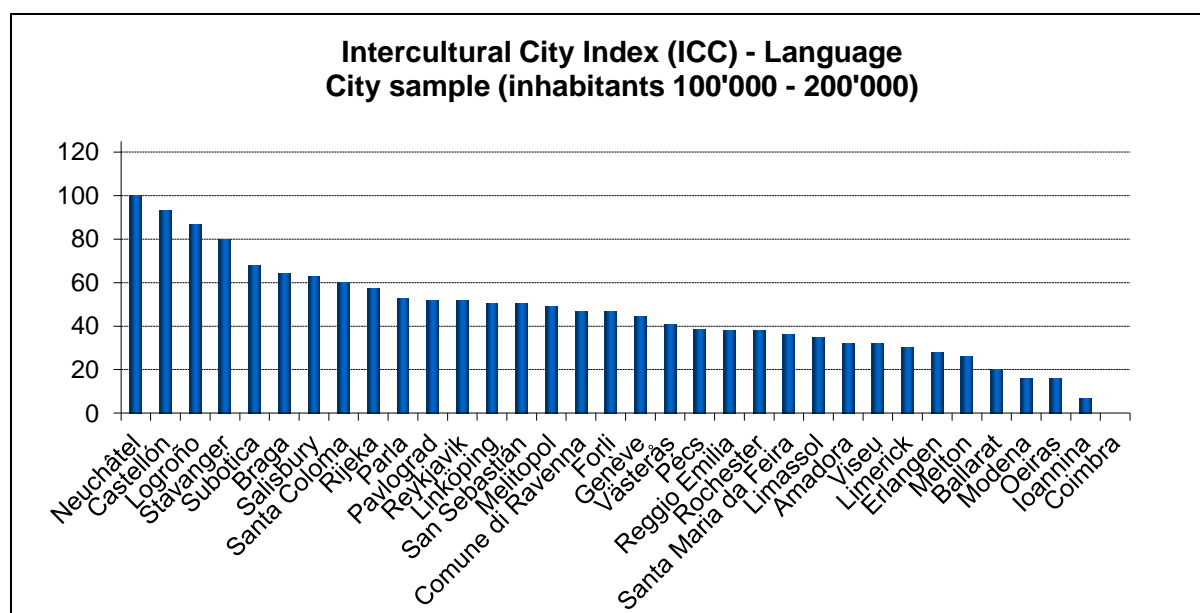
Suggestions

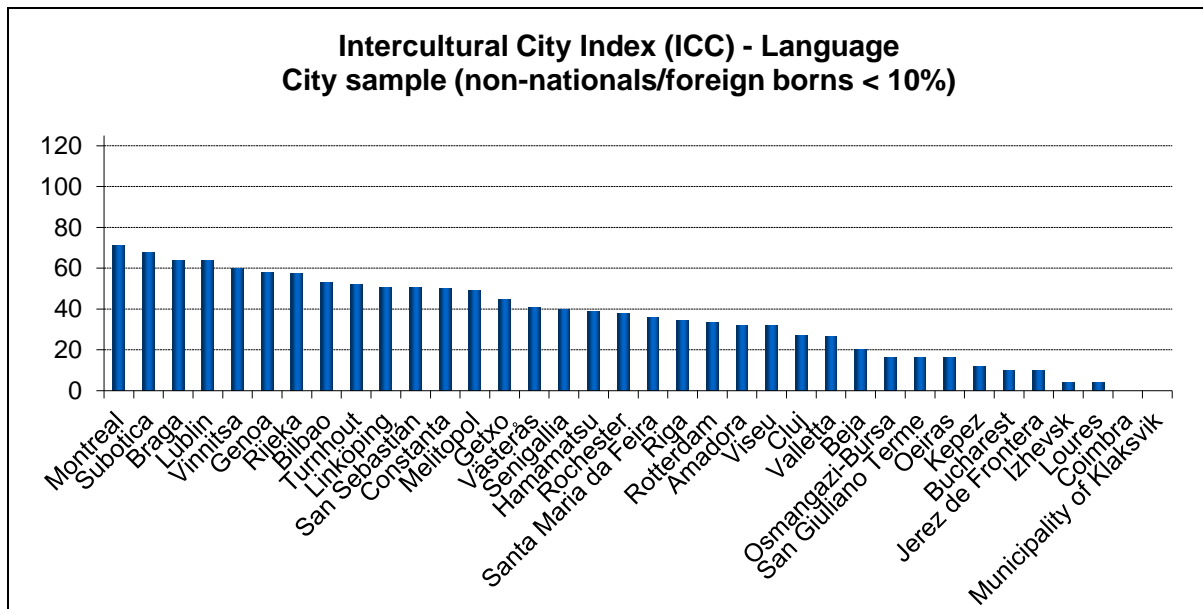
As Melitopol has already identified, religious and humanistic communities have resources that can contribute very positively to the achievement of a culture of peace and a more just society. Sabadell (Spain) has some good examples of how to increase understanding of different religions and to work together to promote tolerance. The [map of the diversity of beliefs in Sabadell](#) shows all the spiritual, religious or non-religious and humanistic traditions present in the city. There is information such as places of worship, when they meet, how to contact them, etc. The map is a tool to bring them closer together and to encourage them to set up common projects. For the last ten years there has also been an [Open day](#) for worship centres to promote knowledge of religious diversity and freedom of conscience when there are guided tours and open doors to various worship centres in Sabadell.

LANGUAGE

The provision of courses and other facilities for people with migrant backgrounds to learn the receiving country's language(s) is important to ensure social and economic integration. It does however need to be supplemented with activities which highlight the value of other languages, and enable people with migrant origins not only to preserve and transmit their languages to their children and other members of the community, but also to take pride in them as a heritage enriching the local community. An intercultural city promotes multilingualism as a resource for education, business, tourism, cultural life, etc. It underlines the value of all languages present in the city, for instance by giving opportunities to diverse language speakers to express themselves in their mother tongue in public and at cultural events and by promoting all events that offer opportunities for linguistic exchanges and mixing.

MELITOPOL's score in the field of language is 49, above the city sample result of 47. It is below their previous score of 67 in 2016 but still well above their original score of 15 in 2009. This shows Melitopol is still pushing to achieve good results in this area.





The city provides many different language services. The [Goethe Institute](#) at Melitopol pedagogical university provides [German language](#) classes. Bulgarian language and culture is taught at the Bulgarian Centre. Since 2019 the Pedagogical University has offered a certification programme for foreign citizens to study [Ukrainian](#). The [Adult Education Centre](#) is a social enterprise that also organizes language courses.

Education establishments across the city also take part in promoting languages. [School #22](#) includes the Crimean and Tatar faculty and the faculty of Russian language. School #8 has created the [CreoTime](#) Euroclub. Lyceum #9 has a school club called '[the Czech Republic is a European country](#)' where pupils study Czech. Schools also organise [summer language camps](#).

Since 2017 there has been an [English language club](#) based at the central Lermontov library. Gorky Library has a [German language club](#) and [the club of Korean language and culture](#). At the central library there is a [Polish language and cinema club](#). All clubs are free.

The city helps raise awareness of migrant / minority languages by providing logistical or financial support.

There are ten Sunday schools in Melitopol run by national-cultural organisations: Crimean Tatar, Bulgarian, Czech, Greek, Hebrew, German, Karaite, Polish, Armenian, Belarussian. Whilst there are no minority newspapers or radio programmes, there are television programmes and other support for minority languages.

Melitopol also supports projects that seek to give a positive image of migrant/minority languages. For example, the Department of Culture supported the publication of the Karaim language children's book, "[Let the native language flow](#)." An album was published on '[The History of Tavria Bulgarians through photographs](#) (20th Century) by ethnologist Natalia Krasko. "[The intercultural alphabet](#)" has also been published - a well-received cookery book that helps people get acquainted with the most popular dishes of different national cuisines.

Recommendations

The city has a wide range of language classes on offer, there are ten community run classes or groups and some excellent practice with the publication of a children's language book in a local minority language Karaim. The city could do even more to treasure the Karaim language as a language at risk.

