

RESULTS OF THE INTERCULTURAL CITIES INDEX



MELITOPOL

March, 2017



Intercultural cities
Building the future on diversity

www.coe.int/interculturalcities





RESULTS OF THE INTERCULTURAL CITIES INDEX

MELITOPOL March 2017

A comparison between 85 cities¹

Introduction

The Intercultural Cities is a Council of Europe flagship programme. It seeks to explore the potential of an intercultural approach to integration in communities with culturally diverse populations. The cities participating in the programme are reviewing their governance, policies, discourse and practices from an intercultural point of view. In the past, this review has taken the form of narrative reports and city profiles – a form which was rich in content and detail. However, narrative reports alone were relatively weak as tools to monitor and communicate progress. Thus, an “Intercultural City Index” has been designed as a benchmarking tool for the cities taking part in the programme as well as for future participants.

As of today 85 cities have undergone their intercultural policies analysis using the Intercultural City Index: Albufeira (*Portugal*), Amadora (*Portugal*), Arezzo (*Italy*), Ballarat (*Australia*), Barcelona (*Spain*), Beja (*Portugal*), Bergen (*Norway*), Bilbao (*Spain*), Botkyrka (*Sweden*), Braga (*Portugal*), Bucharest (*Romania*), Campi Bisenzio (*Italy*), Cartagena (*Spain*), Casalecchio di Rena (*Italy*), Cascais (*Portugal*), Castellón (*Spain*), Catalonia (*Spain*), Coimbra (*Portugal*), Comune di Ravenna (*Italy*), Constanta (*Romania*), Copenhagen

¹ This report is based on data contained at the Intercultural Cities INDEX database at the time of writing. The INDEX graphs may include a greater number of cities, reflecting the growing interest in this instrument.

(Denmark), Donostia-San Sebastian² (Spain), Dortmund (Germany), Dublin (Ireland), Duisburg (Germany), Erlangen (Germany), Forli (Italy), Fucecchio (Italy), Fuenlabrada (Spain), Geneva (Switzerland), Genoa (Italy), Getxo (Spain), Haifa (Israel), Hamburg (Germany), Ioannina (Greece), Izhevsk (Udmurt Republic, Russia), Jerez de la Frontera (Spain), the London borough of Lewisham (United Kingdom), Limassol (Cyprus), Limerick (Ireland), Lisbon (Portugal), Lodi (Italy), Logroño (Spain), Lublin (Poland), Melitopol (Ukraine), Mexico City (Mexico), Montreal (Canada), Munich (Germany), the canton of Neuchâtel (Switzerland), Neukölln (Berlin, Germany), Novellara (Italy), Offenburg (Germany), Olbia (Italy), Oslo (Norway), the district of Osmangazi in the province of Bursa (Turkey), Parla (Spain) Patras (Greece), Pécs (Hungary), Pryluky (Ukraine), Reggio Emilia (Italy), Reykjavik (Iceland), Rijeka (Croatia), Rotterdam (the Netherlands), Sabadell (Spain), San Giuliano Terme (Italy), Santa Coloma (Spain), Santa Maria da Feira (Portugal), Unione dei Comuni-Savignano sul Rubicone³ (Italy), Sechenkivsky (District of Kyiv, Ukraine), Senigallia (Italy), Stavanger (Norway), Strasbourg (France), Subotica (Serbia), Sumy (Ukraine), Tenerife (Spain), Tilburg (The Netherlands), Turin (Italy), Turnhout (Belgium), Unione Terre dei Castelli⁴ (Italy), Valletta (Malta), Västerås (Sweden), Ville de Paris (France), Vinnitsa (Ukraine), Viseu (Portugal) and Zurich (Switzerland).

Among these cities, 46 (including Melitopol) have less than 200,000 inhabitants and 49 (including Melitopol) have less than 15% of foreign-born residents.

This document presents the results of the Intercultural City Index analysis for **Melitopol** (Ukraine) in 2016 and provides related intercultural policy conclusions and recommendations.

Intercultural city definition

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

² The Spanish city of Donostia-San Sebastian is generally referred in the programme as San Sebastian.

³ The Italian city of Unione dei Comuni-Savignano sul Rubicone is generally referred in the programme as Rubicone.

⁴ Former Castelvetro di Modena.

METHODOLOGY



The Intercultural City Index analysis is based on a questionnaire involving 73 questions grouped in 11 indicators with three distinct types of data. Indicators have been weighed for relative importance. For each indicator, the participating cities can reach up to 100 points (which are consolidated for the general ICC Index).

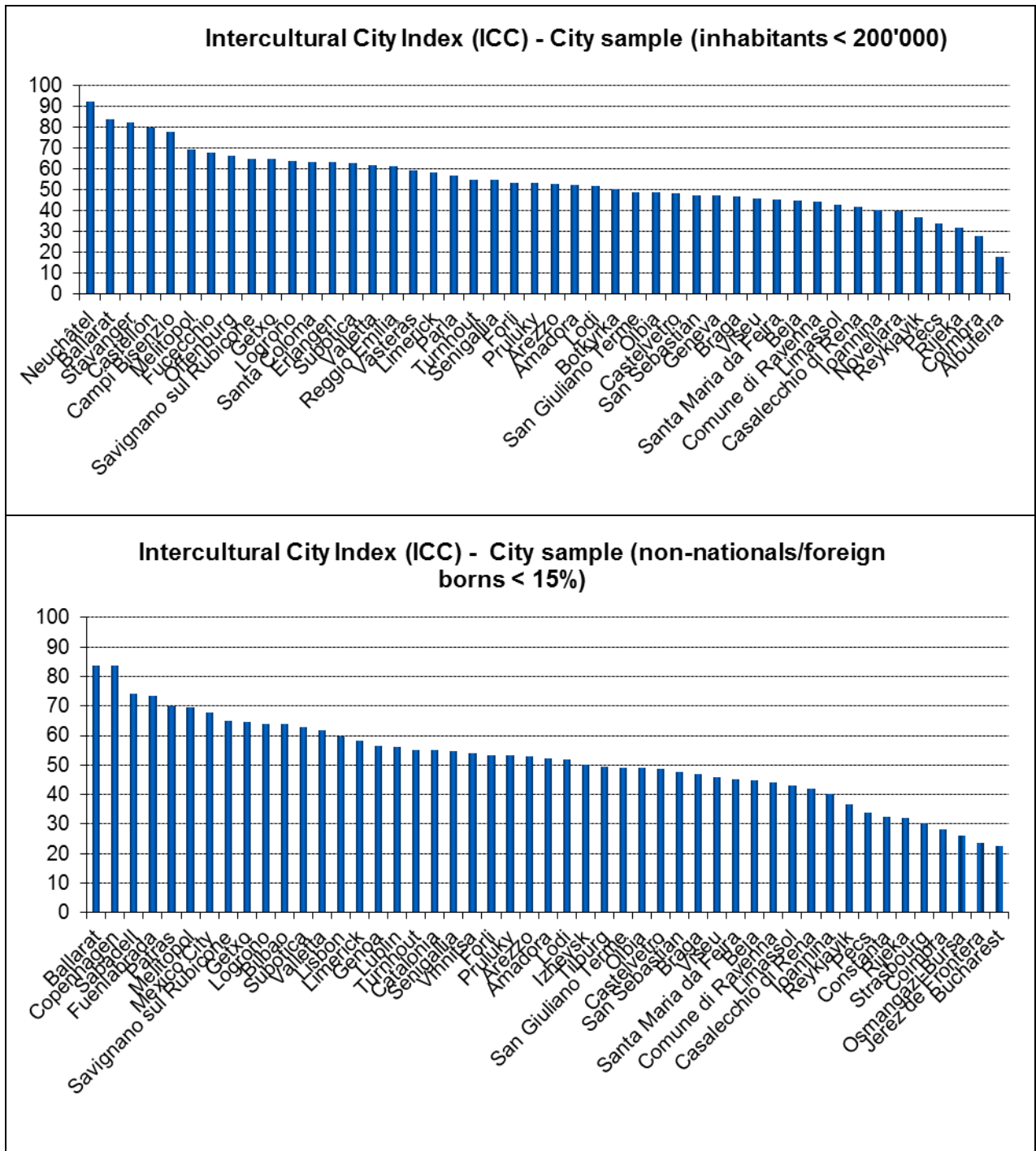
These indicators comprise: commitment; education system; neighbourhoods; public services; business and labour market; cultural and civil life policies; public spaces; mediation and conflict resolution; language; media; international outlook; intelligence/competence; welcoming and governance. Some of these indicators - education system; neighbourhoods; public services; business and labour market; cultural and civil life policies; public spaces are grouped in a composite indicator called "urban policies through the intercultural lens" or simply "intercultural lens".

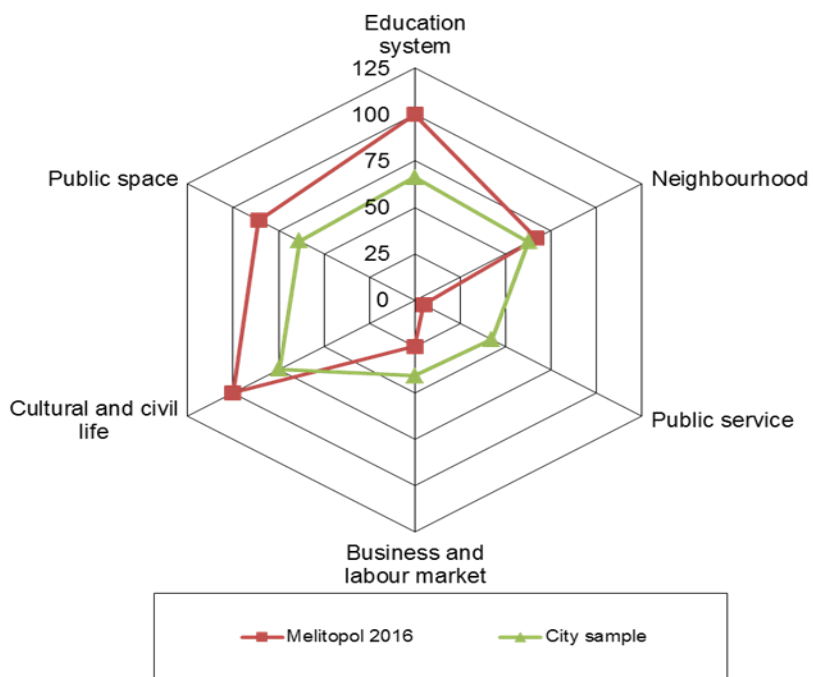
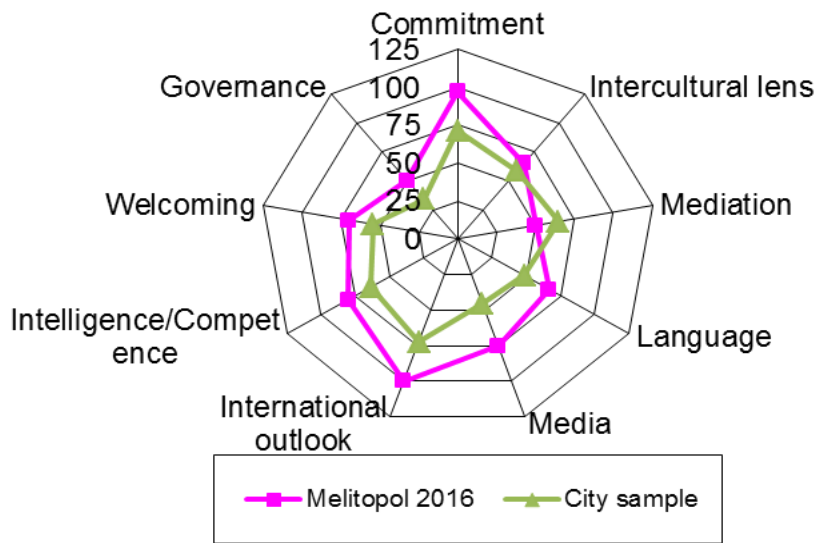
The comparison between cities is strictly indicative, given the large difference between cities in terms of historical development; type and scale of diversity, governance models and level of economic development. The comparison is based on a set of formal criteria related to the intercultural approach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

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

According to the overall index results, **Melitopol** has been positioned **18th** among the 85 cities in the sample, with an aggregate intercultural city index of 69%, after Patras (70%) and before Fucecchio (68%). Melitopol has been

ranked 19th among cities with less than 200,000 inhabitants and 48th among cities with less than 15% of foreign-born residents.





Melitopol– An overview

Melitopol is a city located in Zaporozhye region, in south-eastern Ukraine and it is standing on the Molochnaya (Milk) River. Melitopol is the second largest city in the region after Zaporizhia. It lies 105 km to the regional centre.

Founded in 1784, Melitopol's name comes from the Greek "melitos" – the honey city, and it has a large number of architecture of 19th - early 20th century. Melitopol is also famous for its cherry plantations and its engine-building industry.

The city is a unique mixture where many ethnicities and nationalities have coexisted in harmony for over 200 years. When taking into consideration, that within only a few hundred kilometres constant conflicts between the Tartars and the local population of the Crimea are possible, the importance of this achievement can hardly be exaggerated. Ethnic and national groups are completely integrated in the city's social and political life. Language and traditions are maintained and nourished by individual groups but involvement of the broader community is sought in all their activities.

Demographically, the municipality of Melitopol counts about 155.44 thousand inhabitants (statistics as of July 1, 2016).

The statistics Department in Melitopol keeps records of the population of the city for the number, age, employment and migration within the region, submits these to the State Statistics Service of Ukraine. Currently, the only available statistics are related to the regional centre – the city of Zaporizhia, which is 100km from Melitopol. Most recent data regarding the number of persons by ethnic origin was revealed during the last census (2001). According to the 2001 census, the representatives of 96 ethnic communities are living in the city.

The largest ethnic group is Ukrainian 57% (88,453 persons). Furthermore, a number of internally displaced persons were registered in the Department of Social Welfare the Council of Melitopol City of Zaporizhzhia Oblast as at October 26, 2016 (about 4301 persons). The next census of population in the country is planned in 2020.

Yet, relying on the last census (2001) the majority ethnic group are Russian – (62358 persons). Other ethnic groups are Bulgarians (2908 persons); Tatars (1323 persons); Belarusians (1212 persons); Roma (369 persons); Armenians (430 persons); Jews (479 persons); Germans (326 persons); Azerbaijanis (280 persons); Crimean Tatars (255 persons); Poles (184 persons); Moldovans (197 persons); Albanians (62358 persons); Georgians (133 persons).

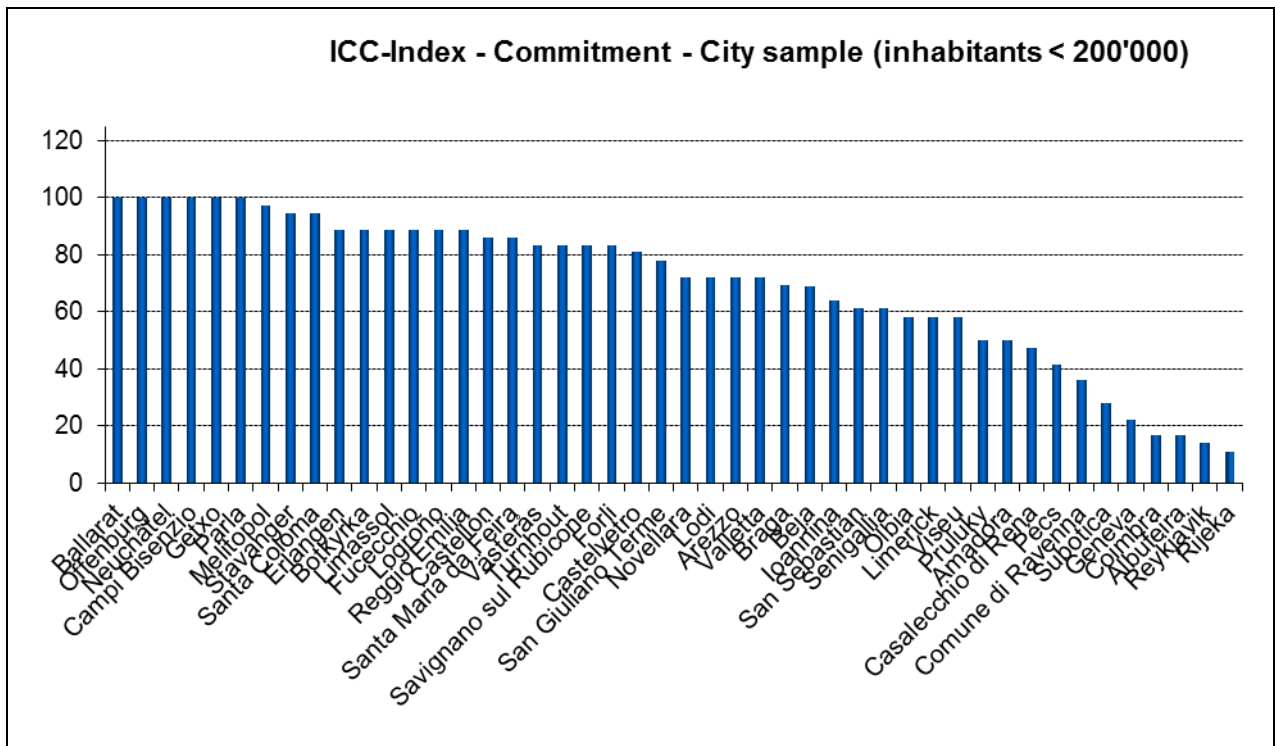
Overall, in 2016, the percentage of non-national residents in Melitopol was the 2.77%. Moreover, according to the 2001 census, the percentage of foreign-born national residents is the 0.08%. Unfortunately, there are no data available for the second and third generation migrants.

