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## Building Structures for Intercultural Integration in Cyprus

# Nicosia District Intercultural Network

Terms of reference

May 2022

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The “Building structures for intercultural integration in Cyprus” project is carried out with funding by the European Union via the Structural Reform Support Programme and in cooperation with the European Commission’s DG Structural Reform Support. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

## Vision

The aim of the Project is to investigate and understand the integration policies regarding immigrant groups in Cyprus in relation to their levels policy implementation, resources available, stakeholders' roles and the level of achievement of the objectives arising from these policies. Particular attention is paid to exploring the level of sustainability and harmonization of such integration policies at national and local level as well as the challenges that may complicate their implementation.

Within the Project framework, our aim as Coordinator of the District of Nicosia for the purpose of this project, is to bring stakeholders together from top level governmental positions to grassroots associations to form a network and through common goals and good practices develop an intercultural strategy, which will help Nicosia in the future become an intercultural city.

## Objectives

1. Analysing challenges and identifying solutions specific to the region through the Intercultural Cities Index Thematic Sections. This analytical tool will help the network assess to what extent the different local policies and actions are intercultural, in other words if they contribute to migrant inclusion and community cohesion.
2. Developing an intercultural strategy for the District of Nicosia. The strategy will include but will not limit itself to agreed priority actions and solutions to improve intercultural integration and will identify and scale up local good practices. The strategy will be the basis of projects and initiatives which will be presented for funding at the appropriate stakeholder levels.
3. Through the development, implementation, and monitoring of its intercultural strategy the network will increase intercultural competences throughout the region and contribute to a multi-level co-ordination mechanism on integration policies in Cyprus, from local to national levels.
4. The network will assist with the development and research of new tools to measure social cohesion and integration at the local level in Cyprus to help assess the impact of integration activities.

## Co-ordinator

The network co-ordinator for the District of Nicosia is CODECA. The co-ordinator is responsible for:

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

## Membership

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

The network expects that all members will support the network's vision, objectives, and activities once these have been agreed, and also contribute to the visibility, dissemination, and promotion of the values and activities of the network.

Members of the network will:

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

Members should not pass any information gained through their membership of the network to a third party without the approval of the co-ordinator.

Papers which are for open circulation to the wider stakeholder group will be disseminated by the co-ordinator and clearly marked.

Members will:

- Contribute to the development of the agendas for meetings.
- Participate in the discussions, and decision-making processes of the network.
- Work with other members on projects and network activities; and
- Facilitate promotion of relevant network information within the region.

Members will be invited to nominate agenda items, submit ideas, suggest expert speakers, provide information, and propose projects.

If a member is unable to attend a meeting, consideration must be given to nominate another person from their organisation to attend in their absence.

Non-members may be invited to join the network permanently or temporarily to aid discussions of relevant topics.

## Meetings

Network meetings will be held at least every three months.

The network will meet at least four times a year.

Members are welcome to arrive and leave as needed for meetings.

It is recognised that many members are challenged by time commitments, volunteering, and the timing of meetings. Therefore, minutes and related documents will be circulated before and after the meetings.

The network will also be supported by a [webpage](#) and the [Facebook page for the Cyprus Intercultural Networks](#), and electronic communications in between meetings.

## Decision-making

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

## **Working Groups**

Thematic working groups may be established as needed and will be time-limited and action oriented. Each working group will have a convenor that will be responsible for reporting to network meetings.

## **Review**

The network will review the terms of reference and its work on an annual basis.