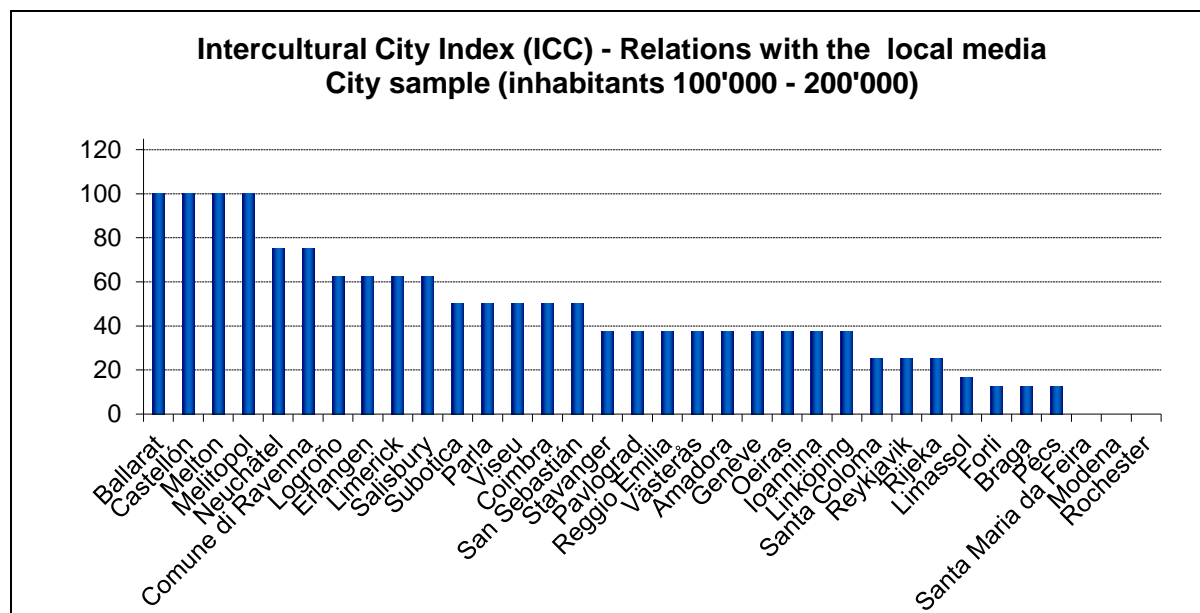
The city could consider offering support to local minority initiatives, such as written press or radio. Alternatively, the local radio could include some programmes led by migrant/minority neighbours who express themselves in their mother language.

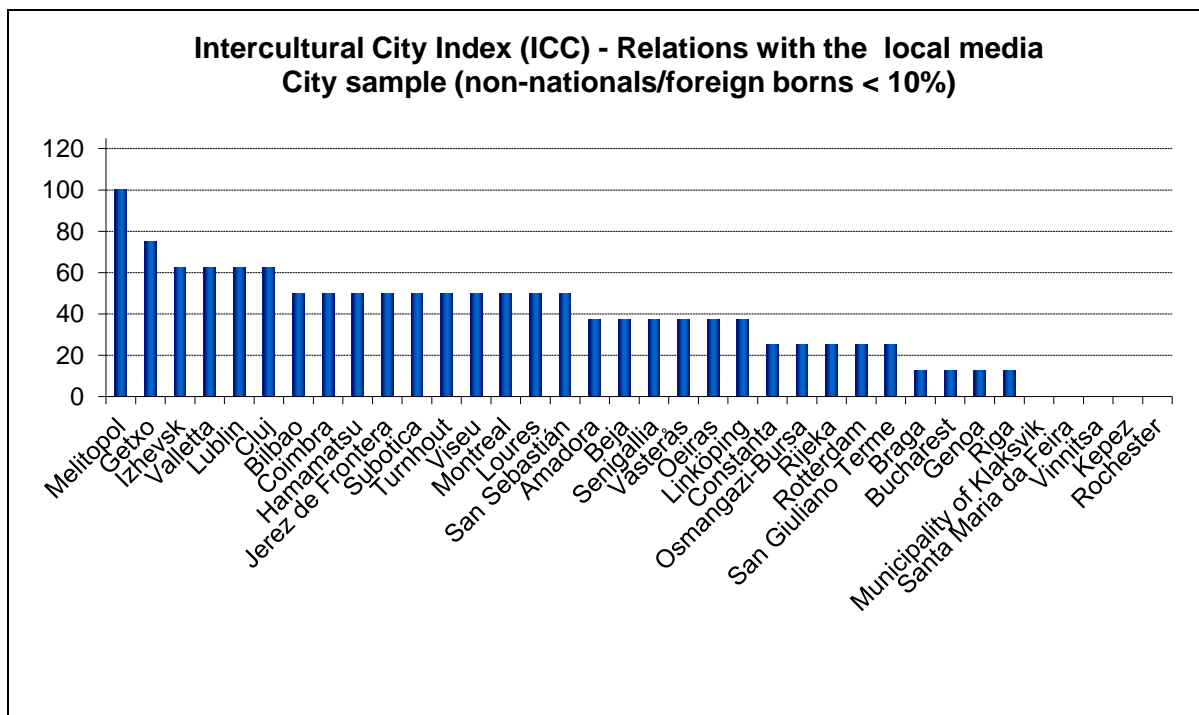
The city could also consider teaching migrant/ minority languages as a course for everyone. The European primary school in Vienna (Austria) has pioneered an intercultural pedagogy based on multilingualism. The school established language ateliers in Arabic, Turkish, Bosnian/Serb/Croatian, Kurdish, Polish, Albanian, Slovak and Hungarian and other languages that were present in their communities. Each child had 6 weeks induction each in 5 different languages per year. Over three years they experience 18 languages and cultures and even different learning methods as teachers draw on their own experience and cultural sensitivity.

MEDIA AND COMMUNICATION

Traditional and social media have a very powerful influence on attitudes towards cultural diversity and other diversities. Much of the information people access is generated by international newsgroups, national media, or by private persons in the case of social media. Nevertheless, there is still much the city authorities can do to achieve a climate of public opinion more conducive to positive intercultural relations. In its communication, an intercultural city constantly highlights the positive contribution of people with migrant/minority backgrounds to the social, cultural and economic development of the city. More importantly, the city partners with local media agencies so that they purvey a similar message and cover events occurring in the city in an objective and unbiased way.

MELITOPOL's score in the field of media and communication is 100, considerably higher than the city sample result of 47. It is also well above their previous scores of 75 in 2016 and 50 in 2009. More information on their good practices in the field of media and communications are below.





Melitopol has a communication strategy to improve the visibility and image of migrant and minority people in the local media. One of the priority tasks in the Melitopol City [Plan of Intercultural Integration](#) for 2015-2020 is the use of the media as an effective mechanism for intercultural dialogue; consolidation of the intercultural community of the city with newcomers, representatives of inter-religious denominations; and training and expansion of the space for public harmony and intercultural understanding.

Informational support for the intercultural unity of the city is provided by the press service, as well as by the departments of culture, social protection, education, youth and sports of Melitopol City Council, both on the official website of the Council and its official pages in Facebook. There is also a specialized Facebook page, '[Melitopol - Intercultural Source of Ukraine](#)' which informs city dwellers about intercultural services, community celebrations, programmes, events, etc.

The Council is supported in its endeavours by civil society and business as well as through popular media like, [RIA-Melitopol](#), [MLTRL City](#) - All about Melitopol and local news agency [MV](#). The municipal television channel [TRK-Melitopol](#) provides coverage, information and analytical support. Information can also be found on the page of the [Interfaith Council of Christian Churches](#).

The Department of internal policy of Melitopol municipal Council monitors how social media portray people with migrant/minority background. It also works to find out the reasons and scale of any rumours spread, analyzes possible reasons and rumour sources and contacts people, who may have suffered from these rumours. The Council receives support in this from 'the third side' (public thought leaders, well-known persons in the region or business spheres). Other departments such as social protection, culture and education provide information on their pages about events, and, if necessary, provide explanations of any biased or distorted interpretations in social networks.