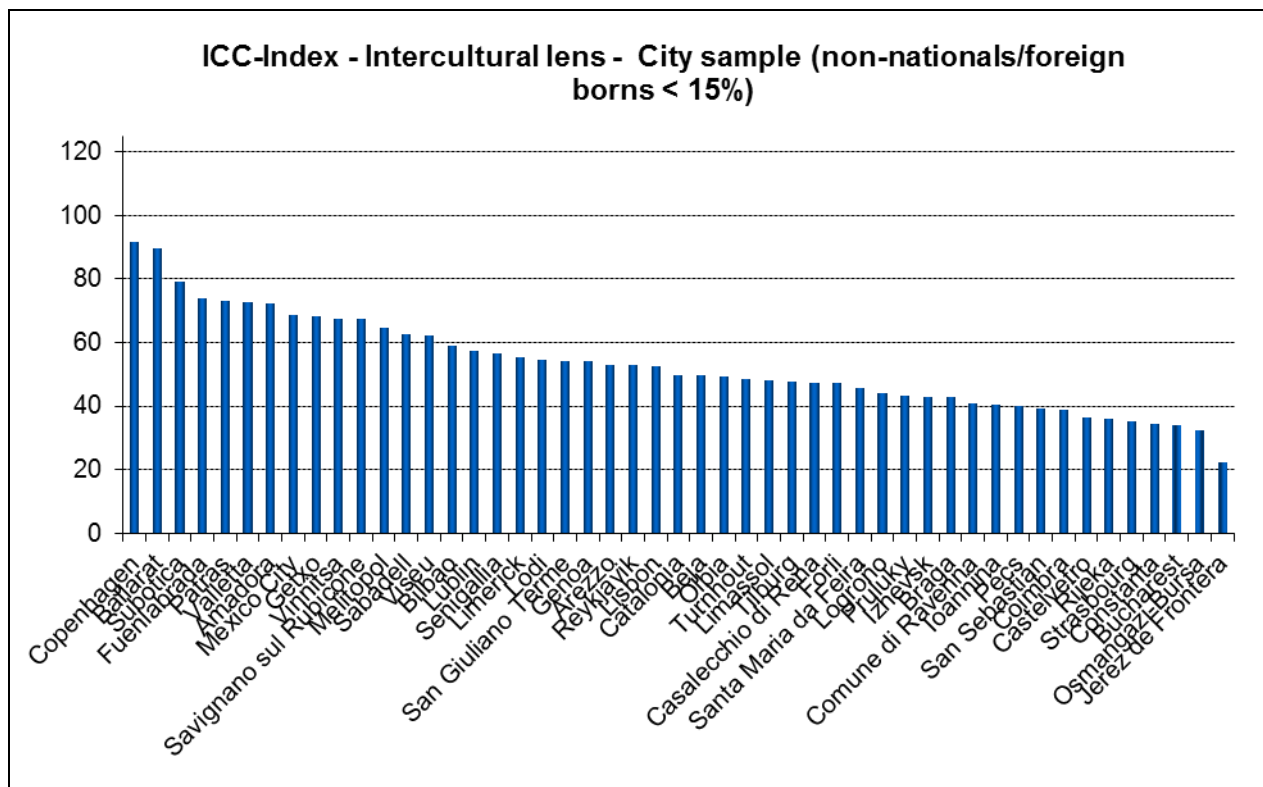
The municipality of Melitopol has generated a GPD of about USD 645 (2015) and USD 812 (2016). Positively, the city has a working body with leading responsibilities for intercultural integration, and more specifically on the implementation of the "Melitopol Intercultural Integration Plan for 2015-2020".

COMMITMENT



The optimal intercultural city strategy would involve a formal statement by local authorities sending an unambiguous message of the city's commitment to intercultural principles as well as actively engaging and persuading other key local stakeholders to do likewise.





Melitopol’s rate in the field of Commitment in 2016 is the 97%, higher compared to the city sample score of 71%.

The city has **formally stated** its participation in the Intercultural Cities network and has the ICC-UA Network Memorandum has been signed. The city has adopted an **integration strategy program** with **intercultural elements** which is included in the "Melitopol Intercultural Integration Plan for 2015-2020".

In fact, the **Melitopol Intercultural Integration Plan for 2015-2020** is set in the context not only of the ICCs network but also of the Development Strategy of Melitopol, which has the same conclusion point. This is valuable in allowing everything the municipality does to be viewed through the ‘intercultural lens’ and in making the connection to the wider public arena. It is similar to the approach which is being taken by many other cities-members of the ICC network, e.g. the Irish city of Limerick or the Serbian municipality of Subotica, where the intercultural strategy is seen as nested with the overall sustainable-development strategy for the city.

The Plan was approved in 2015 and officially published as a separate document by Melitopol City Hall in 2016. As of today, it is the first and the only Intercultural City Plan in Ukraine. Its key points include the vision and the values of intercultural integration in the current political and economic context of the city and the region, the scope and structure of such integration, and the list of thematic areas on which the city is planning to concentrate its efforts within the years to come.

The five thematic areas include intercultural awareness, education and communication (focus, directions, events); city social, economic and political development through the ‘intercultural lens’; community participation and

engagement; culture, art, and sport; urban space planning; welcoming newcomers (refugees, immigrants), cultural and religious expression; international and interregional consciousness (incl. tourism and heritage).

Each of these themes is associated with a number of specific organisational purposes and consequent tasks. Each of these tasks has an identified responsible actor(s), a timescale and envisaged results. A Coordination Group – including the city Mayor, local leaders and activists – was established to monitor the progress along the five priority areas of the Plan in 2016.

Positive developments in achieving the Intercultural Integration Plan goals are regularly tracked in Melitopol by its educational institutions. This allows taking into account not only the experts' opinions but also those of the city residents. The Centre for Sociological Studies, which is a part of the Melitopol University, regularly conducts public opinion surveys engaging university students in data collection and survey analysis. The most recent survey was carried out in February-March 2016 with more than 12,000 respondents. The media published results of the survey indicated that Melitopolers consider interculturality as one of the main advantages of Melitopol, if compared to other Ukrainian cities. 62% of the respondents approve that the city's intercultural profile promotes a culture of tolerance.

Melitopol has also allocated a **budget** for the implementation of intercultural strategies. In fact, the **working group on monitoring of the "Melitopol Intercultural Integration Plan"** is instructed to update the terms of implementation of operational tasks of the "Melitopol Intercultural Integration Plan by 2020". Additionally, the Sociological Research Centre conducts monitoring studies on the role of the social environment in shaping intercultural policies of the city according to the Integration Plan.

Moreover, in 2016 the local government began a city competition for NGOs for co-financing of social and cultural projects at the expense of the budget. The priority areas of these projects include measures provided for by the "Melitopol Intercultural Integration Plan by 2020". The competition winners include: "All-Ukrainian Forum *"Melitopol Intercultural: Sources and Horizons of the Dialogue"* (Melitopol Charitable Foundation "Education", co-financing is UAH 20,000); "Civic Center of Family Activities" (Zaporizhzhia Oblast Charitable Foundation "Development of the Future", UAH 20,000); "Intercultural Children's and Teenager's Day Stay Camp - Mosaic" (PO "Melitopol City Jew Union", UAH 14,500).

Public speeches often make clear reference to the city's intercultural commitment and the city has an official **webpage**⁵ to communicate news and initiatives. Positively, on the occasion of the Day of Independence of Ukraine, the city of Melitopol has awarded a special recognition for the significant contribution to those who worked on the **development of intercultural integration plan of the city by 2020**. Moreover, the participants of the "All-Ukrainian Forum *"Melitopol Intercultural: Sources and Horizons of the Dialogue"* received certificates of the Forum Participants.

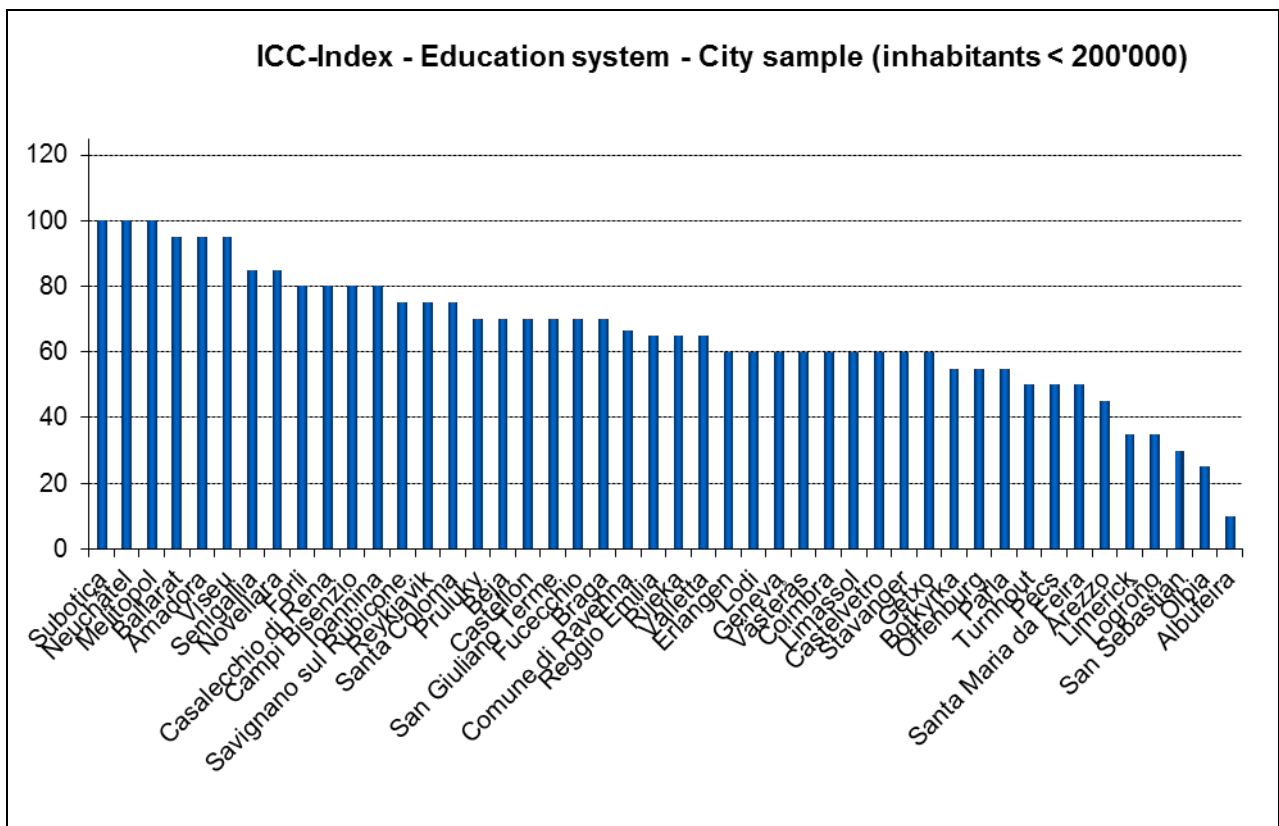
⁵http://mlt.gov.ua/index.php?option=com_content&task=blogsection&id=54&Itemid=382&limit=10&limitstart=10

EDUCATION

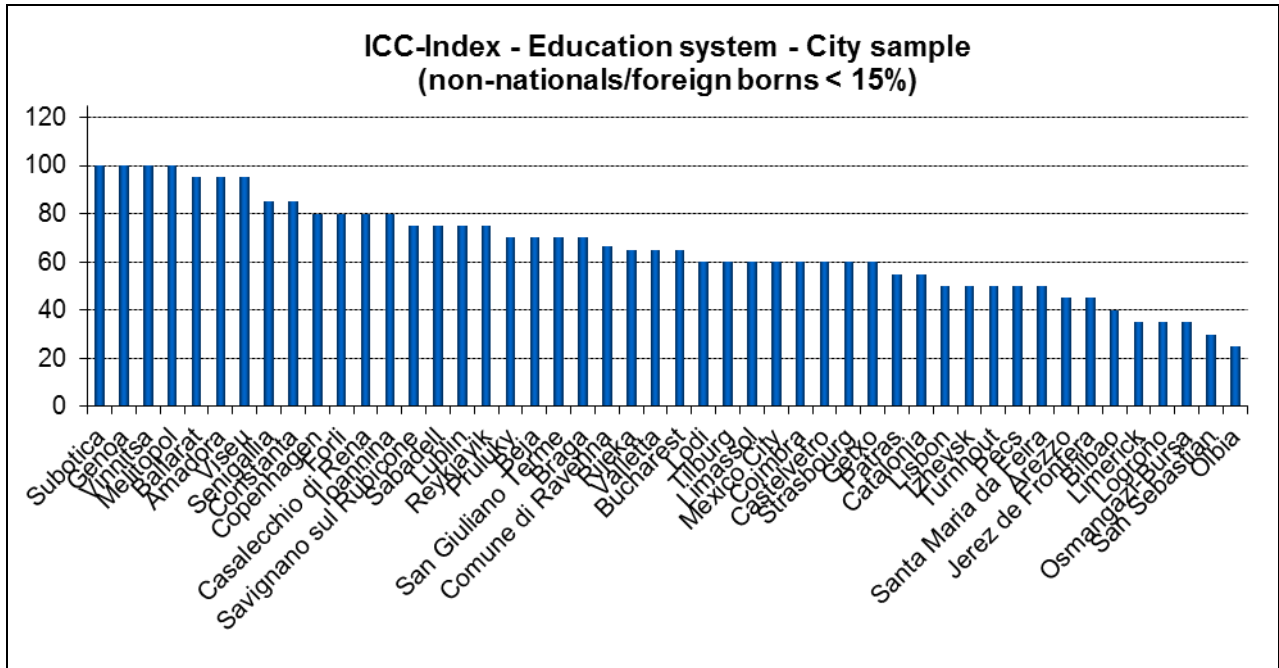
through intercultural lens



School has a powerful influence in society and has the potential to either reinforce or challenge prejudices in a number of ways through the social environment it creates, the guidance it provides and the values it nurtures.⁶



⁶ The term “Education” refers to a formal process of learning in which some people consciously teach while others adopt the social role of learner (ref. http://higherred.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html).



Melitopol’s education policy achievement rate is considerably higher than the city sample. In fact, Melitopol achieved the **100%**, while the city sample’s rate is the 66%.

In no schools, children are of the same ethnic background but **often teacher’s ethnic backgrounds mirror pupils**. In schools of the metropolitan area of Melitopol, the children of different nationalities and ethnic minorities are well integrated in the educational system, even though the vast majority are Ukrainians and Russians. Statistics on this issue is not recorded; however, as part of the programme "*Formation of Intercultural Competence of the Student in the Development of the Modern Educational Establishment*", the analysis to determine the ethnicity of pupils has been conducted. In the General Education Schools of Melitopol, foreign-born pupils are also working on a specific educational project "**Formation of the Intercultural Environment in the School Community as a Means of Tolerance**"⁷.

Positively, most schools in Melitopol are making strong efforts to enhance **parents’ participation** in the education system. For instance, the Melitopol General Education School No. 11 is carrying out a project aimed to enhance integration through a citizen awareness programme. The project is also aimed at boosting cognitive skills on specific school subjects: history, culture, customs and traditions of the world, etc. Likewise, students and parents are taking part in creating a museum leading to the *Alley of Friendship of Peoples*⁸.

Schools activities are important because they are a meeting point for parents coming from different countries, with different cultural background, to get to know the other members of the community. Therefore, it is important to offer a wide range of activities to attract as many families as possible. As a matter of fact, parents in Melitopol are participating along with their children in charity

⁷ http://wkola22mel.ucoz.org/news/mi_interkulturni/2016-10-25-107

⁸ <http://znz11.ucoz.ru/index/interkulturnost/0-88>

events, concerts, school government bodies and social projects aimed at solving problems of the local community and the school⁹. On this purpose, it is commendable that often schools in Melitopol are carrying out **intercultural projects**. Indeed, in order to explore the cultural heritage of the Belarusian people, Melitopol Secondary School has carried out a twinning project called "The Journey of Zubreniatko and Kotyhoroshek" with a gymnasium of Baranovychi City in Belorussia.

Melitopol could consider introducing festivities to involve its multi-religious and multi-cultural pupils. As an idea, adopting a calendar with several multi-cultural and multi-religious activities will help students to integrate, enhancing feelings of welcoming and acceptance.

Unfortunately, schools do not have **policies to increase ethnic/cultural mixing in schools**. In order to improve ethnic/cultural mixing in schools, Melitopol might find Oslo's (Norway) initiative inspiring. The project called "Gamlebeyn Skole" promotes cultural diversity through arts. In fact, cultural and intercultural education will help to counteract the "white flight" phenomenon in kindergartens. In Oslo, kindergartens tend to be characterised by great ethnic mixing but there are signs that primary and secondary schools are gradually becoming more ethnically-polarised as more affluent parents opt out of some schools and into other. This has been countered by limiting the right to choose and also by investing in those schools that have been threatened by 'white flight'. For example, the Gamlebyen Skole is a classic inner city primary school with a wide range of languages and a combination of complex social and cultural issues. The school's physical environment is shaped to involve references of migrant children's culture of origin such as the climbing wall made up of letters of all world alphabets, the original carved wood pillar of a destroyed Mosque in Pakistan, kilims and other objects which create a warm, homely atmosphere. The curriculum in the school involves cultural and intercultural learning. There is a benchmarking tool allowing teachers to check whether they stand in diversity matters such as engaging parents from different origins. Moreover, the school has edited a book from a joint project from Ankara and is now running a film project with schools from Denmark and Turkey.