Suggestions

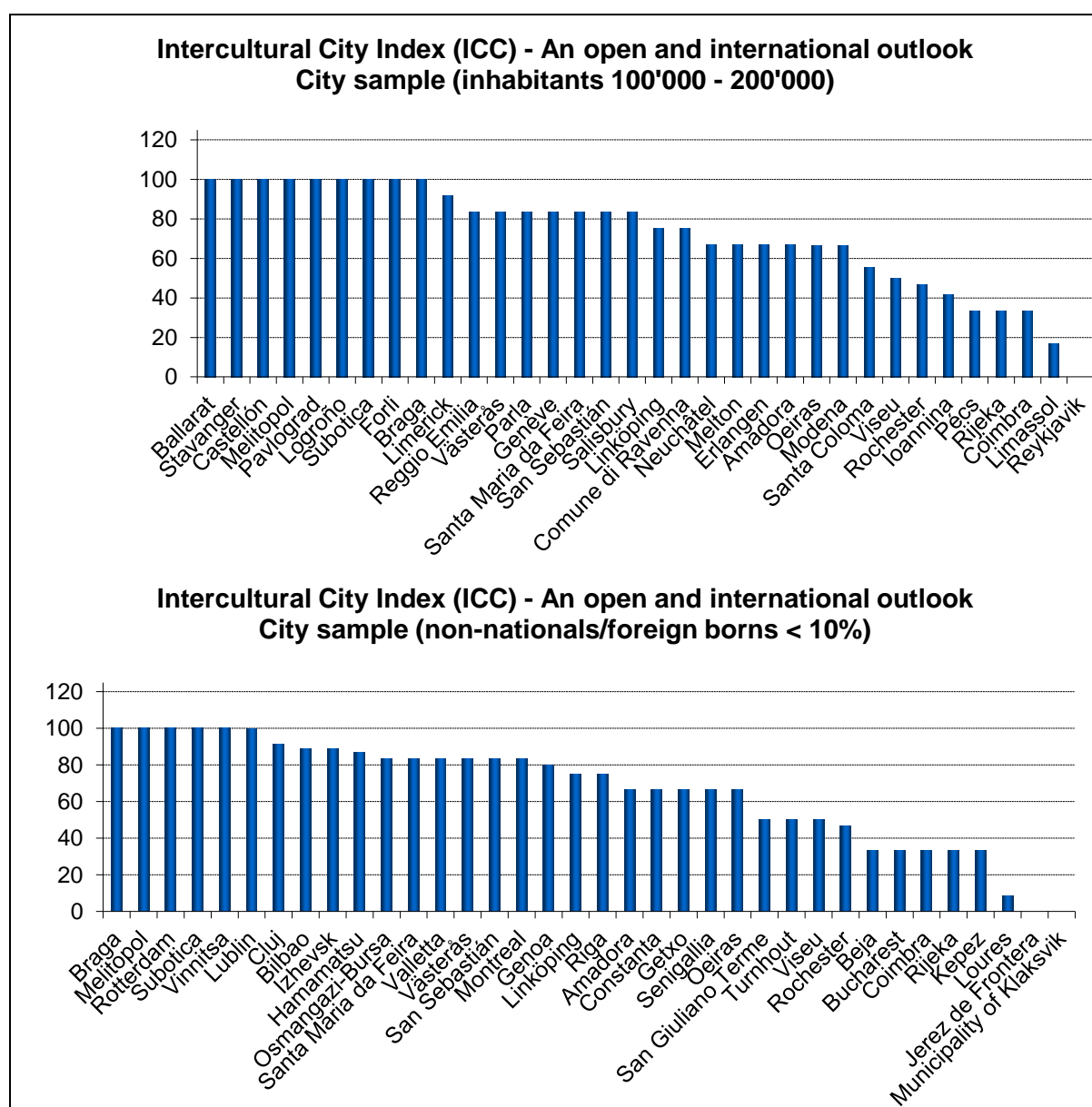
Melitopol has an excellent score and practice working with the local media. As the city undertakes monitoring, it could consider training for the media where it notices a need on a particular theme or approach. Melitopol might also wish to consider the good practice "Tomar Claro", an Intercultural Prize for Local Journalists organised in

Cascais (Portugal), whose objective is to promote news/articles on the themes of interculturality and identity, sense of belonging to the community, migratory pathways, social integration and education for intercultural citizenship.

INTERNATIONAL OUTLOOK

Although cities have little or no competence in foreign policy, they can actively seek to make connections in other countries to develop business relations, exchange knowledge and know-how, encourage tourism, or simply acknowledge the ties the city may have elsewhere. An intercultural city actively encourages interactions with the outside world and in particular with the cities, regions or countries of origin of its inhabitants.

MELITOPOL's score in the field of international outlook is 100, considerably higher than the city sample result of 69. Melitopol has excelled in keeping its score of 100 from 2016, which was a big step forward from Melitopol's original score of 33 back in 2009.



Melitopol has a clear policy to encourage [international collaboration](#) in economic, cultural and other spheres. Melitopol municipal council has signed agreements with several cities including the municipality Briv-La-Guayard (France), Pukhovytskyy region (Belarus), Kyedanyansk regional municipality (Lithuania), Borysov region (Belarus), the Municipality of Sliven (Bulgaria), Gori Municipality (Georgia). There is a specific financial provision for this.

Melitopol welcomes international students and other youth groups who come through exchange programmes.

Foreign nationals from Israel, the Republic of Lebanon and the Republic of Belarus study at the Bogdan Khmelnytsky Melitopol State Pedagogical University. More than 40 [agreements](#) are in force between the university and other countries such as Turkey, Moldova, Macedonia, Kazakhstan, Georgia, Northern Cyprus, Switzerland, China and Romania. Within the framework of these agreements there is a constant exchange of educational participants as well as 11 [academic mobility programmes](#) including with Poland, Turkey and China. There is ongoing contact with Gori State Pedagogical University as Gori (Georgia) is a sister city of Melitopol. Currently, students from Azerbaijan, Russia, Israel and Guinea are studying at the [Dmitry Motorny Tavrida Agricultural University](#).

Melitopol seeks to develop business relations with countries and cities of origin of its diaspora groups. As a result of the close collaboration of Bulgarian, Georgian and Belarus national cultural communities and enterprises in the city municipality, Melitopol has official [sister cities](#) and the local authorities provides support in business relations with the authorities of these cities.

Sport and creative groups also [collaborate](#) with like-minded people abroad.

Suggestions

International outlook is another area where Melitopol excels, although there is always room for improvement and to learn from others.

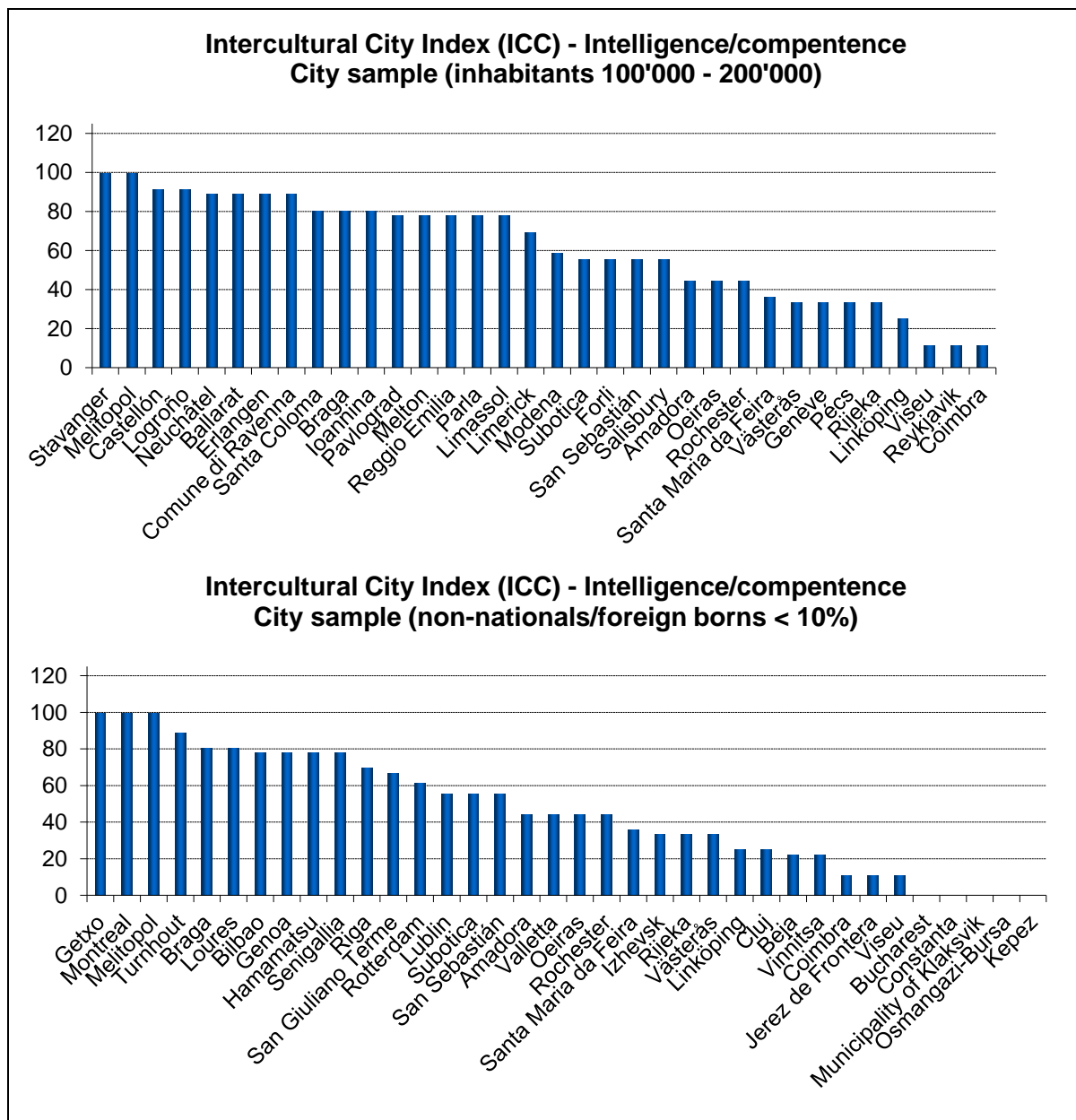
As Melitopol is such a young and 'mobile' city, it could look to Sabadell's '[Mobility advice](#)' service (Spain) offered by the Council. It provides information, guidance and advice on the options available to youngsters for a stay in another country. The mobility includes study abroad, working with a qualified or unqualified job, of short or long duration, stays with internship or research grants, voluntary work placements and participation in youth projects.