Last but not least, the intercultural city of Neuchâtel (Switzerland) aims to enhance integration through a citizen awareness Programme. This programme helps migrants becoming acquainted with their new environment of life, while helping them to practice the French language in everyday situations.

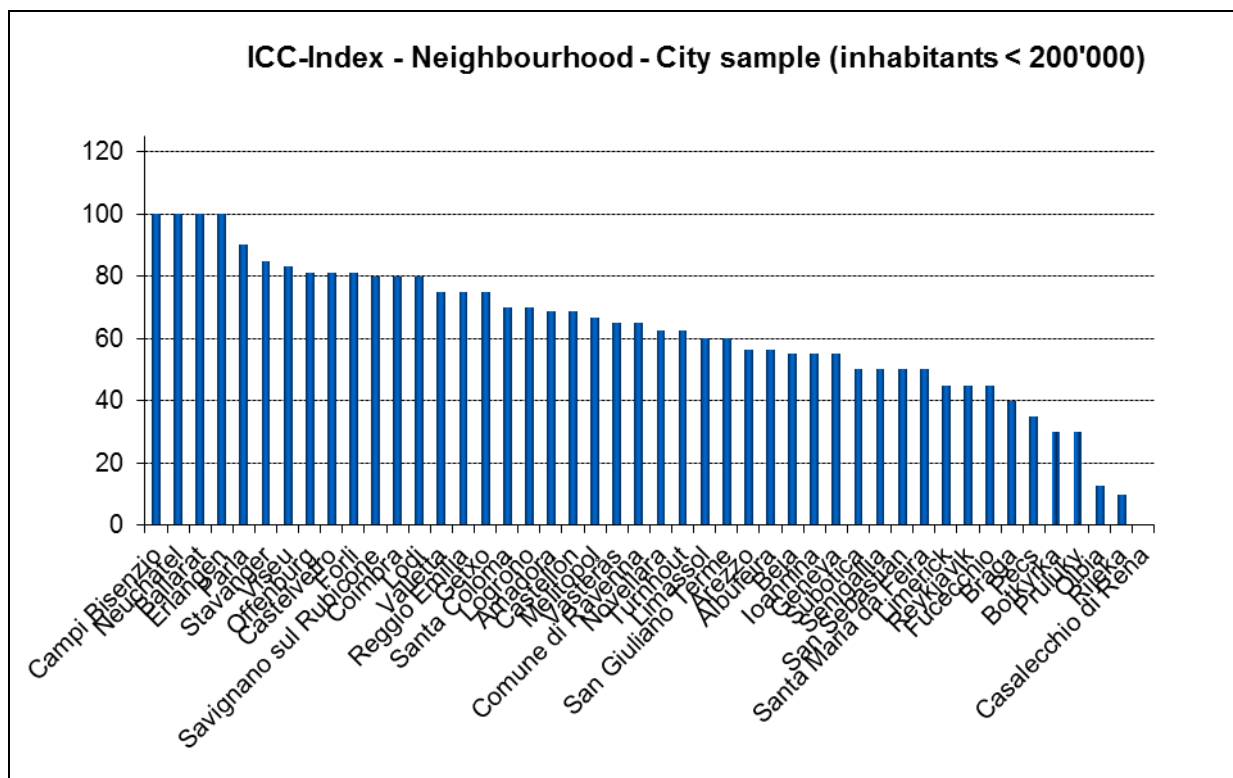
⁹ <http://nvk16.com.ua/ecsperelement.html>

NEIGHBOURHOOD

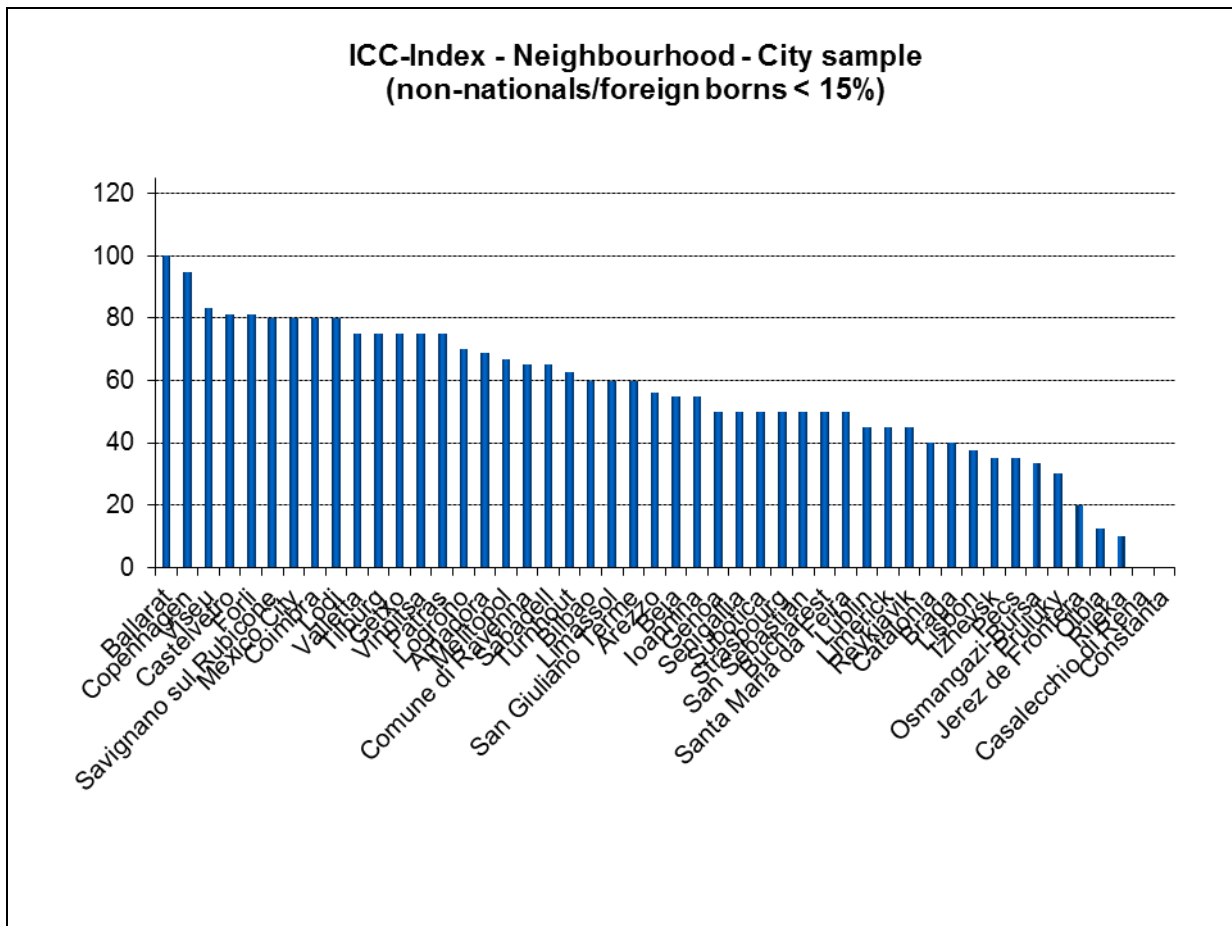
through intercultural lens



An intercultural city does not require a "perfect statistical mix" of people and recognises the value of geographical proximity and bonding between people of the same ethnic background. However, it also recognises that spatial ethnic segregation creates risks of exclusion and can act as a barrier to an inward and outward free flow of people, ideas and opportunities.¹⁰



¹⁰ By "neighbourhood" we understand a unit within a city which has a certain level of administrative autonomy (or sometimes also certain political governance structures) and is considered as a unit with regard to city planning. In larger cities districts (boroughs) have several neighbourhoods. The statistical definition of "neighbourhood" varies from one country to another. Generally, it includes groups of population between 5,000 and 20,000 people on the average.



Melitopol’s neighbourhood policy indicators are the **67%**, positively, slightly higher than the city sample’s rate of 63%.

From the questionnaire emerged that several questions have not been answered by providing narrative information. Yet, and unfortunately, it is worth reminding that the N/A answers may have caused a small lowering of the rate of the neighbourhood field, as these questions were valued 1 point each.

The city of Melitopol does **not directly** take actions to **mix citizens** from different areas. In fact, as the questionnaire points out, Melitopol does not take such actions because there are no ethnically segregated neighbourhoods. However, we warmly suggest the municipality to take a more active role in bringing together residents from different neighbourhoods. In fact, it is worth remembering that even if at the moment the population is equally distributed in the city, the situation might change. For this reason, it would be a good idea if the municipality could start organizing activities to **increment the diversity of residents** in the neighbourhoods.

The city nor even provides **policies to increment the diversity of residents**, so to avoid ethnic concentration.

We warmly recommend Melitopol to increment the offer of policies and activities to encourage citizens to mix. For example, the Intercultural city of Parla has a specific policy to enhance cultural diversity among its inhabitants. In fact, through a wide range of urban projects that aim to revitalize and renew

downtown areas, they successfully achieve multiculturalism, promoting harmony and social cohesion while discouraging negative feelings. Alternatively, Sabadell's neighbourhood of Can Puiggener promotes social mixing of citizens from different areas with activities and programmes, such as, the organization of the **social meal**: "*Mesa para la convivencia Can Puiggener*" ("Table for coexistence in Can Puiggener"), and **events to celebrate diversity**: "Fiesta de la Diversidad de Can Puiggener" ("Celebration of Diversity in Can Puiggener").

Intercultural activities will surely help avoiding ethnic concentration and will encourage social cohesion and harmony. Nevertheless, one has to acknowledge that Melitopol has organised several events to foster interaction and communication among the citizens¹¹.

Melitopol might wish to look up at the Portuguese city of Braga that organizes the "Programa Escolhas - Família do lado" in which neighbourhoods promote diversity and inclusion of various ethnic groups and cultures. Alternatively, in Limassol, the **Euromed Festival** aims to gather people together through folkloristic dancing and exhibitions. Another activity carried out in Limassol is the "Social Work on the Road" programme that started in 2010 and since then it aims to prevent criminality, especially among young people. The programme aims to raise awareness on the danger of drug and alcohol abuse; it offers psychological support and fight against unemployment.

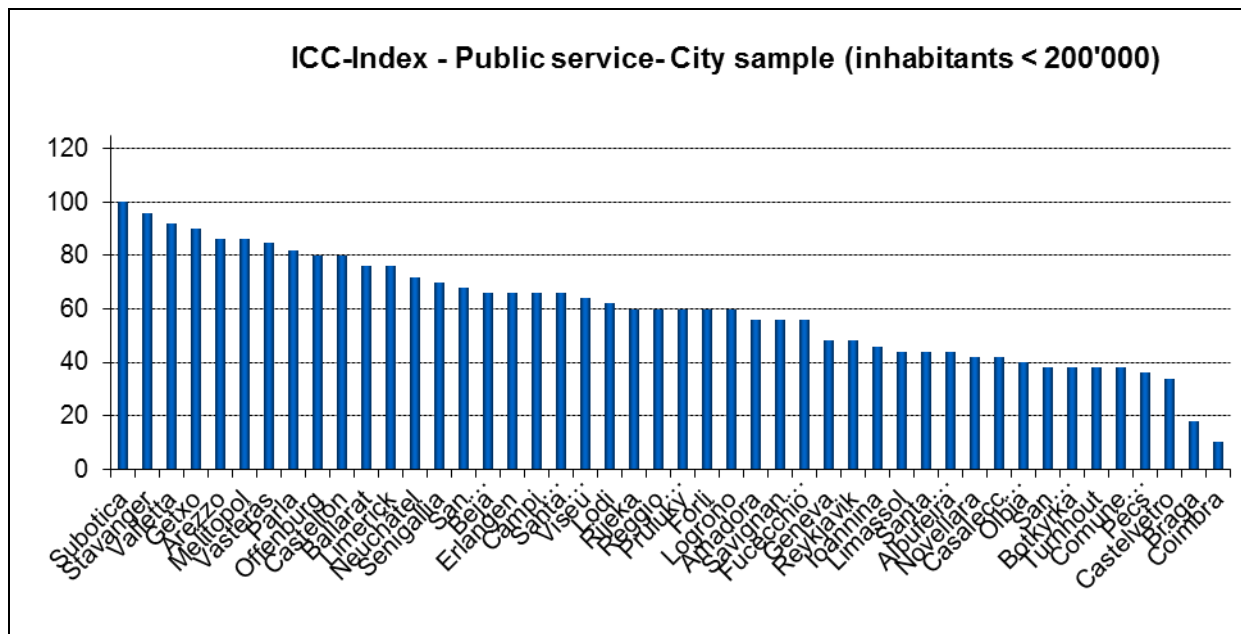
¹¹ Contest "Talents of My Neighborhood & Fest "Intercultural Easter".

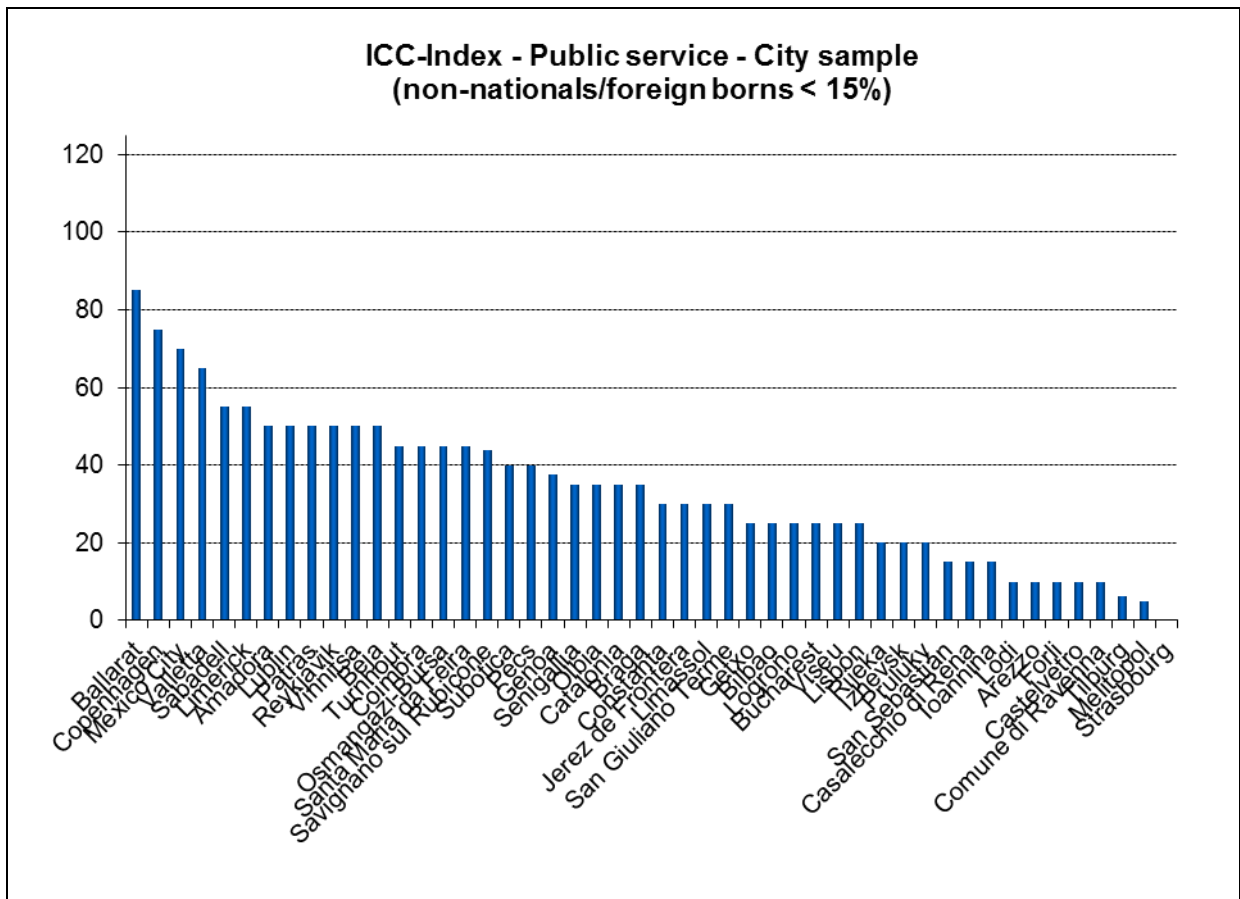
PUBLIC SERVICE

through intercultural lens



An optimal intercultural approach remains open to new ideas, dialogue and innovation brought by or required by minority groups, rather than imposing a "one size fits all" approach to public services and actions.





Melitopol public service rate is the **5%**, lower than the city sample result of 42%.

The ethnic background of public officers **reflects** the composition of the city's population (to some extent). Moreover, the city recognizes that in case of changing the population the very nature of public service should be checked and reviewed. However, the city should be open to new ideas and innovations of the minorities and does not to impose the so called approach "one size fits all" in public services.

On the other hand, the ethnic background of public employees **does not** reflect the composition of the city's population.

We wish to recommend Melitopol to introduce a recruitment plan; perhaps the municipality might wish to look up at Sumy's initiative. In fact, it would appear that many people with foreign background are opening SMEs in Sumy overcoming by the entrepreneurial activity the locals (natives). Furthermore, it is worth mentioning that foreigners-owned companies have been established in Sumy many years ago: for instance, **KusumFarm** is run by people coming from India, Italy, Azerbaijan, Poland and Holland. This clearly shows that the city has created a favourable atmosphere for foreign business, where companies hire people with different cultural background, including native Ukrainians.