Ukraine also has a relatively large diaspora in other countries. An interesting initiative in this regard comes from the Portuguese city Santa Maria da Fera, where diversity and migration are perceived as a window to explore new opportunities and new markets. The municipality is planning the launch of an online platform which will serve as a link between local business owners of all backgrounds with the Portuguese diaspora and with the countries of origin of local immigrants.

INTERCULTURAL INTELLIGENCE AND COMPETENCE

Nobody can be an expert in all the languages and cultures that coexist in contemporary cities. Yet, in an intercultural city, officials have an intercultural "mind-set" which enables them to detect cultural differences and modulate their responses accordingly. Intercultural intelligence and competence require a specific know-how when dealing with unfamiliar situations and not an in-depth and often elusive knowledge of all cultures. Such sensitivity and self-confidence is not commonly-seen. It is a technical skill which can be acquired through training and practice. In an intercultural city, the authorities view such skills as equally important and essential to the good functioning of the city as the other professional and technical skills usually expected from public employees.

MELITOPOL's score in the field of intercultural intelligence and competence is 100, considerably higher than the city sample result of 62 as well as its own previous scores of 80 in 2016 and 78 in 2009.



In Melitopol statistical and qualitative information about diversity and intercultural relations is mainstreamed to inform the local municipal council's policy formulation process.

The Centre of sociological investigations of Melitopol State Pedagogical University conducts monitoring every two years. This has included research into the role of the sociocultural environment of Melitopol in forming the intercultural communication of city dwellers, as well as the formation of teachers' intercultural competence skills and interculturalism as a resource for forming the sociocultural capital of Melitopol.

The city carries out surveys directly and through other bodies, including questions about the public perception of migrants/minorities. Part of this work has been done as part of the [PROMIS](#) project "Partnership for Urban Development" that aims to strengthen the municipal sector in Ukraine in cooperation with the Federation of Canadian Municipalities (FCM) and has included surveys on feelings of security/safety with respect to people with a migrant/minority background.

Melitopol promotes the increase of intercultural competence of its officials and staff in administration and public services. Events are held regularly. There is an [Intercultural Cities network](#) in Ukraine with [events](#) to meet and discuss good practice and Melitopol is an active member. Several Council of Europe and intercultural experts have participated in fora run to increase the network's knowledge.

Suggestions

Melitopol has a very high score in intercultural intelligence and a strong relationship with other partners. It may be interested in the experience of Auckland - another city with a very strong score.

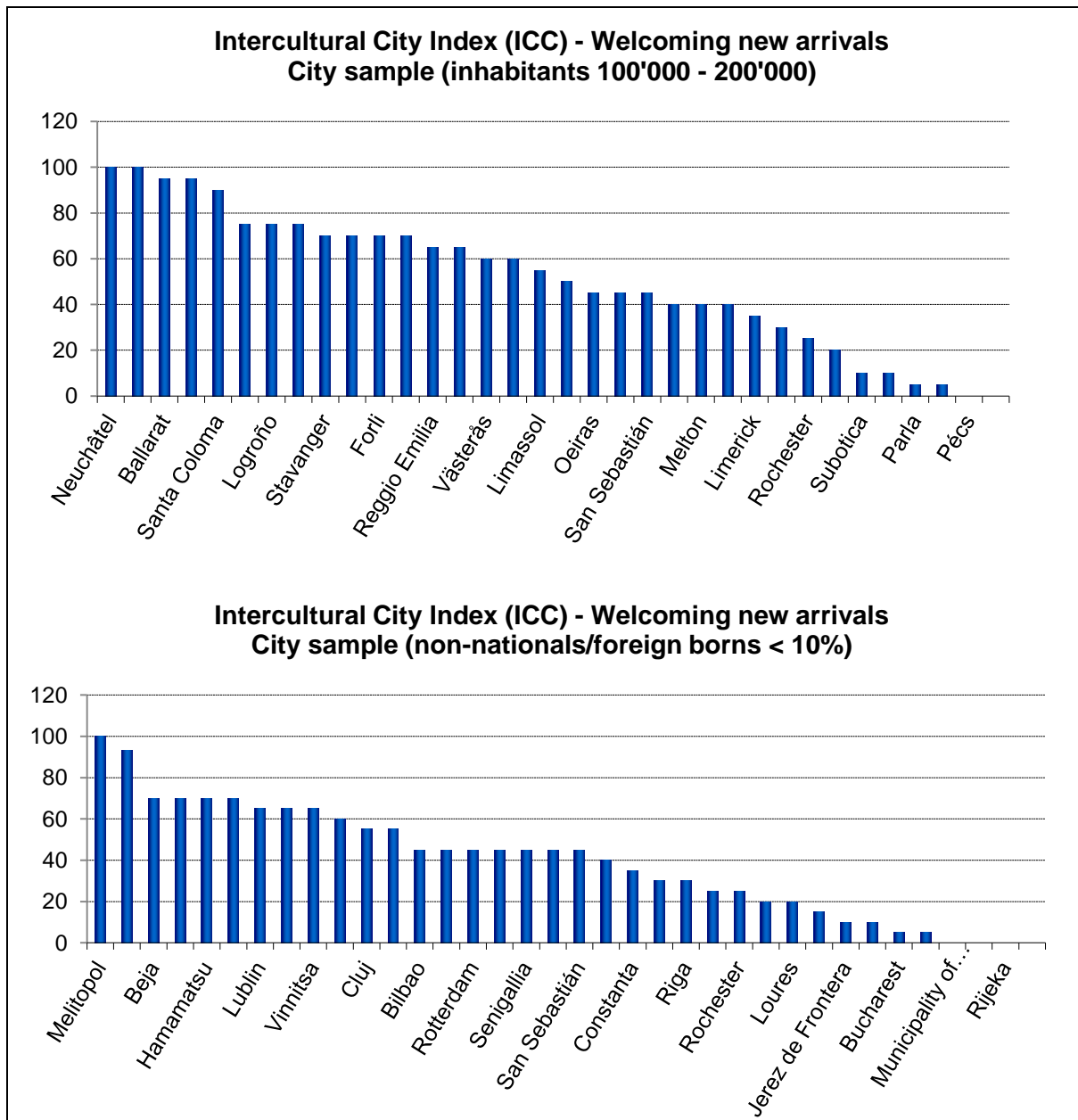
Auckland provides e-learning on unconscious bias for its staff. This has had high take up and is a foundation for further learning and development, including unconscious bias workshops for leaders and anti-racism workshops. In addition in Auckland all 170 elected members have a role description that includes a cultural awareness capability, requiring members to: Understand and empathise with different people and cultures within the Auckland community; Respect and embrace differences and diversity in a non-judgemental way; Support equal and fair treatment and opportunity for all; Understand the Māori Responsiveness Framework and the council's responsibilities under the Treaty of Waitangi; Make an effort to support and use Māori and other languages where possible and appropriate; Respectfully participate in cultural activities and ceremonies when required.

Given its work with the Federation of Canadian Municipalities it may also wish to see if there are further links to explore with Montreal which has recently joined the Intercultural Cities Network.

WELCOMING NEWCOMERS

People arriving in a city for an extended stay, whatever their circumstances (expats, migrant workers, spouses, refugees, unaccompanied minors, retired persons, etc.), are likely find themselves disorientated. The less familiar they are with the new environment, the more support they will need to feel comfortable and confident enough to start building a new social and professional network. The way in which the city coordinates and effectively delivers various support measures strongly conditions their capacity to integrate or, conversely, their tendency to remain confined to a cultural "ghetto". This also depends to a great degree on whether the rest of the city's population is open to the idea of welcoming newcomers in their capacity as residents and citizens or, on the contrary, is accustomed to viewing newcomers as outsiders who pose a potential threat. Again, it is the message the authorities convey on diversity, in communication or through concrete actions, that determines to a certain degree attitudes towards newcomers.

MELITOPOL's score in the field of welcoming newcomers is 100, considerably higher than the city sample result of 57. It is also considerably higher than its own score of 70 in 2016 and 13 in 2009. A really great improvement.



Melitopol supports newcomers including with a local information pack. The centre of administrative services provides additional material in the form of booklets. The city Announcement Board is in two languages – Ukrainian and English.

City services and agencies provide additional welcome support for particular groups of newcomers. The Department of social protection of the population provides support with paperwork, accessing social services and payments. The Service of Child rights provides support for persons under 18 years old. The Centre of Children's social services, family and youth provides psychological, adaptative and social support.

Melitopol organizes a [public ceremony](#) to greet people arriving in the city regardless of origin or nationality

Suggestions

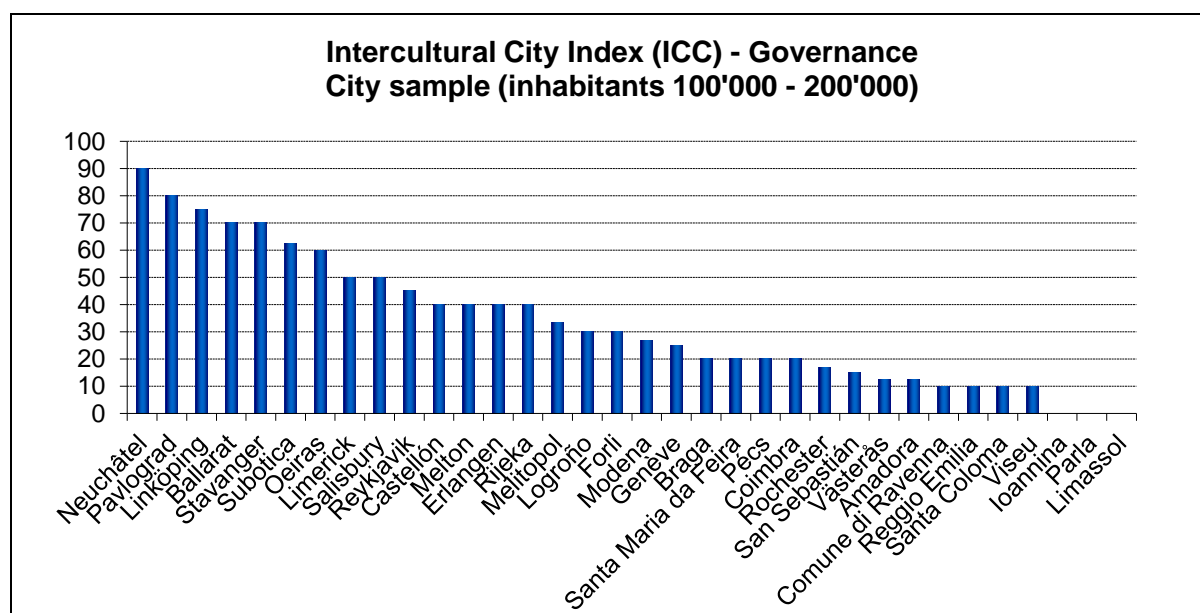
Melitopol has already many support and other systems in place making it a very welcoming city. This is commendable particularly since many newcomers have been forcibly displaced and may be experiencing trauma and other effects of conflict.

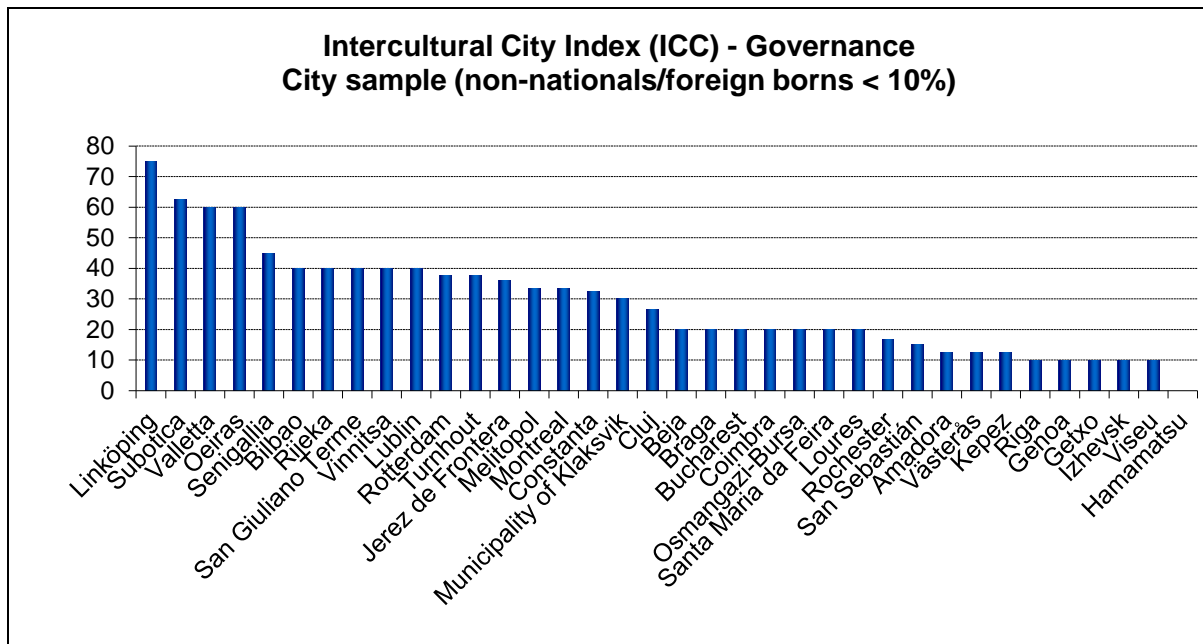
Donostia-San Sebastian in Spain is encapsulating much of its knowledge, experience and aspiration in a new institution, the House of Peace and Human Rights. The centre plans to share training, education and research, awareness raising, recognition of all those of whom the human rights have been undermined including a memory garden, a human rights film festival, information and counselling, studies and documentation including publications. If appropriate the city could consider supporting similar initiatives based on their own experience or ideas from grass roots organisations such as the alliance of new Melitopol citizens.

LEADERSHIP AND CITIZENSHIP

The most powerful and far-reaching action a city can take to be more intercultural is to open up democratic representation and decision-making to all residents of the city irrespective of their origin, nationality or residence status. Formal political rights at the local level are determined nationally or at the regional level in some federal states. Nonetheless, there is much that a city council can do to influence the way in which diverse groups interact and co-operate around the allocation of power and resources. An intercultural city strives to include all residents in the policy-making process and ensures thereby that public services are provided according to their diverse needs and not according to their cultural or political proximity to public decision-makers.

MELITOPOL's score in the field of leadership and citizenship is 33, just lower than the city sample result of 35. It is also slightly lower than Melitopol's previous score of 50 from both 2016 and 2009. Hopefully, Melitopol can continue its good work, review some of its earlier successes and other cities' good practice examples to improve this score next time.





One of the reasons that Melitopol scores less well in this area is that according to [national law](#) foreign citizens cannot stand as candidates or [vote](#) in local elections. Elected members of the city's municipal council [cannot](#) be foreign-born or have dual nationality.

To make up for this the city has an independent [consultative body](#) through which people with migrant/minority backgrounds can voice their concerns and advise the municipal council on diversity and integration matters. The Coordination Council of representatives of national and cultural communities provides ideas on encouraging the interaction of communities and diasporas with the local authorities and provides input in the democratic processes of the city.

There is also a [public organisation](#) of forcibly displaced people from the eastern part of Ukraine called the 'Alliance of new Melitopol dwellers' whose members are active in many democratic processes in the city.

In addition, the city regularly takes initiatives to encourage minorities to take part in political life, through organising fairs that enable people with migrant/minority backgrounds to meet and discuss policy issues and programmes with representatives of local political parties before local elections, by allocating mandatory seats to people with migrant/minority backgrounds in steering committees or panels that run democratic initiatives, by establishing and empowering [youth parliaments](#) that represent diverse youth, by introducing a city councillor with observer status who is elected by the foreign nationals residing in the city, by setting up panels or committees including persons with migrant/minority backgrounds who are trusted within their community and committed to intercultural interaction.

[Recommendations](#)

Melitopol has some very interesting experience in this regard despite the lower score. The idea of a city councillor with observer status is an excellent way of overcoming the fact that non-nationals cannot be elected. The youth parliament is also fantastic to engage young people in democratic processes. The city may be interested in Lewisham's young mayor/mayoress programme which is another very useful tool for providing real power and responsibility to young people in the city. The young mayor/ mayoress is elected each year and given their own budget. They follow the activities of the Mayor of Lewisham and the municipal council and this is a good way for young people to be seen and heard by decision-makers. This could be a very powerful combination together with the youth parliament.