Furthermore, the Municipal Plan of Integration **does not encourage intercultural mixing** and competence in the private sector enterprises.

As a suggestion, Melitopol might wish to look at Barcelona's project has set a project for Diversity Advantage called "XEIX" to pursuit social integration bringing together local businesses. Originally, the goal was to bring together into the Retail Association diverse shopkeepers of different backgrounds to foster local development. Now, the Association welcomes all sorts of organisations; such as local immigrant organisations (Chinese language schools), institutions (Casa Asia, the Confucius Institute, Universitat Autònoma, etc), cultural facilities (National Theatre) non-profit organisations (ACCEM-refugees) and private enterprises; with the result that the Retail Association has now become a catalyser of all the local initiatives, both economic (fairs, shopping campaigns) and cultural (local festivals, exhibitions). The social and cultural activities carried out in the neighbourhood involve all communities (e.g. the health fair involved ayurveda, acupuncture, blood donation and herbalist's stands) and they actively promote participation, interaction and mutual acknowledgement.

To suit the needs of Melitopol multi-cultural community, the city provides **Funeral/burial** areas. However, the city should consider introducing also school meals and women-only sections in sport facilities. School canteens should offer different meals to satisfy pupils' alimentary needs. In addition, women-only sportive facilities in the city should have women-only time schedules in order to suit the needs of women with specific necessities. For instance, in Erlangen, the BIG-Projekt fosters intercultural sporting engagement and there are female-only swimming days in the public swimming pools.

Perhaps, the city of Viseu will find these activities very thoughtful and interesting: The Spanish city of Getxo organizes a Street Culture Day to promote social cohesion and encourage immigrants' integration through sportive activities; combined to this, the International Folk Festival, where music promotes interaction between people from different cultural backgrounds, celebrating cultural diversity with folk music. Alternatively, in the London borough of Lewisham, in Pepys Park, young people were invited into the process of designing and making a new playground area. At Ladywell Fields, an area of abandoned meadowland was restored to public use with the involvement of a park user group and the reinstatement of a park warden and a 'Rivers and People Officer'.

Melitopol could also organize a wide range of activities to promote social cohesion and to encourage intercultural mixing: for example, the Spanish city of Getxo organizes a *Street Culture Day* to promote social cohesion and encourage immigrants' integration through **sportive activities**; combined to this, the *International Folk Festival*, where **music promotes interaction** between people from different cultural backgrounds, celebrating cultural diversity with folk music. Alternatively, in the London borough of Lewisham, in Pepys Park, young people were invited into the process of designing and making a new playground area. At Ladywell Fields, an area of abandoned meadowland was restored to public use with the involvement of a park user group and the reinstatement of a park warden and a 'Rivers and People Officer'.

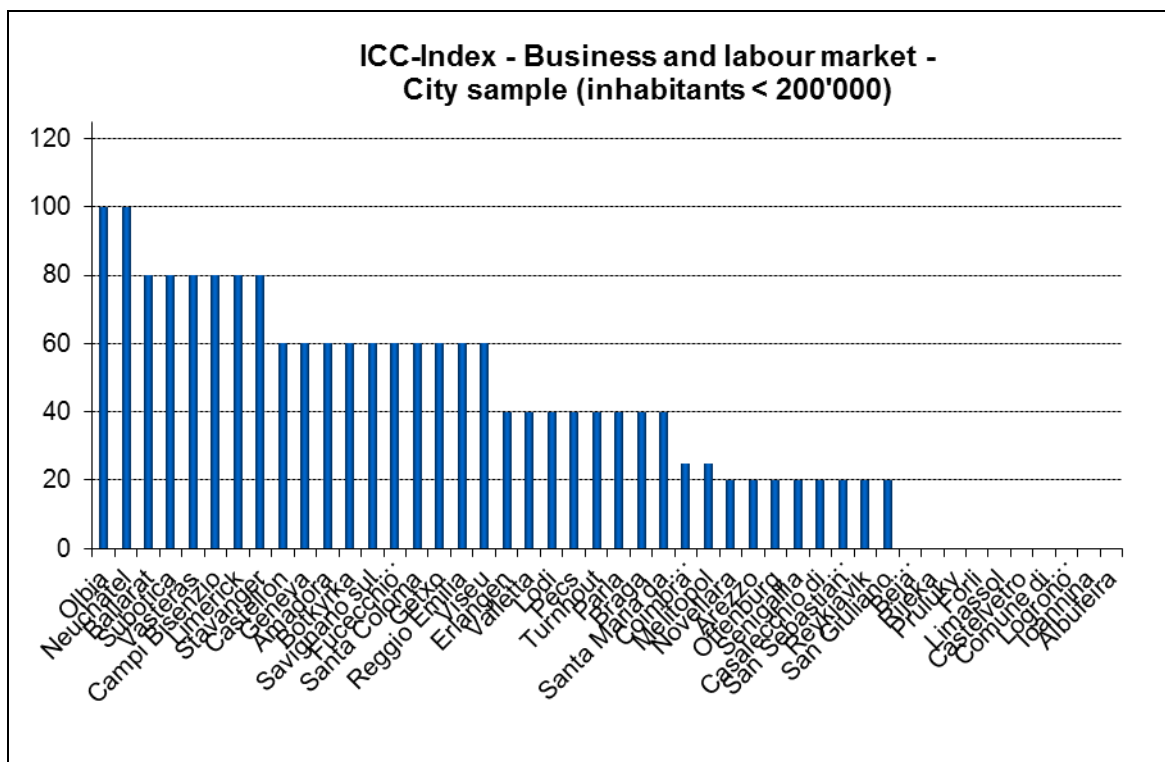
To conclude, we would like to stress the importance of establishing a **recruitment plan** to increase minority representation in the higher hierarchical levels. Equally important, the city should encourage **intercultural mixing in the private sector** through activities, policies and events.

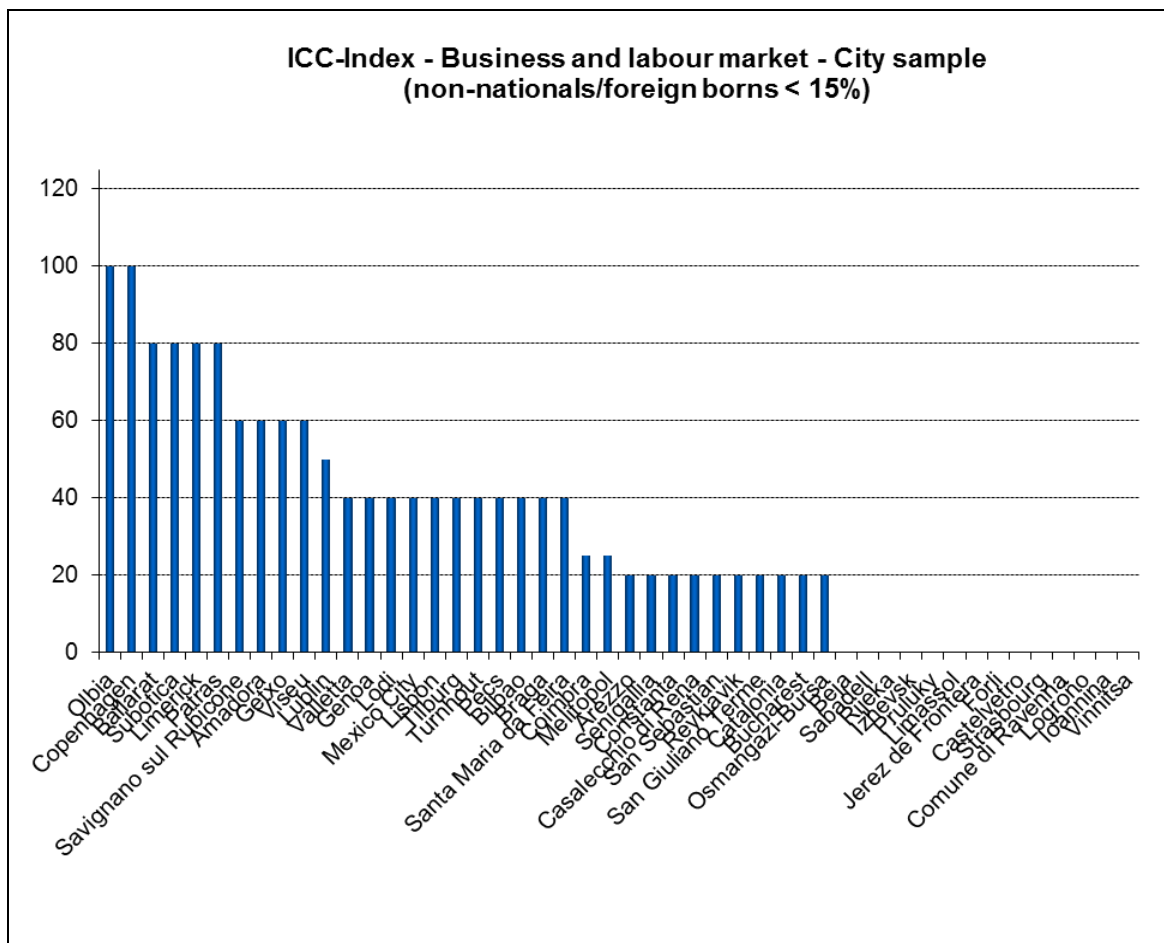
BUSINESS & LABOUR

through intercultural lens



Large parts of the economy and the labour market may be beyond the remit and control of the city authority, but they may still fall within its sphere of influence. Because of nationally-imposed restrictions on access to the public-sector labour market, the private sector may provide an easier route for minorities to engage in economic activity. In turn, such activity (e. g. shops, clubs, restaurants but also high-skill industry and research) may provide a valuable interface between different cultures of the city. While barriers for entry usually concern migrant/minority groups, in some cases it could be the other way around. Research has proved, however, that it is the cultural mix that fosters creativity and innovation, not homogeneity.





Melitopol rate of achievement in the Business and labour market area is the **25%**. It is a negative result if compared to the city sample's rate of 41%.

The city could consider establishing a **business umbrella organisation** to promote diversity and non-discrimination in the employment as it has been very helpful in many other Intercultural Cities.

Moreover, the City **has not adopted** a charter or another **official legal document against ethnic discrimination**, there is a statement against gender discrimination.

The city should seriously take action to encourage businesses from minority ethnic/cultural economies, enhancing ethnic minorities' participation in the local economy, and raises awareness of the important economic and social contribution of foreign-born entrepreneurs in the municipality.

For example, citizens could support the development of a **platform for local collaboration** in order to support migrant's entrepreneur and try to facilitate the access to public and private tenders for immigrants owning a company or business. Equally the municipality should develop **quality management standards** and other tools for local governments to assist them in the implementation of economic policies, in coherence with the principles of equality, integration and diversity management.

It is very encouraging that Melitopol has established a **“business districts/incubators”** in which different cultures could more easily mix.

The incubator is definitely an important element in the city centre insomuch it would give the possibility to entrepreneurs to develop their skills and to open their own activities. This mixing of skills and abilities would represent an extremely enriching element. In fact, in 2016, Melitopol set up a public organization "The Committee for the Future, Solidarity and Responsibility" within the Ukraine Confidence Building Initiative (UCBI) funded by the US Agency for International Development (USAID) implementing the "Business Incubator" project.

The project creates conditions for start-ups in the organization of their own business. It aims at creating conditions for the establishment and development of small businesses and educational programs for entrepreneurs in Melitopol, and setting up the dialogue and cooperation between different generations, cultures and interests. Its strategic goal is to create new jobs, generate the business environment and form a new generation community.

Despite these good initiatives, we wish to stress the importance of giving priority to companies with a diversity strategy. The city should start getting to know, perhaps carrying out some researches, on the situation of minority population in entrepreneurship. Then, policies should be adapted to the needs of ethnic minority's economic integration. These policies will aim to foster dialogue and participation of all stakeholders, as well as societies in general, in the plan of strategies and economic policies. The final result will be a more effective public administration, able to respond to the specific needs of its entrepreneurial and diverse citizens.

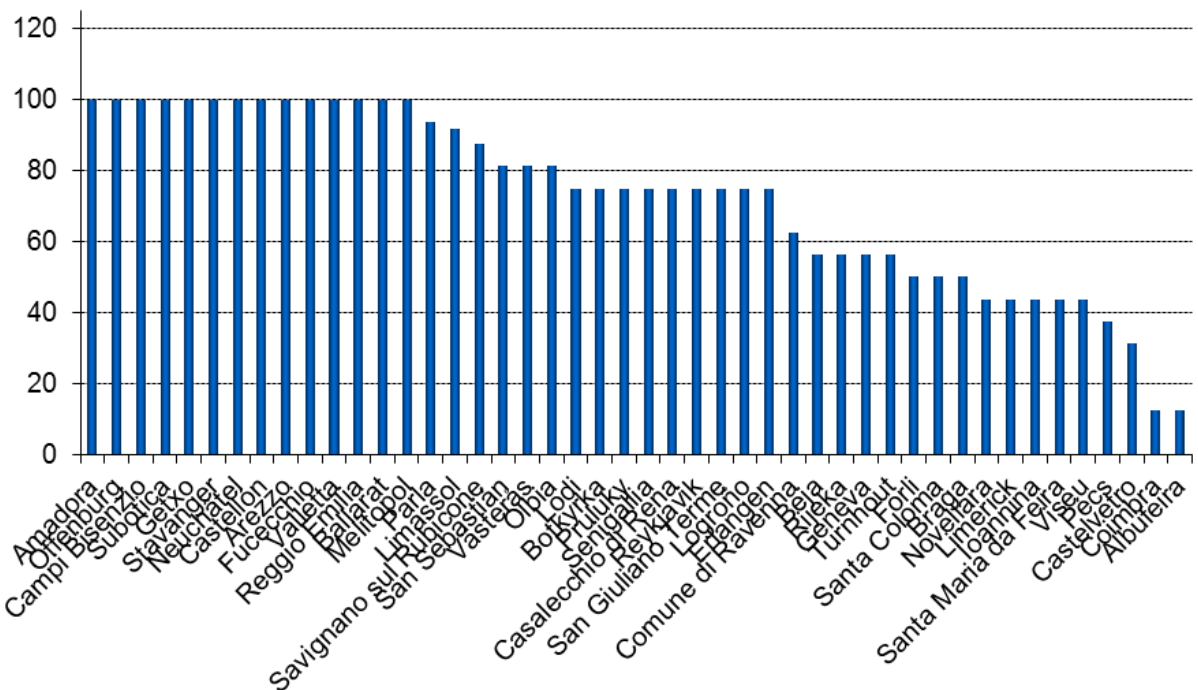
CULTURE & CIVIL LIFE

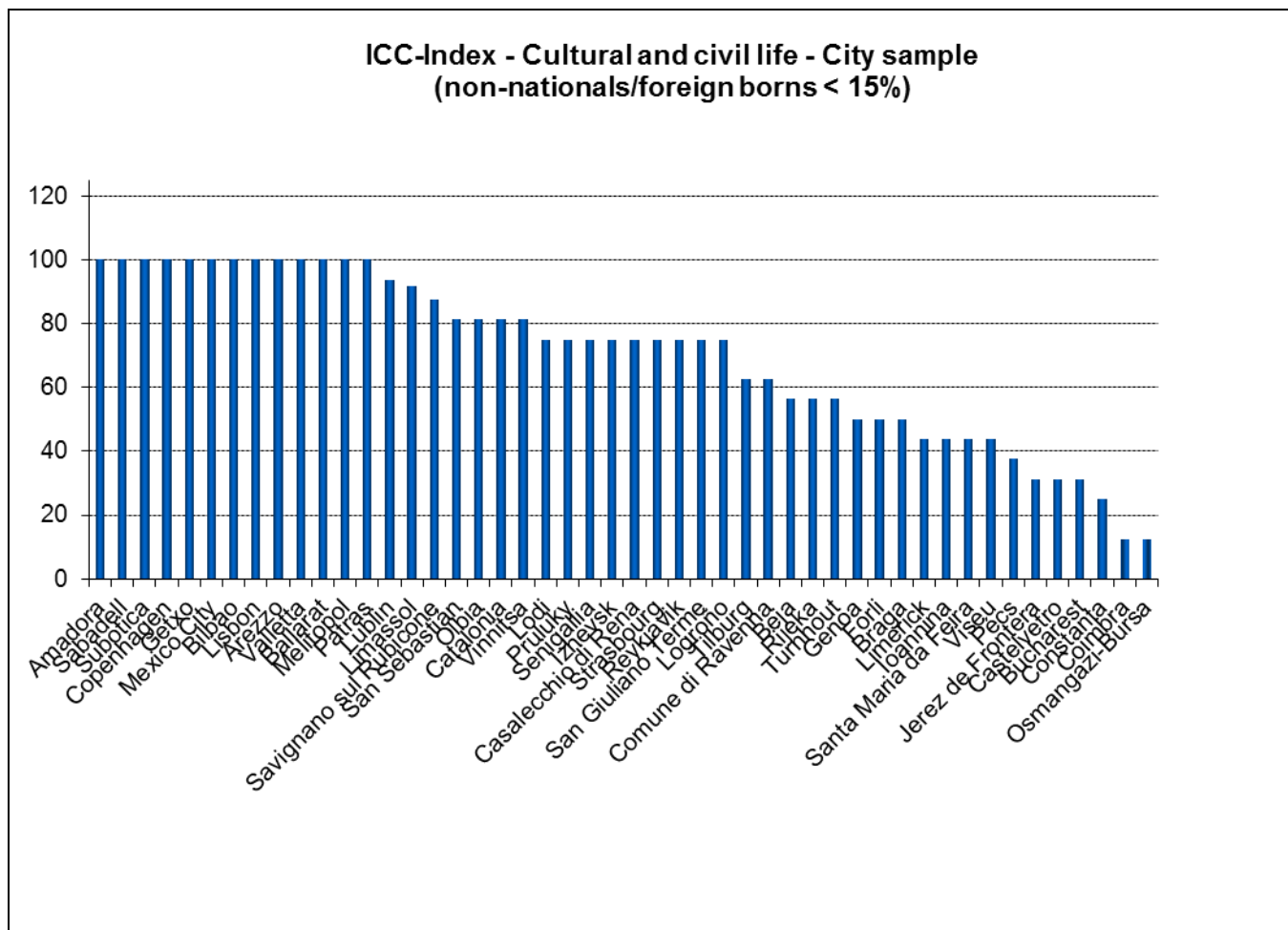
through intercultural lens



The time that people allocate to their leisure may often be the best opportunity for them to encounter and engage with inhabitants from a different culture. The city can influence this through its own activities and through the way it distributes resources to other organisations.