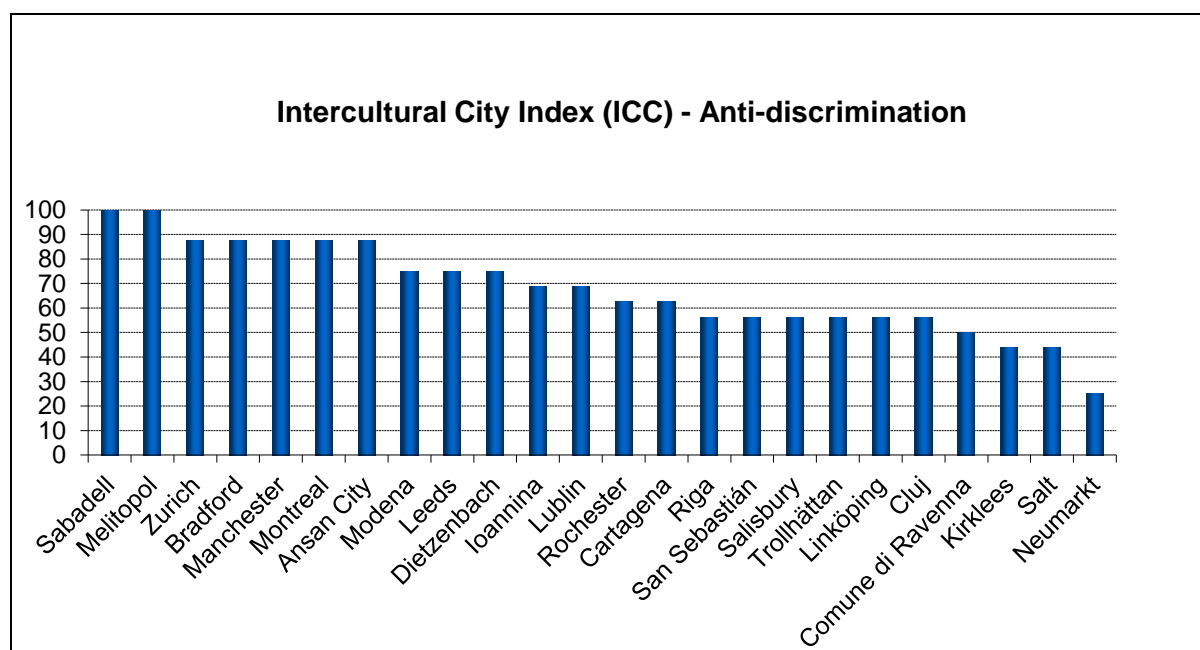
At the community level Paris has established “Conseils de quartier” or “neighbourhoods’ councils” which are open to all residents, regardless of their nationality, and allow people to express their opinions and proposals on issues that affect the neighborhoods, such as development projects, neighborhood life and plans that could potentially improve their quality of life. The Councils are a bridge between the citizens, the elected officials and the Mayor.

In the longer term the city could consider advocating for a change at national level for the right for non-citizens to vote and to stand in local elections.

ANTI-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 in all of its policies, programmes and activities. The city works in partnership with civil society organisations and other institutions that combat discrimination and offer support and reparation to victims. It also communicates widely on the risks discrimination presents for social cohesion, quality of life and the local economy.

Melitopol’s score in the field of anti-discrimination is 100, considerably higher than the city sample result of 68.



Melitopol carries out the systematic review of all municipal rules and regulations to identify mechanisms that may discriminate residents with migrant/minority backgrounds. Educational events and trainings are held including the ‘People.ua’ youth centre programme for girls on gender equality and gender violence that ran in 2018 and 2019. There was also a [training called](#), ‘young people against discrimination and racism’ that aimed to promote rights and to increase tolerance among young people.

Melitopol has a [charter](#) proscribing discrimination against persons or groups on grounds of race, colour, language, religion, nationality, national/ethnic origin or sexual orientation in the municipal administration. Melitopol regularly monitors the impact of charter of discrimination in the city. The executive Committee of Melitopol municipal council monitors linguistic and ethnic problems in the region monthly.

Melitopol has a dedicated service that advises and supports victims of discrimination. The Department of social protection of the population, the Service for Children's rights, the Centre of social services for family, children and youth, and a range of other public organizations provide services in this field. Melitopol also provides financial and logistical support to civil society organizations that advise and support victims of discrimination, for example, the city provides financial support to a local [Crisis centre](#) providing social services for women, who have suffered from domestic or gender-based violence and who face difficult life conditions.

Melitopol runs anti-discrimination campaigns and informs city dwellers about discrimination in different ways. There is a [Day of Tolerance](#) "We are different, but we are equal", which includes exhibitions, trainings, master classes, intercultural fairs, meetings with representatives of different nationalities.

Melitopol participates in regional and national organizations that address the issue of discrimination. For example, the Zaporizhzhian region regularly participates in joint activities with state structures, national and cultural communities and public organizations. Trainings to prevent xenophobia, racism and ethnic discrimination are held regularly. Representatives from Melitopol's national and cultural [communities](#) take part in events, participate in the development of city programmes including those that support minority cultures. They are also part of the [Coordination Council](#) of national and cultural communities, which aims to be a bridge between different diasporas and groups with similar communities and the local administration.

The city has adopted an intercultural integration strategy and it consulted people with migrant/minority backgrounds to write it. The working group included more than 80 volunteers– representatives of the Municipality, Deputies, public organizations, national and cultural communities, forcibly displaced persons, scientists, entrepreneurs, reporters, student representatives who prepared the plan. Priority directions were determined on the basis of questionnaires and focus-group investigations. The plan is also based on a clear vision of the city's problems contextualized in the general political situation in Ukraine, the direction of the Ukrainian state towards European integration, the sociocultural principles of the city's development, outlined in the 'Strategy for the city's development for 2020'. The city has also created a working group to monitor the city's intercultural integration who meet quarterly.

The city provides participatory mechanisms to enable all city residents, irrespective of their migrant/minority backgrounds to participate equally in the decision making. This includes the allocation of [sociocultural projects](#) as well as a [participatory budget](#) procedure. Melitopol also monitors the participation of city residents with migrant/minority backgrounds in the decision-making process.

The city takes action to ensure that residents with migrant/minority backgrounds are fairly represented in key institutions and organisations, on boards or ruling bodies of trade unions, public schools, work councils. Educational establishments actively cooperate with ethnic groups. There is a public organization "[Community plus](#)" that aims to protect the legal interests of ethnic and cultural communities, their integration into society and the preservation of their culture.

Melitopol has introduced mechanisms to make sure gender equality is respected in organizations that participate in the decision-making process on matters related to the inclusion of city residents with migrant/minority backgrounds. There is also a [working group](#) at city level on gender oriented budgeting.

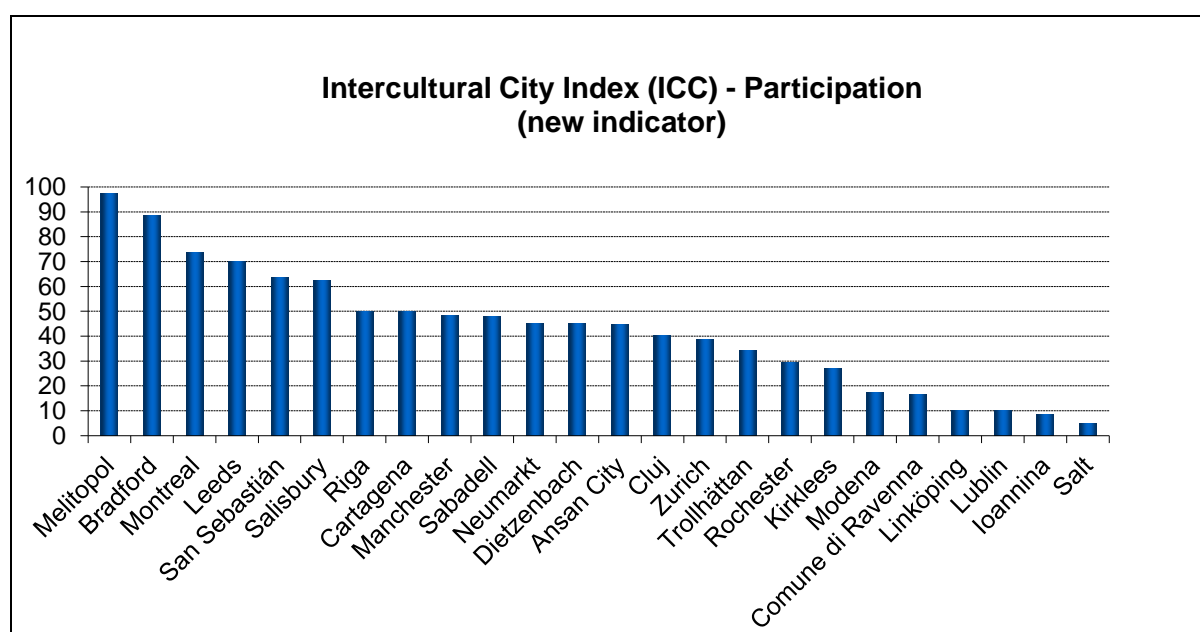
Suggestions

Melitopol has many good practices to share with other cities in this field. It has done so much already but in future it may wish to consider looking in more detail at particular areas. Given Melitopol's interest and excellent work on gender equality, Barcelona's microhistories of the diaspora project – experiences of feminine dispersion - could be interesting. The project looks at the concept of the 'diaspora space' instead of the concept of diaspora alone and investigates which specificities race, gender, class or language add to "embodied experience of diaspora subjectivities".

PARTICIPATION

Inclusion, power-sharing and participation are the golden keys of intercultural policy-making. A range of studies have demonstrated that inclusive integration policies produce better outcomes in terms of social cohesion, trust in the administration, safety, quality of services, welfare, good governance and economic growth. People with different backgrounds and experiences can bring innovative solutions to common challenges, as well as anticipate problems that might arise. Conversely, when people encounter barriers to participation, or otherwise choose intentionally not to participate, they may, passively, withdraw from social and public life or choose, actively, to live outside prevailing social customs and law. An intercultural city actively seeks the participation of all residents in the various decision-making processes that affect life in the city. By doing so, it increases support, and thereby the sustainability of local policies, while at the same significantly reducing the economic costs of social exclusion and instability.

Indicators on participation have been included in the ICC Index since January 2019. 24 cities have replied to this new index chapter so far. MELITOPOL's score in the field of participation is 98, considerably higher than the city sample result of 43. This is a very high score and Melitopol's actions in this area will help other cities that follow.



The city has a list of all civil society and grassroots organizations that are active in the various fields concerned by intercultural inclusion, including a list of [national and cultural communities](#) and a list of [religious communities](#).

Melitopol municipal council collaborates with civil society and grassroots activists active in the various fields of intercultural integration. There is a [Coordination Council](#) of representatives of national and cultural communities working to support the city.

The city has approved a [working group](#) to monitor the implementation of the city's model of intercultural integration. Representatives meet quarterly and plan joint projects, separate events and direct the work plan.

In Melitopol teachers in primary schools receive training in intercultural communication and pedagogy. There is a [certified programme](#) for primary school teachers at Melitopol Pedagogical University.

Annually the Melitopol Department of Education analyzes the city's educational plans and programmes for individual subjects to ensure they help form intercultural communication skills for primary school pupils. A series of thematic methodological events is being planned for Melitopol teachers.

Teachers actively participate in different events to improve collaboration with national and cultural communities, to promote the idea of a united Ukrainian statehood, a tolerant attitude to people of other nationalities and religions and the development of inter-ethnic relations.

Minority and migrant communities and the public more generally are included in decision making in the city in many different ways including through participatory budgeting for local projects and the youth parliament.

Suggestions

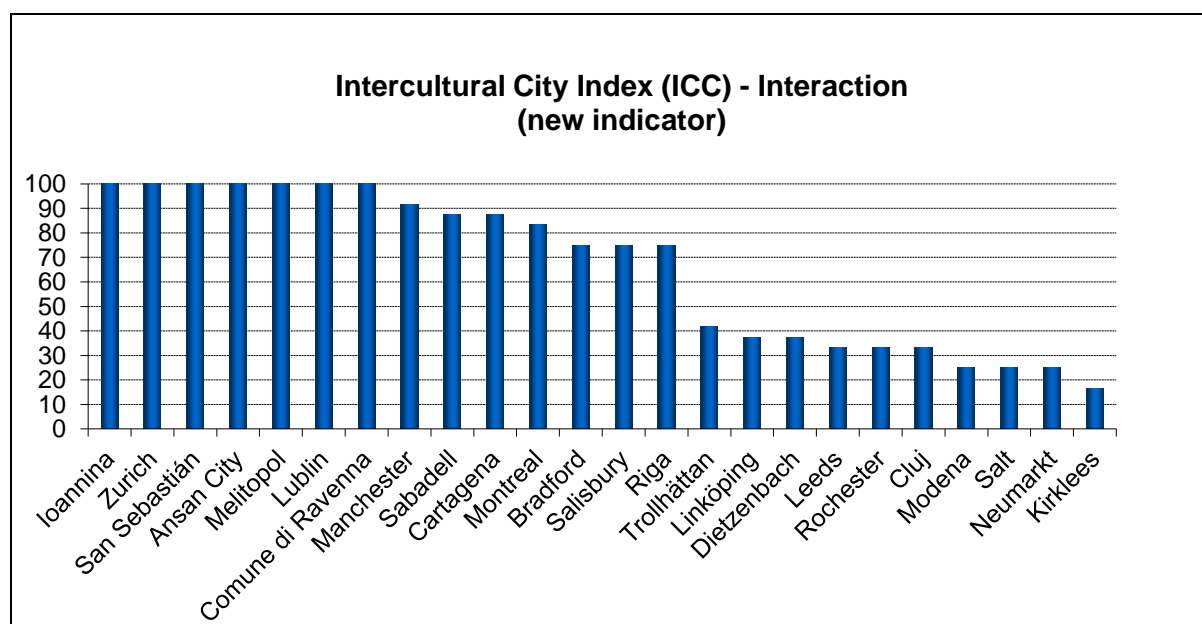
Melitopol already has many ideas and good practices and an excellent score in the field of participation. It would be interesting to hear from the city the results of any evaluation or thinking they have done, on how successful different measures have been and if any particular groups (by age, sex, geographical location) are still participating less than others and why this may be.

For more ideas on participatory practices it could be useful to look at the city of Bradford (UK) as it used several innovative participatory methods in the elaboration of its intercultural strategy. Both quantitative and qualitative methods were used, including: ideas boards for feedback and prioritisation; discussion groups; open-ended commissions to explore broader perspectives on integration; online surveys (conducted in the community); Vox Pops; and interviews recorded face-to-face.

INTERACTION

Interaction between people of all kinds is what gives the intercultural city its distinctive value. Identity is not 'given' in a passive sense, but something which is 'enacted' and defined through interaction. In spite of protective laws, prejudice and discrimination can thrive where there is segregation or a lack of contact and dialogue between people. There is ample evidence to prove that, under certain conditions, the more contact people with different backgrounds and lifestyles have with each other, the less likely they are to think and behave in prejudicial ways. Therefore, an intercultural city develops, in partnership with other organisations, a range of policies and actions to encourage more mixing and interaction between diverse groups.

As mentioned above, indicators on interaction are also new. MELITOPOL's score in the field of participation is 100, considerably higher than the city sample result of 66, so, another excellent score.



Melitopol takes other actions to promote intercultural interaction, creation and decision-making that have not been mentioned in the answers to this questionnaire so far. There are many other events and festivals including the 'Meand' art event on the theme, 'Melitopol region is intercultural'; a children's [festival](#) of national cultures and [exhibitions](#). The Community plus youth organization ran a writing project on '[Intercultural fusion: Modern cuisine](#)'. There is also an All-Ukrainian Forum the '[Academy of intercultural dialogue](#)'.

One of Melitopol's most innovative actions is in research. Since Melitopol is a city with a high number of young people, Melitopol pedagogical University and secondary educational establishments have conducted sociological [research](#) on the formation of children's intercultural communication skills to prevent intercultural conflicts between young people. This has included forums, round tables, scientific and practical conferences that have developed mechanisms and tools such as textbooks, events, methodic recommendations and work programmes. It has also led to increased knowledge sharing and cooperation in this field between different institutions and stakeholders in the city.

Tavria State Agrotechnological University organized an innovative scientific [forum](#) on 'Modern scientific research on European integration.' Around 200 representatives took part from educational institutions, businesses and local authorities from different parts of Ukraine and the world. Scientists from Germany, Austria, Belgium, Mexico, Australia, Portugal, Bulgaria, Latvia, Israel and Kazakhstan also took part.

In 2020 the city is planning to conduct an audit of its different regulations to see if there are any mechanisms, that could discriminate against residents from minority backgrounds or forcibly displaced persons. There will be a consultation process linked to this audit so that public opinion can be taken into consideration in case of changes to any regulations.

A [Belarusian class](#) was opened at school #17 and a representative of the Belarus Embassy came to visit.

In 2017-2018 a local Melitopol [kindergarten](#) joined the OpenWindow international project together with the 'Bayoku, Pigeiros' kindergarten located in the Portuguese city of Santa-Maria-da-Feira. It was an excellent opportunity to involve younger children in Melitopol's intercultural activities and learning.

Suggestions

Given Melitopol's strengths in communication, heritage and cultural events it is very interesting that these themes are being explored more in the Ukrainian Intercultural Cities Network. The 2020 self-audit of Melitopol's regulations through an intercultural lens is also excellent practice and one that the city can hopefully document so it can share its experiences with others in the network.














Great initiative can be found in Spain. The City of Donostia-San Sebastian promotes participation and interaction through the renovation of public spaces. An example of this action is **Tabakalera** which is former tobacco factory that was converted into a contemporary culture centre. Located in the Egia district, the building is an impressive space (13,277m²) that organises, since 2007, a wide sort of activities (exhibitions, short film screenings, etc.). Tabakalera programmes are mostly free and the funding is mostly public (30% comes from the municipality).

By the time of opening this public space, it became clear that people were looking forward to use and engage the open spaces envisaged in the building: especially young people in rainy days. The center has been adapting its activities and spaces to these non-planned use from families, youth, etc.