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





Melitopol achievement for cultural and civil life policy corresponds to an excellent **100%**, considerably higher than the city sample achievement of 75%.

Interculturalism **is** used as a criterion when allocating **grants to associations**, and positively the city regularly organises intercultural activities.

To encourage people to take part in the civil life, the city of Melitopol has also organised special events:

- The National Unity Day of Ukraine;
- All Ukrainian Forum "*Melitopol Intercultural: Sources and Horizons of the Dialogue*";
- Panoramic exhibition entitled "*European Union. From the history to the present*";
- The "*Mosaics*" summer children camp (summer of 2016), organized by the Melitopol Jewish community;
- The Cultural Diversity Day: social campaign "*Harmony and Diversity of Rhythms*";
- a meeting to honor the memory of victims of the Crimean Tatars war;
- The Jubilee concert of the "*Guzel Kyrym Tatar folk ensemble*";
- The Melitopol local history museum held the "*Museum Ethno Fest*".

Additionally, Melitopol City Council encourages public organizations and initiative groups to implement projects that include intercultural elements. In particular,

one of the priorities for the implementation of socio-cultural projects is the implementation of the Melitopol Intercultural Integration Plan. Additionally, the City Council has announced a call for proposals, open to all residents of Melitopol in the form of participatory budget, in so doing every resident can offer the city government a project, especially in the field of intercultural integration. As a result, the social and cultural projects among the winning proposals that have received financial support from the Melitopol City Council included intercultural integration projects (the share of such projects is 18%).

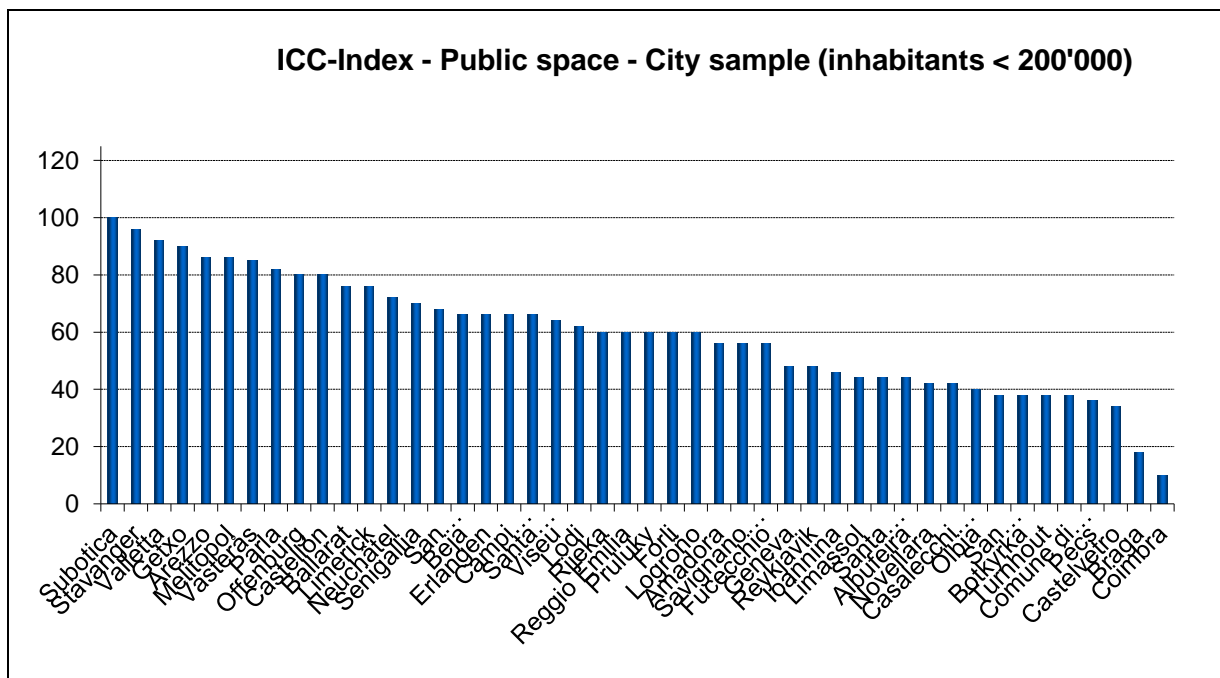
Last but not least, **regularly**, the city encourages cultural organisations to deal with diversity and intercultural relations. Equally important, Melitopol also organises **public debates** or campaigns on cultural diversity and living together; notably a round table on "Religious ethics in the dialogue with religious minorities".

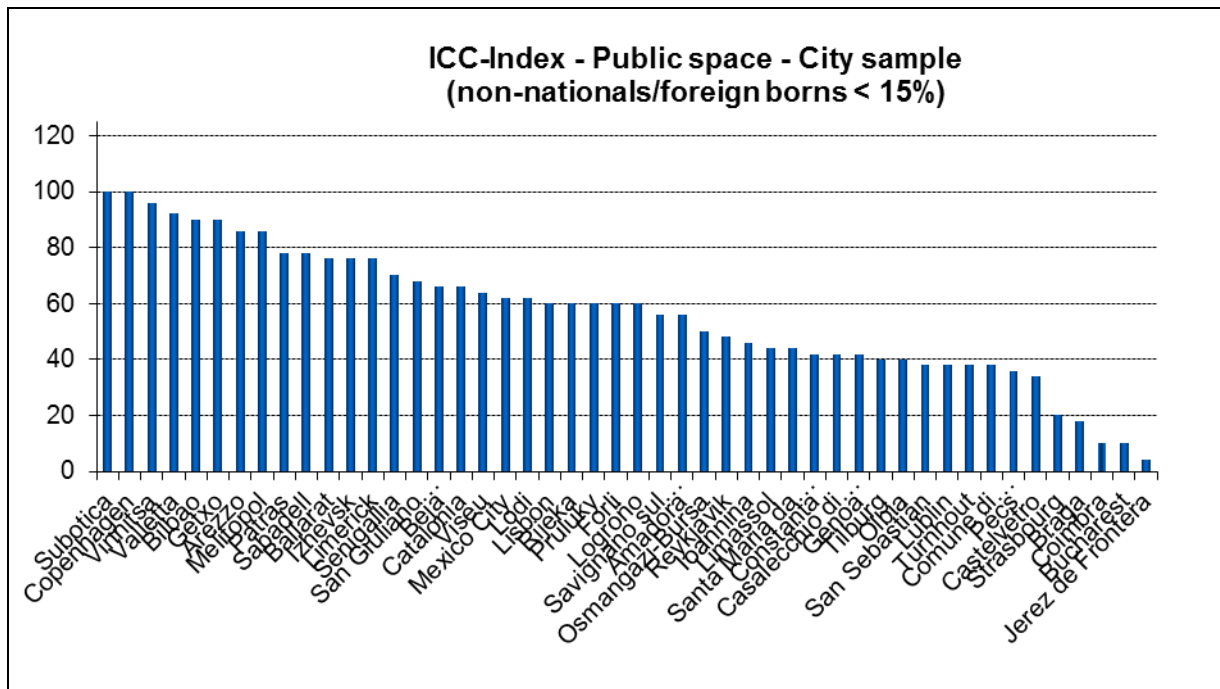
PUBLIC SPACE

through intercultural lens



Well managed and animated public spaces can become beacons of the city's intercultural intentions. However, badly managed spaces can become places of suspicion and fear of the stranger.





The rate of achievement of Melitopol public space policy is the **86%**, higher than the city sample's rate of 64%.

Melitopol municipality **encourages intercultural mixing** in public areas such as public libraries, museums, and squares. It is excellent that the city is seeking cooperation with national libraries and cultural associations of the city; for instance, the socio-cultural event "**Night at the Library**" with the participation of national and cultural organisations of the city of Melitopol, the meeting with the head of the City Greek Society V. Makropulo "With Hellas in the Heart", Socio-artistic event "Harmony and Rhythm of the Diversity" as part of the World Day for Cultural Diversity.

The city is also involving so many public places. As part of the citywide campaign "**Let's make our city better,**" measures were taken to landscape and garden the city in which national organisations took part; green areas are created with elements referring to the national symbols¹².

Positively, the city takes into account the **ethnic/cultural backgrounds** when designing and renewing building or structures. In fact, the city provides logistic support for exhibitions and presentations of representatives of different organisations.

Furthermore, when the city authorities decide to reconstruct an area they propose different methods to consult people and to involve minorities in the decision-making process. "*Melitopol Society of Bulgarian Culture*" has offered to rename the square at the intersection of Bohdan Khmelnytsky Avenue as the "*Sliven Square*". Members of the Council for the Promotion of Return of Crimean

¹²http://www.mv.org.ua/news/123296mesjachnik_blagoustroistva_zakonchilsja_mashtabnymi_subbotnikami_v_gorodskih_parkah.html

Tatars to their Historical Homeland "Azat" proposed an initiative to name the square on the descent of Kirova Street after Hasim Shevketovych Memetov.

Similarly, the city of Sumy adopted a process called "*decomunization*": streets, buildings and infrastructures from soviet time have been changing their names, however names are publicly discussed and opinions are collected before such projects implementation.

Across the city, **there are not areas** dominated by **one minority ethnic group** where other people feel unwelcomed, and fortunately, there are not areas that can be defined "*dangerous*".

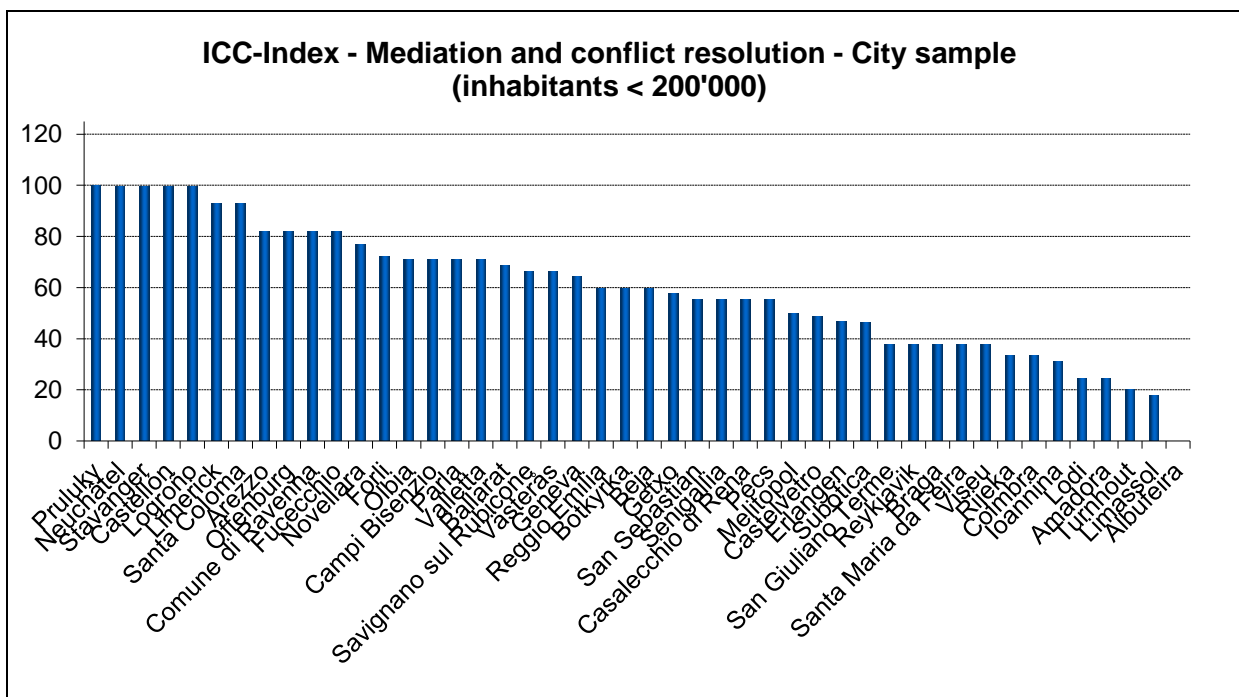
Lastly, Melitopol might wish to look up to Barcelona that has the objective to promote mutual acknowledgement, interaction and exchange through intercultural subsidies, such as festivals (also adopting migrants' holidays), art exhibitions and workshops, etc. For what concerns sports, Barcelona facilitates the inclusion of boys and girls in regulated sports, promoting changes in current legislation that may hinder the participation of foreign youngsters. It promotes projects based on sport that encourage interaction between young people from different origins, especially in the urban areas that have the biggest immigrant populations and the highest risk of isolation or segregation.

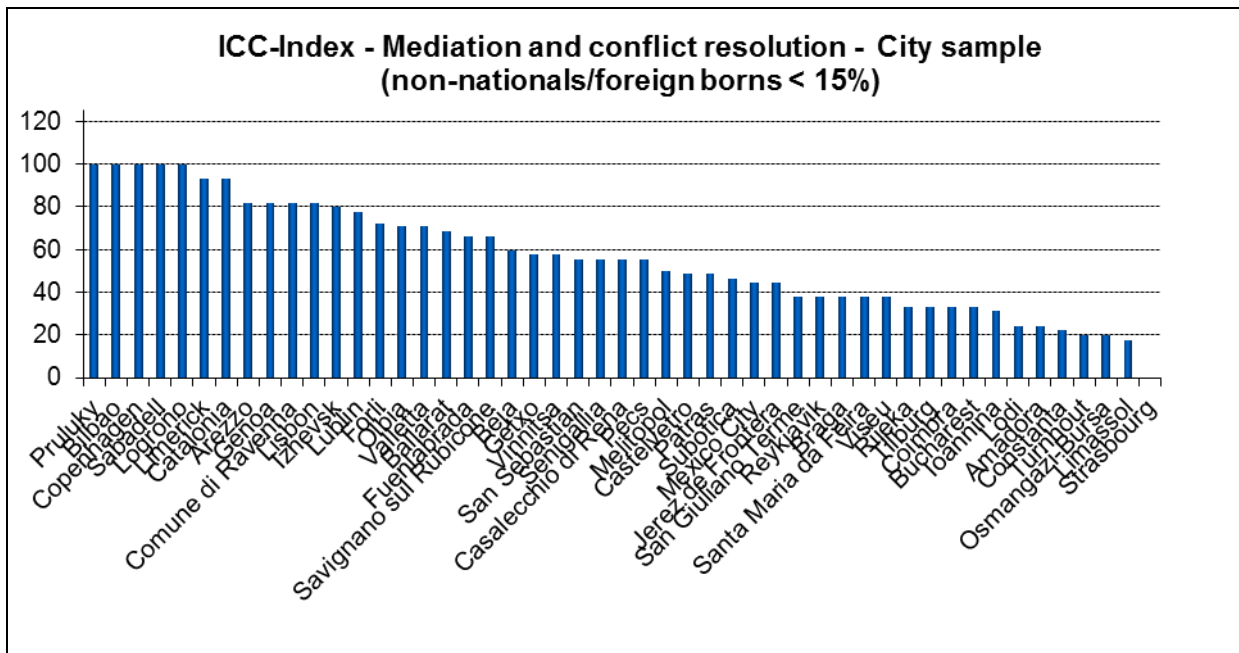
MEDIATION

and conflict resolution



The optimal intercultural city sees the opportunity for innovation and greater cohesion emerging from the very process of conflict mediation and resolution.





Melitopol' mediation and conflict resolution policy achievement corresponds to the **50%**, slightly lower than the average of the cities taking part in the programme (64%).

The city **does not** provide a **municipal mediation service devoted to intercultural issues**. As a suggestion, the city should consider establishing a general service which would deal with cultural conflicts. Moreover, we positively acknowledge that Melitopol has established an organisation or a department to deal specifically with **inter-religious** relations; namely the inter-confessional committee of Christian churches.

In Melitopol, **intercultural mediation** is not provided in special institutions (hospitals, police, youth clubs, mediation centres etc.) in neighbourhoods (where operators actively seek to meet residents to discuss the problems and the difficulties they may face) and in the city administration for general purposes.

As a suggestion, the city of Melitopol might want to consider taking into account The Italian Intercultural City Reggio Emilia which has set a centre **to mediate and to prevent and solve conflicts**. The intercultural centre "*Mondinsieme*" welcomes a great variety of ethnic and language backgrounds and offers support and assistance. For example, the Mondinsieme has great expertise in training mediation workers and supplies staff for schools and hospitals. Reggio Emilia has established an Intercultural centre with trained mediators with a variety of ethnic and language backgrounds who intervene whenever they feel a problem might arise – for instance if kids in some schools tend to cluster too much on ethnic basis.

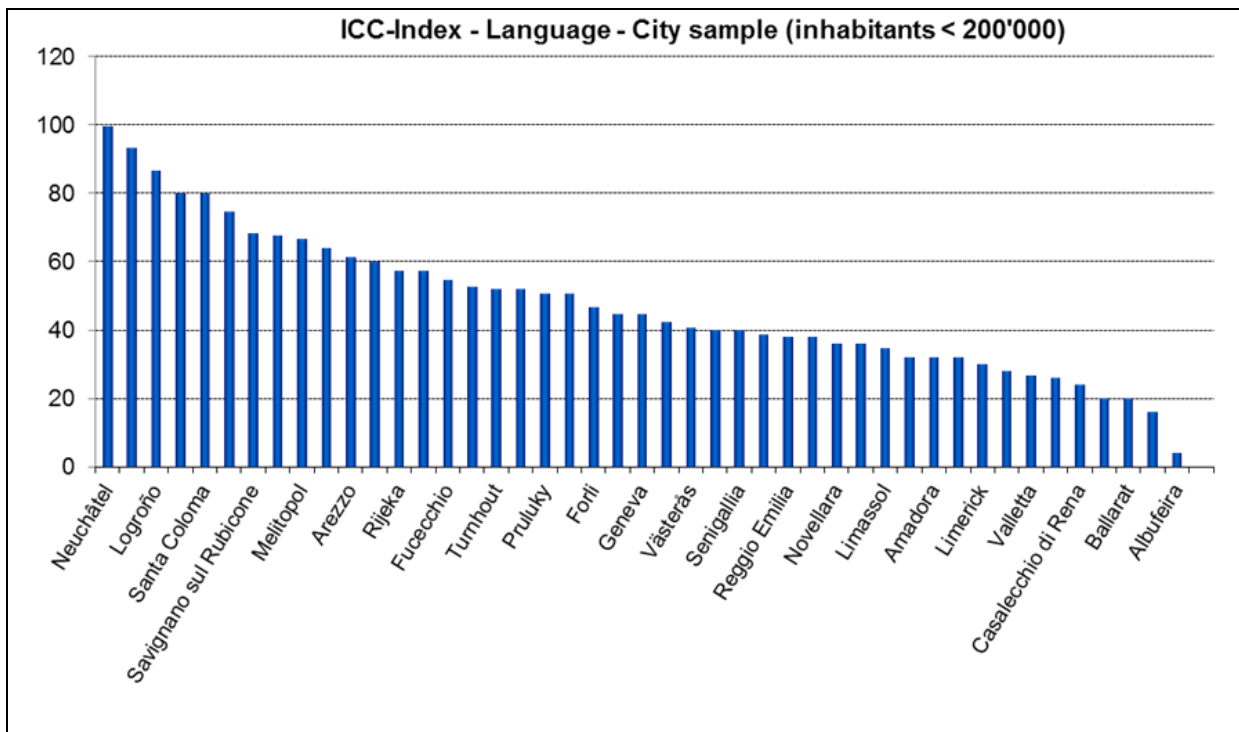
In Patras (Greece) the European project SONETOR is the first international systematic effort to design services that meet the professional needs of intercultural mediators. A seminar, called "Contribution of intercultural mediators in the social inclusion of migrants" was held in Patras with great success, both in terms of audience numbers and the level of presentations and debate. During the workshop, scientists, representatives of migrant associations and specialized

services managers discussed the facts of education and employment of intercultural mediators, focusing on the experiences recorded in Patras and other Greek cities, from efforts to integrate immigrants into local communities. Moreover, the on-line *Training Platform for Intercultural Mediators* was presented alongside which combines social networking applications and training methodologies so that it helps intercultural mediators during their work through specialized educational content and services. Of particular interest, several workshops focused on the figure of cultural mediator, telling stories of incidents and problems they may face when communicating with migrants in the fields of education, health, housing and legal support.

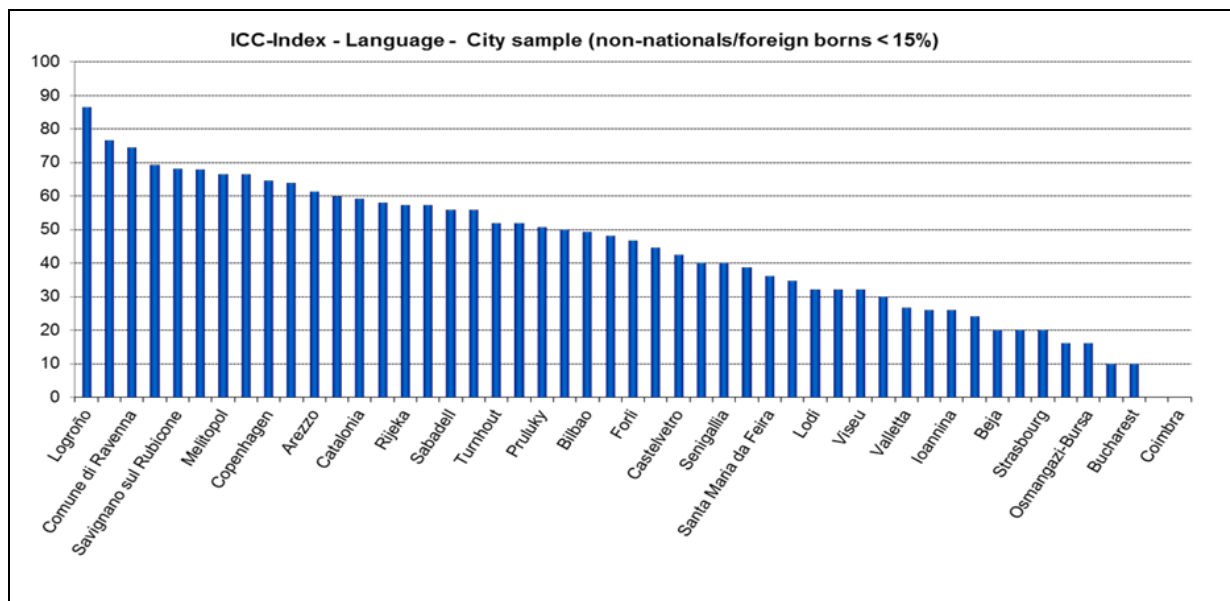
LANGUAGE



The learning of the language¹³ of the host country by migrants is key issue for integration. However, there are other considerations in an intercultural approach to language. For example, in cities where there are one or more national minorities (or indeed where there is indeed no clear majority group) there is significance in the extent to which there is mutual learning across language divides. Even in cities where recent migrations or trade connections have brought entirely new languages into the city, there is significance in the extent to which the majority are prepared to adopt these languages.



¹³ By language we understand an abstract system of word meanings and symbols for all aspects of culture. The term also includes gestures and other nonverbal communication. (ref- http://highereducation.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html)



Melitopol' language policy achievement rate corresponds to the **67%**, higher than the city sample's result of 49%.

Melitopol supports and provides various language programmes. The regional centre, operating for almost 25 years, has a communications club "*Krynychka*" and "*University for the third age*", visited by the elderly and the disabled persons.

The city of Melitopol is also supporting several projects to give a **positive image of migrant/minority languages**. For instance, a roundtable "*Native language in the dialogue and unity of cultures*"; a social campaign "*Remember the past for the future*", dedicated to the Day of Holocaust Remembrance; a meeting dedicated to St. Martin's Day, which is widely celebrated in Germany; a meeting with the Czech community "*Bohemia*" within the program of "*Melitopol - Intercultural City*"; a meeting of the Czech cultural and educational society "*Bohemia*"; Day of Georgia; Annual Days of Slavonic Literature and Culture with the participation of national and cultural societies and national creative teams of Melitopol; a cultural and educational campaign "*All-Polish reading*" at the Ukraine-Polish Society. Two book presentations: "*Jew Melitopol*" Volume 1, 2, written by the Bulgarian poetess Ludmila Kozar, and "*With homesickness*" by the Tatar researcher Minivera Idrisova; the "*Wings of the Soul*" literary contest dedicated to the bicentennial of the birth of T. Shevchenko for students of Junior Academy of Sciences. The nomination of Shevchenko's "*Testament*" in minority languages of Melitopol involved 35 representatives of ethnic groups in the city.

Additionally, Melitopol **supports** projects aiming at learning languages of migrants/minorities within the curriculum in schools according to the Melitopol Intercultural Plan, (integration theme 1, and paragraph 1.3.1).

Most recently, Melitopol **has promoted interesting language activities**: for five years a gymnasium has been running a Summer School aimed at teaching English language to those who are not mastering it yet, along with the possibility of informal communication skills with Peace Corps volunteers of the Zaporizhzhia Region. Besides, a primary school has also carried out a project aimed at

introducing Crimean Tatar during regular class hours. The municipality has also organised "Sunday Language Classes" (Tatar, Czech, Greek, Hebrew and German) at the national and cultural community centre.

The municipal Enterprise "**Broadcasting Company Melitopol**" of the Melitopol City Council in partnership with the City of Zaporizhzhia Oblast is working to create and display broadcasts of the project "*the intercultural capital*", supported directly by the Mayoralty.

As a suggestion to improve in the language field, Melitopol should financially support minority newspaper and/or radio and TV programmes in a minority language like the Intercultural Cities of Arezzo and Ballarat. In fact, Arezzo's weekly newspaper **Piazza Grande** has a Romanian column; moreover, the channel Tele San Domenico (TSD) shows the news in several languages. Instead, Ballarat has collaboration with the 99.9 Voice FM – **Ballarat Community Radio**. Today, the radio station offers a weekly radio program to be conducted by the Multicultural Ambassadors in minority languages.

Nevertheless, it is excellent that the city seeks to give a **positive image of their minority language**. Beja, for example, organizes poetry evenings, public readings and other cultural event to emphasize the importance of languages and the richness that minority languages entails.

Melitopol might find the following organization very interesting: the Parisian Association Dualala (from one language to another) accompanies bilingual families and professionals involved in multilingual environment taking under consideration the transmission of languages and cultures of origin. Dualala considers **bilingualism** as an **asset** for any child, regardless the language spoken. The association is composed of linguists and specialists in intercultural communication and it is supported by the Ministry of Culture and Communication and the Ashoka network. In addition, the association regularly organizes conferences in favor of multilingualism. Example: "Growing up with several languages: the challenges of the inclusion of the mother tongue" ("Grandir avec plusieurs langues: les enjeux de la prise en compte de la langue maternelle").

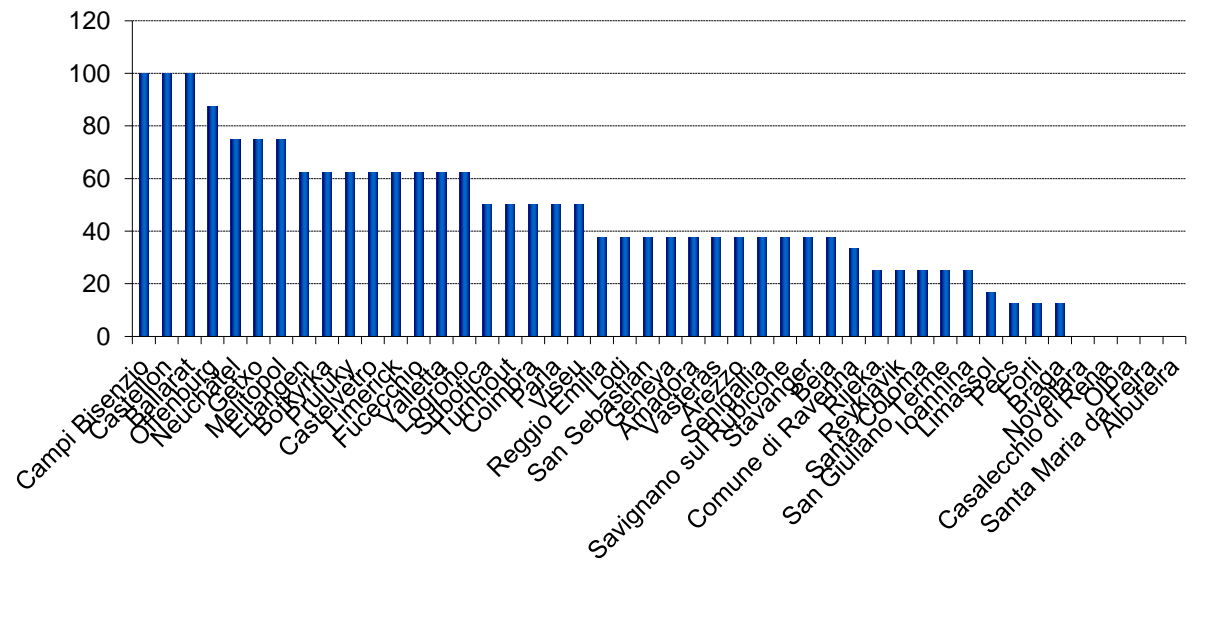
Language is crucially important in the integration process, especially at an early age. On this purpose, Melitopol could be inspired by the example set in Tilburg, in the Netherlands. In the projects of VVE ('before and timely education'), children in the range from 2 till 6 are trained to develop especially language skills. The aim is that migrant children will not have language arrears when they enter the primary school at the age of 5. Many language activities are implemented to toddlers in the playgroup. VVE - support is also given to the first two classes of the primary schools.

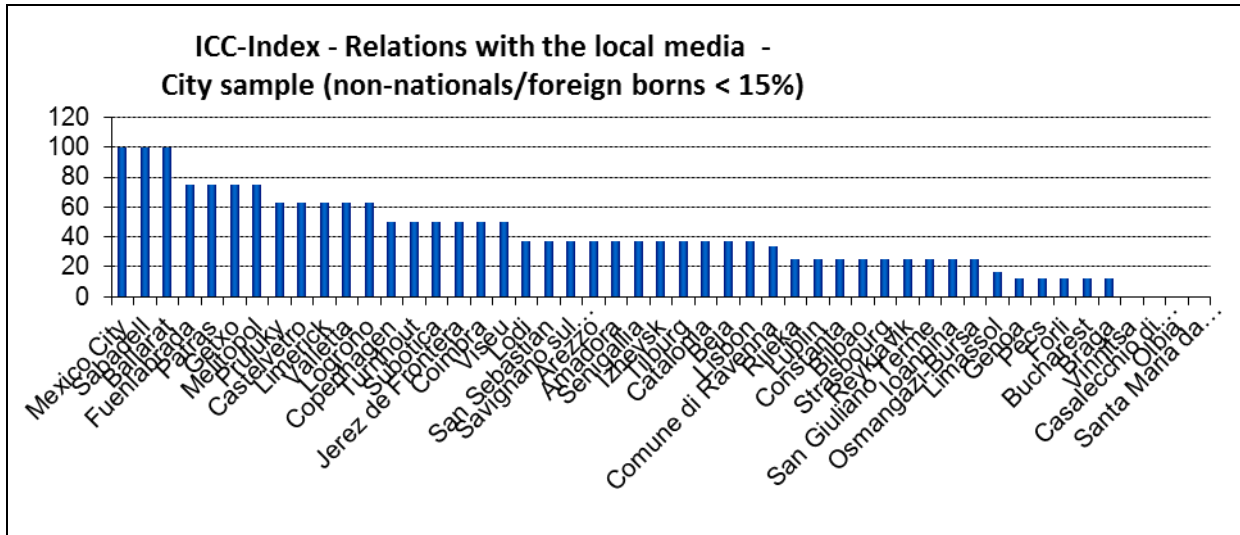
MEDIA policies



The media has a powerful influence on the attitudes to cultural relations and upon the reputations of particular minority and majority groups. Local municipalities can influence and partner with local media organisations to achieve a climate of public opinion more conducive to intercultural relations.

**ICC-Index - Relations with the local media - City sample
(inhabitants < 200'000)**





Melitopol media policy is the **75%**, positively, a higher result compared to the 45% achieved by the city sample.

The city **does not** have a **media strategy to improve the visibility of migrants/minorities** in the media (for instance special columns in the press, TV or radio campaigns; targeted media briefings, etc.) but the city's communication (PR) department highlights diversity as an advantage¹⁴.

On the other hand, the city **does not provide support for advocacy and/or media training to mentor journalists with minority background**. As an example, "**Tomar Claro**" is an Intercultural Prize for Local Journalists whose objective is to promote news/articles on the following themes: interculturality and identity, sense of belonging to the community, migratory pathways, social integration and education for intercultural citizenship.

Perhaps Melitopol might wish to combine its programmes with this Parisian association: the Maison des journalistes étrangers (House for foreign journalists) is an association that welcomes foreign journalists persecuted in their home country in defense and promotion of the freedom of expression.

Furthermore, the Melitopol Municipality itself monitors the way in which minorities are portrayed in the local media and **promotes a positive image of immigrants and/or minorities in the media**. To improve, Melitopol could follow Bergen's example. The Norwegian city publishes a newspaper with information about activities in the city that is distributed to all households in the city, four or five times a year.

Another good practice comes from the Intercultural Norwegian City of Oslo, where the city has an internet service, called "Cultural diversity in the media" informing on concerts, exhibitions and festivals organized by artists with minority backgrounds. The service was established in recognition of Oslo as the multicultural capital of Norway. This **pro-diversity coverage** of the cultural scene is reflected in the local media (newspapers, radio, local TV). Several of the

¹⁴ http://mlt.gov.ua/images/Doc/web/Maket_Plan_Intersity_Melitopol2%20%282%29.pdf
<http://www.coe.int/en/web/interculturalcities/ukraine>

stars in music and filmmaking, as well as sports, gaining national and international prominence in recent years, are of minority background. Among journalists and editors, and media researches, there is a growing awareness about the role of the media in promoting cohesion and presenting news in a responsible and intercultural way. This has resulted in a stronger focus on the **recruitment of journalists with ethnic minority background**. The municipality runs its own publication – “Oslo Now” – which is distributed freely to every household in the city. The Office of diversity and integration runs an internet based newsletter – the “OXLO bulletin”. The municipality sponsors an event called “Top 10”, which each year celebrates and profiles the ten most successful immigrants in Norway, in business and work, academia and media, culture and civic life.