OVERALL CONCLUSIONS

MELITOPOL's aggregate intercultural city index is 88. In several categories, Melitopol scored the highest points possible, including in important areas such as international outlook, intercultural intelligence and cultural and civil life.

COMMITMENT	✓	The city has formally stated its participation in the Intercultural Cities network; public speeches often make clear reference to the city intercultural commitment; and the city has an intercultural integration plan for its development which is evaluated.
	✗	N/a. With its third index rating, a wealth of good practice and as a member of the Ukrainian Intercultural Cities network, Melitopol is a good example of a committed intercultural city. We hope it continues its excellent work.
EDUCATION	✓	Educational establishments in Melitopol make a real effort to include parents in school life with a whole programme of activities and workshops for parents and families held at different schools. Schools regularly host intercultural events. Educational establishments are active partners in the intercultural projects of others. There is a multitude of events and festivals throughout the school year.
	✗	Children in most primary schools are of the same majority ethnic background although the city implements a national policy of non-discrimination to increase diversity.
NEIGHBORHOOD	✓	Melitopol has a specific policy to increase diversity in different micro districts and encourages events where residents from different districts mix. Participatory budgeting is used in micro districts as a tool for direct democracy.
	✗	N/a. With such a good result in this area Melitopol can share good practices with other cities. It could consider going into more detail of any groups or areas excluded or underrepresented and try to address that.
PUBLIC SERVICE	✓	Melitopol provides specific services such as sports and meals that take into account migrant and minority backgrounds. The city is also reviewing its procedures and regulations to ensure they do not create barriers for access to services.
	✗	Only nationals can be employed in the city administration.
BUSINESS AND LABOUR	✓	Melitopol has a City Coordination Council for Business Development, it works with civil society and business structures, there is a local investment portal, business incubator and an industrial park offers opportunities for entrepreneurs.
	✗	N/a. Melitopol can share good practice with other cities and perhaps target more specific groups such as young people.
CULTURE AND SOCIAL LIFE	✓	Melitopol has maintained a full score of 100 for this category since it began as an intercultural city. It is excellent that the Ukrainian intercultural cities network is taking this forward as an intercultural priority theme along with heritage to provide more input into the network in this regard.
	✗	N/a. Melitopol could consider developing longer term actions around particular topics including campaigns, debates, and seminars.
PUBLIC SPACE	✓	Melitopol holds regular events to encourage regular intercultural interaction in public spaces. The city considers the diversity of the population when designing, reconstructing and governing new public buildings or spaces.
	✗	Melitopol could share experiences with other cities in the Ukrainian Intercultural City network such as Vinnitsya, Lutsk and Odessa who also have innovative practices.
MEDIATION	✓	Mediation and resolving conflicts of values and promoting a positive atmosphere are included in the city's plan for intercultural integration. There is a Coordination Council of representatives of national and cultural communities that advise the city council in this regard and there are professional services in the city in mediation and intercultural

		<p>conflicts. There are organisations in the city that specifically deal with inter-religious relations.</p> <p> Melitopol could consider a map of diversity of beliefs in the city or open days for worship centres.</p>
LANGUAGE		This is one of the few areas where Melitopol has a lower score in its most recent index result. The city does however provide many opportunities for residents to learn different languages and it raises awareness of minority languages. There are also ten different Sunday schools for minority languages run by different national and cultural communities and the city makes efforts to promote a positive image of minority or migrant languages.
		The city does not provide support to minority and migrant languages in the press or on radio.
MEDIA AND COMMUNICATION		Melitopol has a communication strategy to improve the visibility and image of migrant and minority people in the local media. There is a press service that provides support as well as official pages on the city's website and facebook. The Council works with local businesses, civil society as well as with local media to publicize its intercultural strategy and events. The council also monitors how social media portrays people with a minority background in the city.
		N/a Although we have suggested training for journalists or a prize for intercultural journalism should Melitopol want to develop this work further.
INTERNATIONAL OUTLOOK		Melitopol has a clear policy to encourage international collaboration in economic, cultural and other spheres and has signed agreements with several cities. Melitopol welcomes international students and there are more than 40 agreements in place between Melitopol universities and universities in other countries. Melitopol seeks to develop business relations with countries and cities of origin of its diaspora groups.
		N/a. although Melitopol could consider developing links with the Ukrainian diaspora in other countries to mirror its work with diaspora communities in the city.
INTELLIGENCE AND COMPETENCE		The city works with partners to conduct monitoring and research every two years into intercultural aspects of the city. The city also undertakes surveys including about the public perception of migrants and minorities. Melitopol encourages the training of its staff to increase their intercultural competences.
		N/a.
WELCOMING		Melitopol supports newcomers with a local information pack. Additional materials are supplied by the centre of administrative services. The city announcement board is in Ukrainian and English. There is support for newcomers to access social services and any payments as well as support for children. There is a public ceremony to welcome newcomers regardless of their nationality or origin.
		N/a.
LEADERSHIP AND CITIZENSHIP		Melitopol has an independent consultative body for people with a migrant or minority background to voice their concerns and advise the Council on diversity and intercultural matters. There is a public organization of forcibly displaced people which actively participates in the city's affairs. The city regularly takes initiatives to encourage minorities to take part in political life. The city has established a youth parliament.
		Foreign candidates cannot stand or vote in local elections and elected members of the city's municipal council cannot be foreign-born or have dual nationality. There is no standard for the representation with people with migrant/minority backgrounds in mandatory boards supervising schools and/or public services.

ANTI-DISCRIMINATION	✓	Melitopol carries out a systemic review of regulations that may discriminate against residents with a minority background. It has a charter proscribing discrimination and a dedicated service to support victims of discrimination. Melitopol runs anti-discrimination campaigns and runs an annual Day of Tolerance. The city ensures participatory mechanisms are open to all residents and has introduced mechanisms to ensure gender equality is respected including a working group on gender-oriented budgeting.
	✗	N/a.
INTERACTION	✓	Melitopol has other examples of interaction including events and festivals. The city cooperates well with universities and higher education establishments including to conduct research and on scientific forums and conferences.
	✗	N/a.
PARTICIPATION	✓	The city engages with civil society and grass roots organisations and has a list of all those working in the field of intercultural inclusions, national and cultural communities as well as religious communities. There is a Coordination Council of representatives of national and cultural communities that work to support the city. There is specific training for teachers in primary schools and a certified programme at the Melitopol Pedagogical University on intercultural education.
	✗	Melitopol has another very high score in participation but could look at the example of Bradford in the UK to see different ways of using participatory approaches.

In summary, Melitopol is a very dedicated and experienced intercultural city. Melitopol has maintained high standards and worked hard to make improvements through three rounds of the intercultural index over 11 years. This work has paid off as Melitopol achieved a maximum score in seven out of fifteen areas in the index and very high scores in many more. The main areas identified for improvement according to the city's 2020 results are those of language and governance. These are both areas where the city has had a slightly higher score previously, so it could be due to specific programmes finishing or other new areas of work opening. We have provided some ideas for reflection on these two areas below as well as in the areas of public space and public service, where Melitopol in fact achieved high scores but these scores were not as high as the other results for the city this time.

It is difficult sometimes to provide recommendations for a city that has so many good practices itself but Melitopol is obviously a city that is still striving to improve and learn and so we have given recommendations where we feel other cities' experience is useful. We hope this is interesting for the city and their partners and that other cities in the intercultural cities network will be able to learn from Melitopol too.

RECOMMENDATIONS

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

Language: The city is lucky enough to have residents of the city who know the Karaim language and the city should take every opportunity to protect and treasure this rare language. The city could consider also teaching migrant and minority languages as a course for everyone to promote multilingualism.

Governance: The main reason that the city has a lower score in this area is national legislation that forbids foreign citizens being elected and voting at the local level. The city could advocate for change as a longer-term goal. In the meantime, the city could build on its experience of electing a councillor with observer status and the youth parliament by considering a young mayor/mayoress programme like Lewisham.

Public service: It is excellent that Melitopol is reviewing its regulations to see if they create barriers to access for minority or migrant residents of the city. Melitopol could also consider reviewing an area of its services such as health through an intercultural lens to see if services are appropriate for all regardless of national or cultural background.

Public space: Melitopol already has a good score in this area but as there are other very interesting examples from the Ukrainian Intercultural City network from Vinnitsya, Lutsk and Odessa, so this could be an interesting area to look at as a network in the future.

In general: as a city with so many years' intercultural experience and with a wealth of good practice, it would be very interesting to learn more about Melitopol's evaluation of its intercultural services and participatory approaches – both the process of evaluation itself as well as how it evaluates take up, attendance, etc. and if there are any specific groups who still have barriers to access or who are harder to engage.

MELITOPOL may wish to consider further examples implemented by other Intercultural Cities as a source of learning and inspiration to guide future initiatives. Such examples are provided above for each sector as well as in the Intercultural cities [database](#).

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 Programme (ICC) 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 47 member states, 27 of which are 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