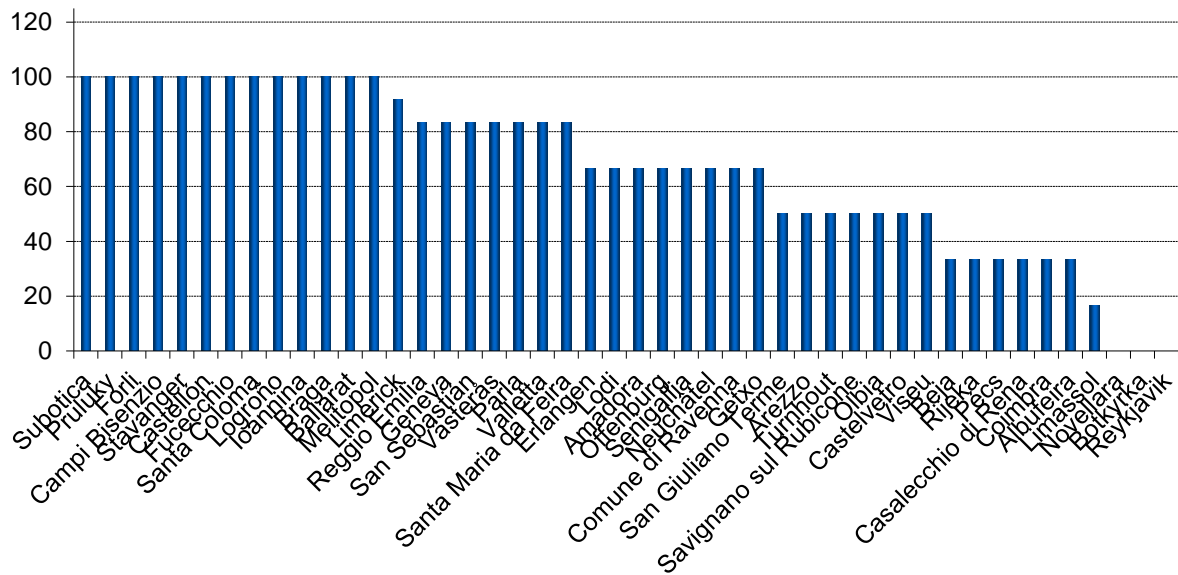
INTERNATIONAL

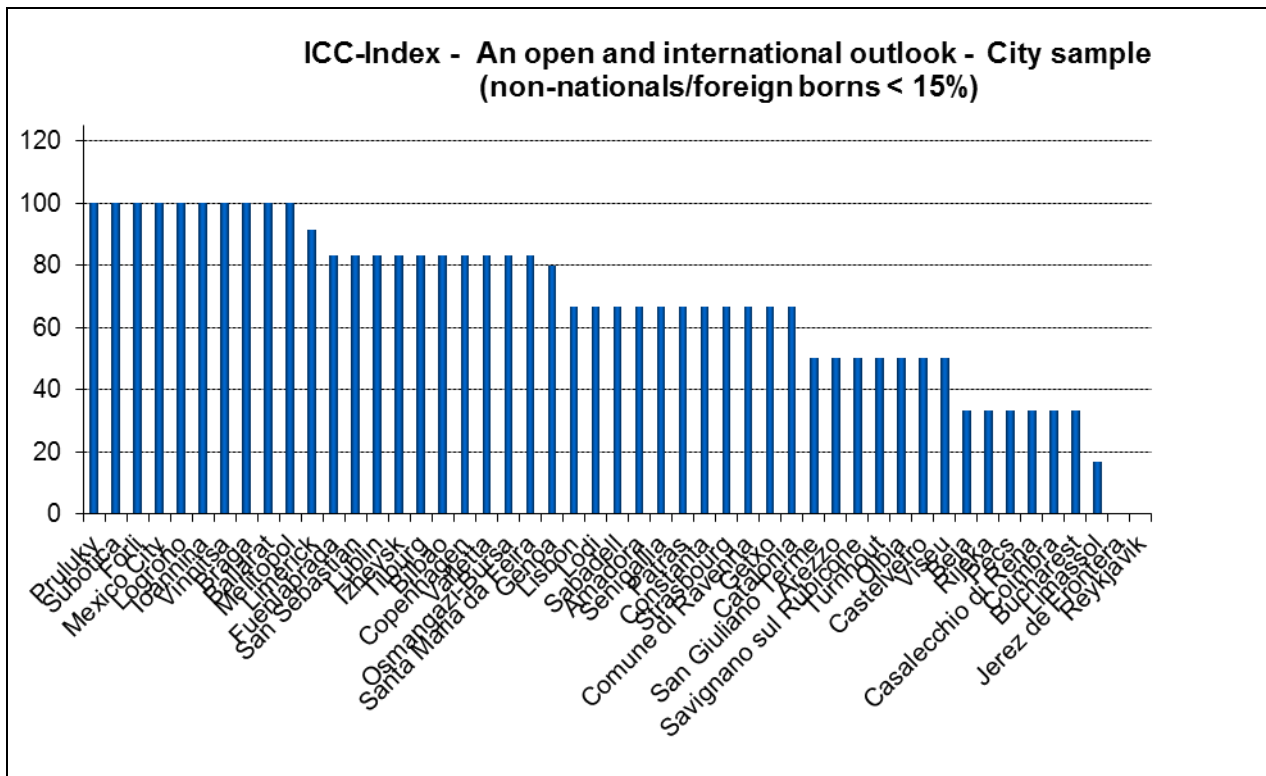
outlook policies



An optimal intercultural city would be a place which actively sought to make new connections with other places for trade, exchange of knowledge, as well as tourism.

**ICC-Index - An open and international outlook - City sample
(inhabitants < 200'000)**





Melitopol achieved the **100%** in the field of an open and international outlook, sensibly higher than the city sample's rate of 72%.

The city **has adopted a specific economic policy** to foster international cooperation as well a specific **financial plan**. For instance, the Bulgarian Centre of the Melitopol and the State Pedagogical University carried out a comprehensive study about the Bulgarian ethnic community in the Northern Azov region. The Centre collaborates with partners from Kyiv, Kharkiv, Zaporizhzhia, Berdiansk, Odesa and Sofia, Veliko Tirnovo, Blagoevgrad, Sliven, Plovdiv, Shumen and Chisinau.

To improve in this field, Melitopol could look into Barcelona initiative "*Do It in Barcelona*". This programme comprehends a multitude of initiatives whose goals are: 1) to strengthen the city's competitiveness; 2) Incorporate new methodologies into existing entrepreneurial support programmes that allow people with a business background in their home country to make the most of their experience; 3) Support the creation of intercultural teams to develop business efficiency and productivity; 4) Support initiatives aimed at finding multi-linguistic solutions; 5) Support the creation of social networks that encourage the integration of new residents into the city and that also make it possible to establish economic bridges with their home countries.

Another amazing initiative comes from Santa Maria da Fera, where diversity and migration are perceived as a window to explore new opportunities and new markets. For this reason, the municipality is planning the launch of an **online platform** that will link local business owners of all backgrounds with the Portuguese diaspora and with the countries of origin of local immigrants. The launch of this platform is the culmination of a number of initiatives that reach out through business partnerships. The municipality has in fact regular business

exchanges with Kenitra, in Morocco. The partnership, made possible thanks to the presence of Moroccan nationals in Santa Maria da Feira, started with a visit by a Kenitra delegation in 2012. Since then, a number of protocols between the two municipalities have been signed, in addition to the private sector business relations established.

Furthermore, Melitopol has established an agency with specific responsibility for monitoring and developing the city's openness to international connections.

Equally important, Melitopol **universities** encourage foreign students to participate in the city life and to remain after graduation. Moreover, Melitopol **enhances economic relations with countries of origin of its migrant groups**. In fact, Melitopol, through twinnings, agreements and cooperation protocols, encouraged social and cultural harmonization, promoting local development based on the sharing of knowledge and experiences¹⁵.

Finally, Melitopol could consider following Santa Maria's example to establish similar businesses connections with a city of a country from which its minority inhabitants come from, for example Russia.

¹⁵ Students training in Sliven.

http://www.mv.org.ua/news/54187studenty_mgpu_nashli_vizantiiskuyu_monetu_vo_vremja_raskopok_v_stroi_zagore.html

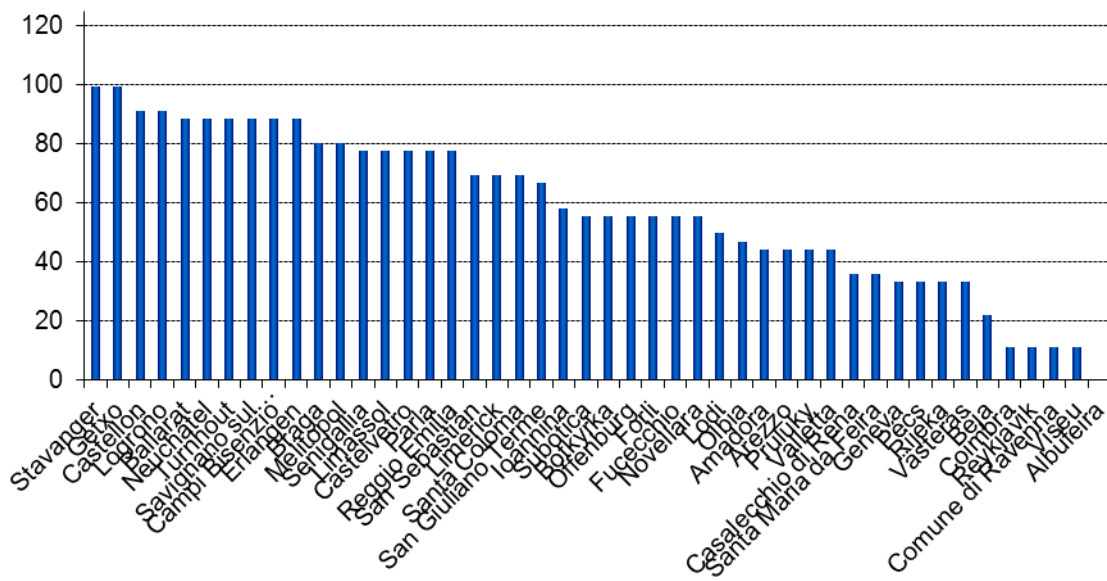
INTELLIGENCE

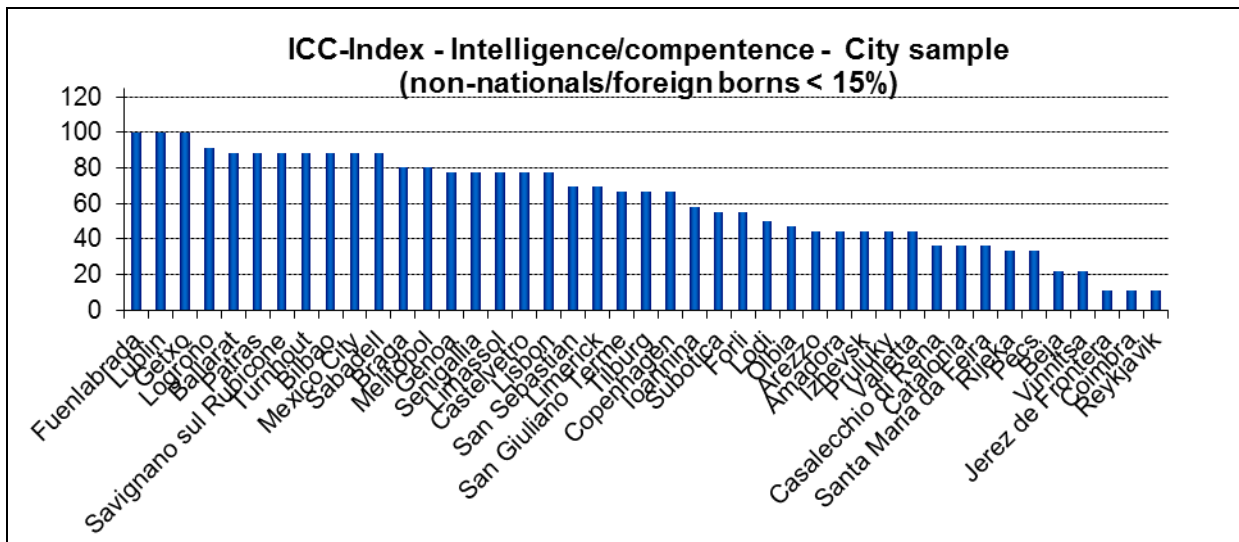
competence policies



A competent public official in an optimal intercultural city should be able to detect and respond to the presence of cultural difference, and modulate his/her approach accordingly, rather than seeking to impose one model of behaviour on all situations.

**ICC-Index - Intelligence/competence - City sample
(inhabitants < 200'000)**





The attainment rate of Melitopol in the field of intercultural intelligence competence policy is of the **80%**, considerably higher compared to the city sample's rate of 63%.

Although the City already spreads information about diversity and intercultural relations, yet Melitopol might find interesting this integration programme carried out in Neuchâtel to raise citizen awareness and to help migrants to become acquainted with their new environment, helping them to practice the French language in everyday situations. Depending on the program, emphasis is put on the practice of French or learning about the social and institutional environment of the Canton and Switzerland. Altogether there are five distinct programs carried out in 10 quarterly or yearly classes in Neuchâtel and La Chaux-de-Fonds.

It is excellent that Melitopol takes **surveys** to monitor the public perception of migrants/minorities and **fosters** intercultural competences through **trainings**.

Perhaps the city might wish to introduce **interdisciplinary seminars**; alternatively the city could look up at Braga, where trainings and courses are also composed of public debates on migrations, sessions and conferences on the immigration law, as well as Portuguese courses. Equally important, the intercultural city of Bergen (Norway) has developed interdisciplinary seminars, workshops and courses to improve intercultural competences of its officials and staff. Combined to these courses, the city also conducts surveys to find out how inhabitants perceive migrants/minority groups.

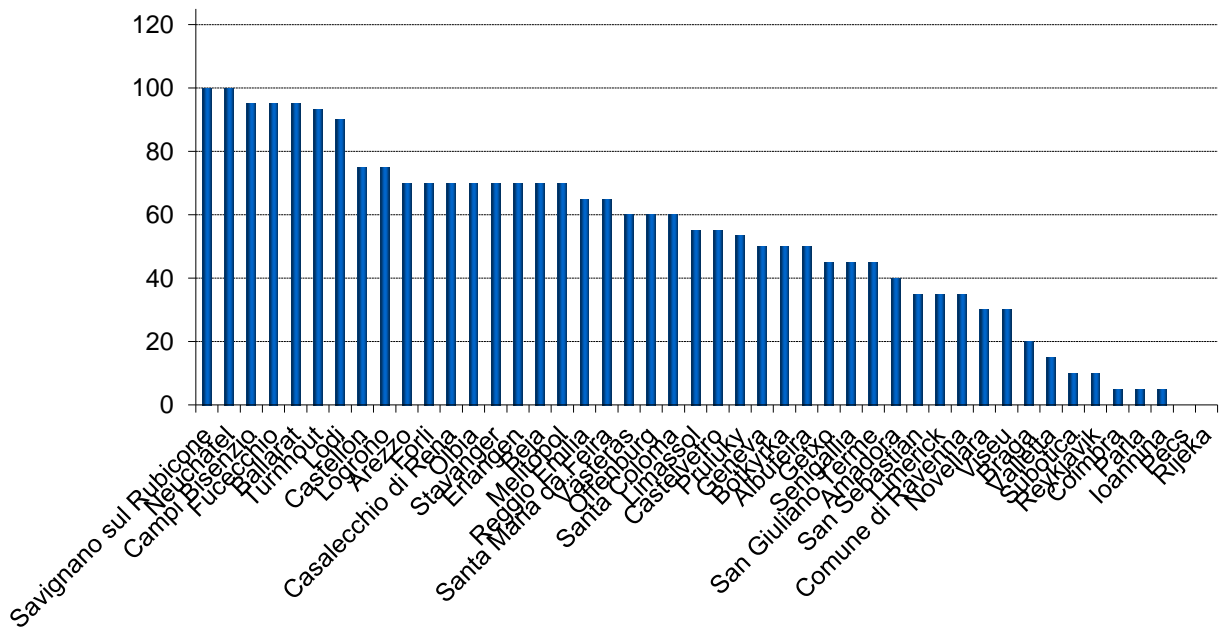
Another good practice comes from Constanta (Romania) that has put into practice a number of policy initiatives to **encourage international cooperation**. In particular, it has set up an agency responsible for monitoring and developing the city's openness to international connections. It has initiated projects and policies to encourage economic co-development with countries of origin of its migrant groups.

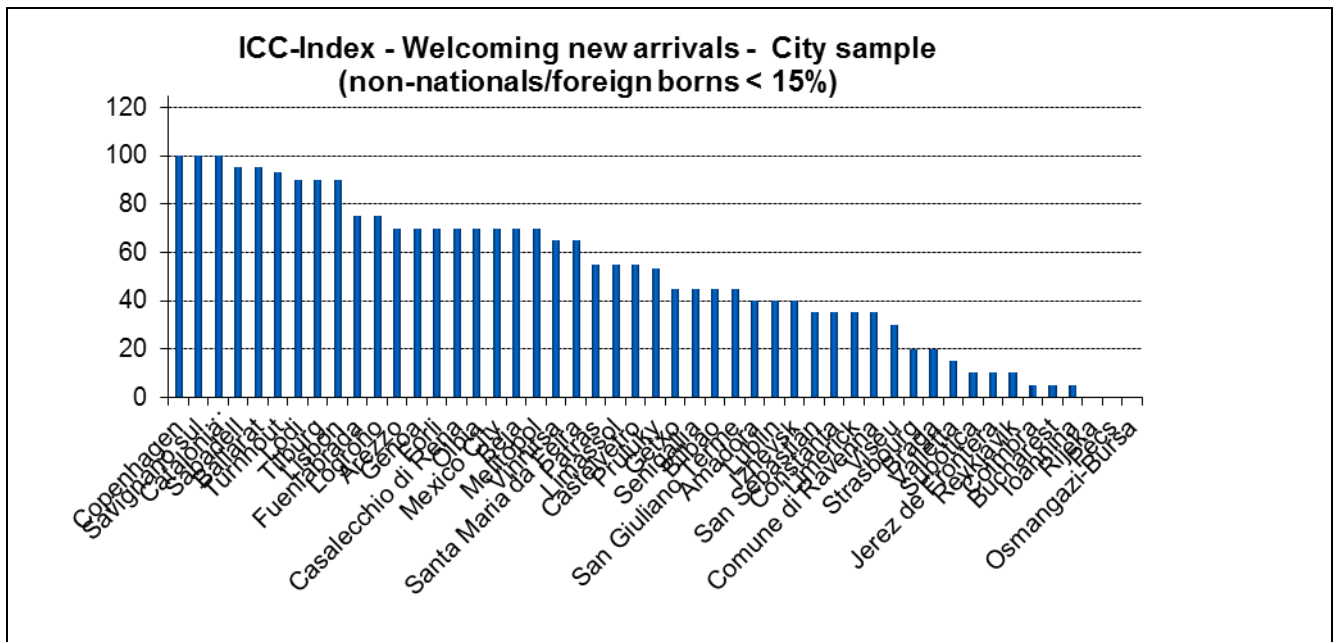
WELCOMING



People arriving in a city for an extended stay (whatever their circumstances) are likely to find themselves disorientated and in need of multiple forms of support. The degree to which these measures can be co-ordinated and delivered effectively will have a significant impact on how the person settles and integrates.

ICC-Index - Welcoming new arrivals - City sample (inhabitants < 200'000)





The attainment rate of Melitopol welcoming policy is the **70%**, considerably higher compared to the city sample's rate of 55%.

The city has established an **office** to welcome migrants and newcomers to the city. Most importantly, Melitopol **offers** a comprehensive city-package with **useful information and assistance** in support to newly arrived residents.

The city **supports and welcomes** specific categories of newly arrived, such as family members, students, migrant workers and refugees. In June 2014 the territorial headquarters were created on social security of citizens of Melitopol arriving to the city from the Autonomous Republic of Crimea, Sevastopol, Donetsk and Lugansk regions. Optionally, families were temporarily accommodated, humanitarian assistance was provided, and a "hot line" for informing displaced people about the possibility of obtaining needed services on everyday issues was organised.

Moreover, the Department of the Social Welfare of the Council of Melitopol and the City of Zaporizhzhia Oblast are constantly keeping the unified information database of internally displaced persons through the program of the "Social protection of internally displaced persons in need".

Despite these outstanding results, the city of Melitopol should consider introducing a **special public ceremony** to greet newcomers in the presence of officials. For instance, Sabadell regularly celebrates the arrival of new-comers.

To help migrants and newly arrived, Melitopol could follow Ballarat's interesting activity of the *Migrant Morning Tea*: every day these morning teas have helped establish friendships across cultures, provided settlement information to new migrants regarding assistance that may be available. Instead, Barcelona encourages social inclusion and integration through the promotion of the history and cultural heritage of the city amongst all citizens and especially amongst

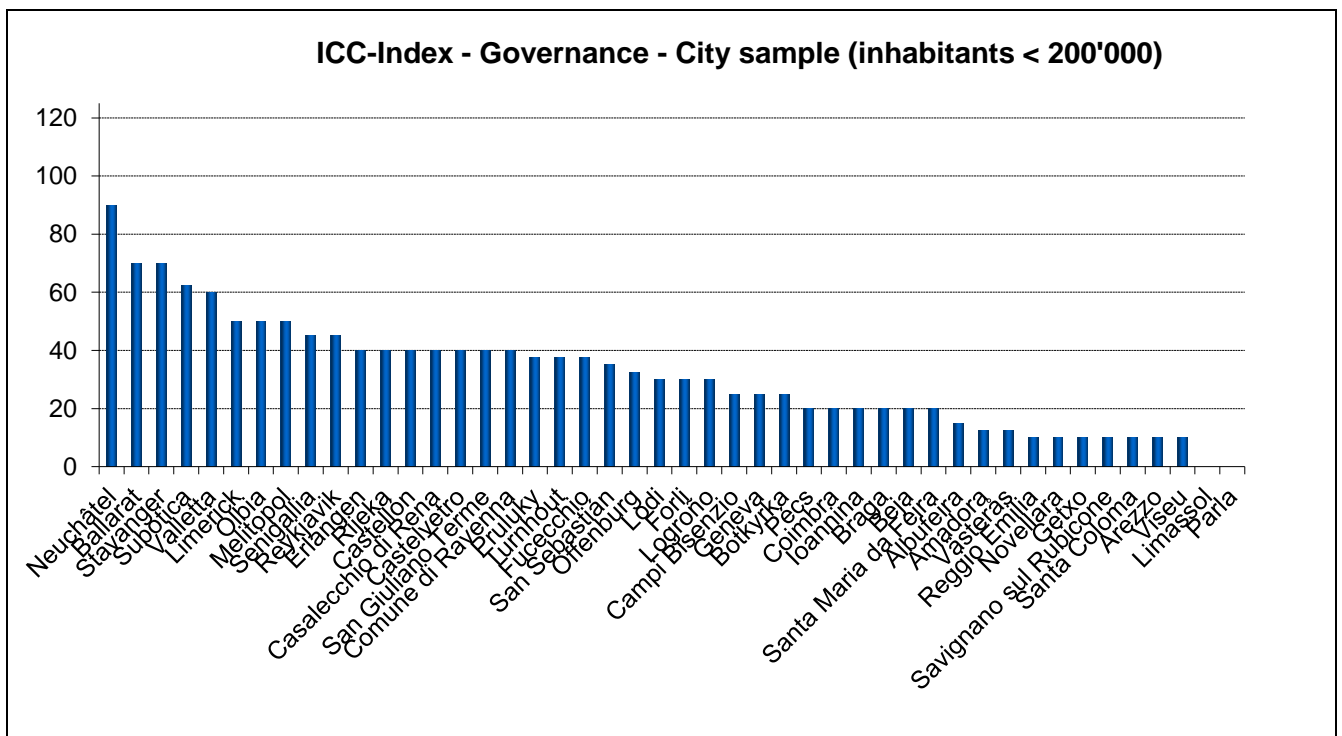
those who have recently arrived, also, citizens contributes sharing their culture with art exhibitions.

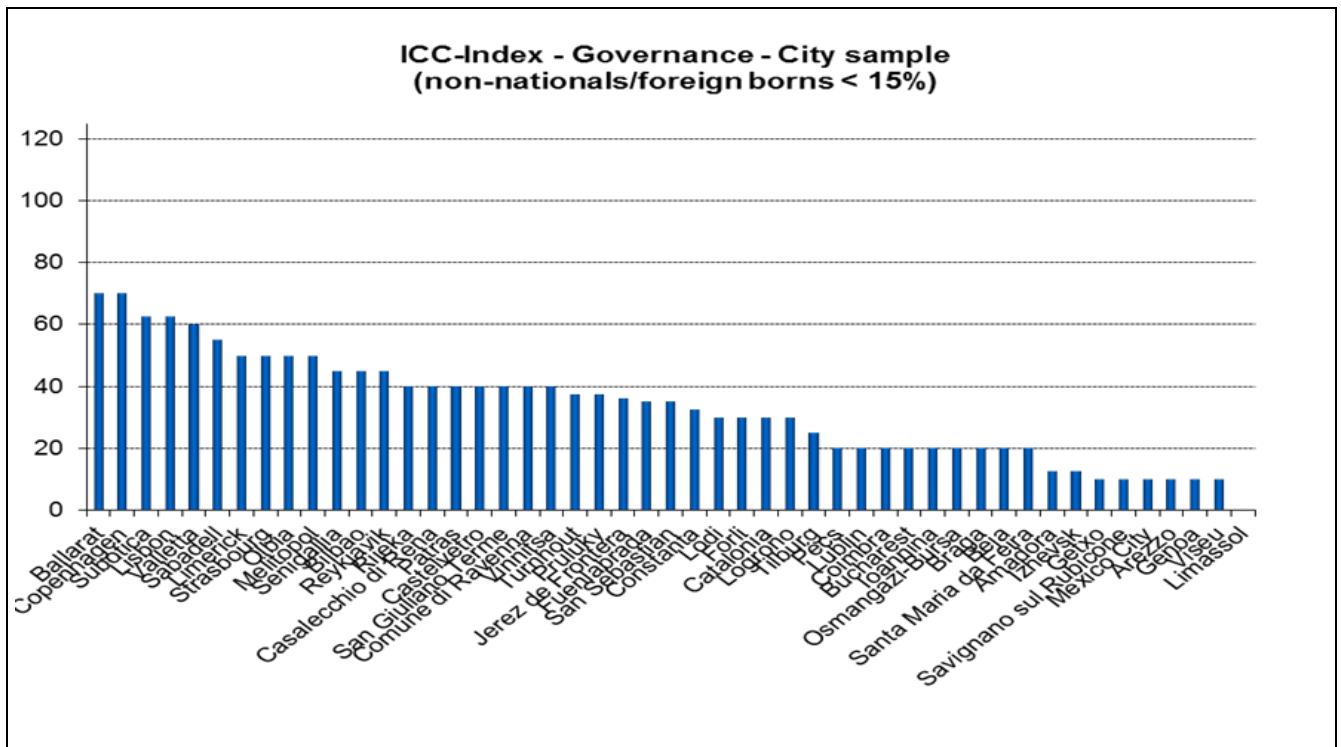
Another good practice comes from Donostia-San Sebastian; the project is called "**Gipuzkoa Solidarity V. Bizilagunak**" (The Nextdoor family) and suggests an original way to create connections. The project started in 2012, and the idea is to gather migrant families and Basque families together. The project operates on a local area, focusing on building relations among families within the same neighbourhood; the final goal is to build a net of connections that will strengthen the feeling of belongings, encouraging acceptance and social cohesion. "The Nextdoor Family" project offers an incredible opportunity to exchange stories, experiences and get to know each other in a relaxed environment. On the day "de la comida", the host family will cook a meal and will welcome the guest family. A mediator will be present and will coordinate the reunion until everyone feels at ease. Once the ice is broken, children will play together while parents will get to know each other's culture and habits. However, the mediator will monitor the gathering, possibly giving language support in case of misunderstandings. The Gipuzkoa Solidarity conveys the idea that we are all Basque citizens. These intercultural connections fight prejudices and stereotypes, while bridging the gaps between foreign-born people and natives. Simultaneously, this project fosters social inclusion among neighbours, leading towards a harmonic cohabitation. In a word: equality.

GOVERNANCE



Perhaps the most powerful and far-reaching actions which a city can take in making it more intercultural are the processes of democratic representation and citizen participation in decision-making.





The attainment rate of Melitopol in the field of governance is the **50%**, higher than the city sample’s rate of 34%.

Newcomers can vote only when they obtain the nationality. Conversely, in Braga and Beja, **newcomers can vote** once they have obtained the Portuguese nationality.

Moreover, Melitopol’s **ethnic background of elected politicians** partially reflects the composition of the city’s population. However, Melitopol has established a specific political body to represent ethnic minorities/migrants and/or to deal with diversity and integration matters. Namely, the municipality has an advisory body representing migrants/minorities and their organisations.

We acknowledge that Melitopol has introduced initiatives to **encourage migrants and minorities to take part in the political life**. Specifically, the European Information Point "All about Europe: read, listen, discover at the European information points at libraries" within the ULA Project (Ukrainian Library Association) with the support of the European Union ("Erasmus +).

Nonetheless, the city might wish to follow the example set by the city of Paris where 123 "*conseils de quartier*" or "neighbourhoods’ councils" 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 all the strategies that could potentially improve the quality of life. The Councils are a bridge between the citizens, the elected officials and the Mayor.

Melitopol might find inspiring this initiative coming from Ballarat: the **Multicultural Ambassadors’ Program (MAP)**. This program was developed in order to provide leadership within the migrant community, therefore encouraging minorities to participate in the political life of the City. Ever since

2009, this program aims to enhance community awareness while fostering social cohesion and mutual acceptance. The objectives are:

- Enhance community awareness and foster inclusion of existing and new CALD communities in Ballarat
- Support leadership within the CALD community and to recognise the commitment and contribution made by migrants and Indigenous people to the Ballarat community
- Advocate for and promote the benefits of cultural diversity through learning, exchange and celebration
- Collaborate with the City of Ballarat in implementing its Cultural Diversity Strategy

Multicultural Ambassadors will be champions for their existing communities and will engage citizens' participation in workplaces, social, religious and recreation groups, as well as in schools and community groups.

ANTI DISCRIMINATION



The answers provided in the questionnaire indicate that the city of Melitopol **does not** monitor the extent and the character of discrimination in the city in a way the cities in Western Europe do, however the city has a specific service that advises and supports victims of discrimination and/or provides grants to civil society organisations that play this role.

The city also runs anti-discrimination campaigns and/or raise awareness in other ways. For example, through the "**Panoramic stained-exhibition Melitopol - the Intercultural Capital of Ukraine**", which include spreading information through publications translated in the languages of all the minorities residing in Melitopol about photo exhibitions, arts and crafts exhibitions.

Furthermore, the Melitopol city local history museum holds an exhibition called "**The settlement of the land**"; the museum gives its space for exhibitions of ethno-cultural communities (exhibition "Unknown Czech Republic" exhibition days of culture and national minorities, museum party "MuseumEtnoFest" creation of photo areas with national topics).

Melitopol could follow Amadora's schools example in addressing stereotypes and negative perceptions about specific communities. In fact, the city of Amadora (Portugal) has been implementing a communication campaign focusing on rumours identified through research at the city level about pupils with a migrant background lower the education level in schools. In Amadora, 60 per cent of the foreign residents, who represented 10 per cent of the city's population in 2011, originate from Portuguese-speaking African countries.

As part of the campaign, 60 pupils of Seomara da Costa Primo secondary school were trained as anti-rumour agents. They identified the following rumours in the classroom: new students are never welcome, Spanish and Portuguese do not like each other, white people are believed to steal babies in Cape Verde, mathematics and Portuguese teachers earn more than other teachers, etc. The pupils also participated in a debate "how do I see the others" where they were to mosaic their school mate using foodstuffs. Finally, they presented an anti-rumour song at the C4i 3rd Coordination meeting in Amadora on 12 December 2014 and expressed interest in joining more anti-rumour activities. According to scientific research conducted in Amadora as part of C4i, a secondary school with

a majority of students of different nationalities was positioned among the eight best schools in the city in 2013. Similarly, about a quarter of the students awarded for merit and excellence were immigrants. Amadora strongly believes that excellence in education can only be achieved in an integrated and inclusive education system.

CONCLUSIONS



Melitopol showed an aggregate intercultural city index of **69%**, resulting 18th among the 85 cities that for the time being are part of the Intercultural Cities Network. Together with these excellent results and innovative programmes, the Index has also shown that there is room for further improvements.

It is appreciable that the city scored a rate **higher** than the city sample in the following fields: commitment, intercultural lens, education system, neighbourhood, cultural and civil life, public space, language, media, international outlook, intelligence competence, welcoming, and governance.

On the other hand, the **weakest fields** where the city's municipality must strengthen its policies are: public service, business and labour market, mediation and governance.

In view of the above, we wish to congratulate with the City of Melitopol for the efforts taken. Nonetheless, we are confident that if the city follows our guidelines and other Intercultural Cities' practices, the results will rapidly be visible and tangible.

RECOMMENDATIONS



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

- **Public Service:** We strongly recommend the city of Melitopol to introduce a recruitment plan; plus, the city should consider introducing also school meals and women-only sections in sport facilities. School canteens may want to offer different meals to satisfy pupils' alimentary needs. In addition, women-only sportive facilities in the city should have women-only time schedules in order to suit the needs of women with specific necessities.
- **Business and Labour Market:** Melitopol should seriously take action to encourage businesses from minority ethnic/cultural economies, enhancing ethnic minorities' participation in the local economy, and raises awareness of the important economic and social contribution of foreign-born entrepreneurs in the municipality.
- **Mediation:** To improve the field of mediation, the municipality could look up at Parla's idea of celebrating the World Day for Cultural Diversity for Dialogue and Development (according to the UN, the 21st of May), when the Mayor visits these places of worship and hold joint meeting. This is a perfect occasion to get to know each other, to bridge faith with politics and to attract the interest of participants.

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 in the Intercultural cities database¹⁶.

¹⁶ <http://www.coe.int/en/web/interculturalcities/>