

RESULTS OF THE INTERCULTURAL CITIES INDEX



Odessa

January 2018



Intercultural cities
Building the future on diversity

www.coe.int/interculturalcities



RESULTS OF THE INTERCULTURAL CITIES INDEX



A comparison between 93 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 92 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 Reno (*Italy*), Cascais (*Portugal*), Castellón (*Spain*), Castelvetro (*Italy*), Catalonia (*Spain*), Coimbra (*Portugal*), Comune di Ravenna (*Italy*), Constanta (*Romania*), Copenhagen (*Denmark*), Donostia-San Sebastian² (*Spain*), Dortmund (*Germany*), Dublin (*Ireland*), Duisburg (*Germany*), Erlangen (*Germany*), Forlì (*Italy*), Fucecchio (*Italy*), Fuenlabrada (*Spain*), Geneva (*Switzerland*), Genova (*Italy*), Getxo (*Spain*), Haifa (*Israel*), Hamamatsu (*Japan*), Hamburg (*Germany*), Ioannina (*Greece*), Izhevsk (*Russian Federation*), Klaksvík (*Faroe Islands*), Jerez de la Frontera (*Spain*), the London borough of Lewisham (*United Kingdom*), Limassol (*Cyprus*), Limerick (*Ireland*), Lisbon (*Portugal*), Lodi (*Italy*), Logroño (*Spain*), Lublin (*Poland*), Lutsk (*Ukraine*) Maribyrnong (*Australia*), Melitopol (*Ukraine*), Melton (*Australia*), Mexico City (*Mexico*), Montreal (*Canada*), Munich

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.

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

(Germany), the canton of Neuchâtel (Switzerland), Neukölln (Berlin, Germany), Novellara (Italy), Odessa (Ukraine), Offenburg (Germany), Olbia (Italy), Oslo (Norway), the district of Osmangazi in Bursa (Turkey), Paris (France), 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), Sechenivsky (District of Kyiv, Ukraine), Senigallia (Italy), Stavanger (Norway), Strasbourg (France), Subotica (Serbia), Sumy (Ukraine), Swansea (United Kingdom), 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, 43 (including Odessa) have more than 200,000 inhabitants and 39 (including Odessa) have more than 15% of foreign-born residents.

This document presents the results of the Intercultural City Index analysis for Odessa (Ukraine) in 2017 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.

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).

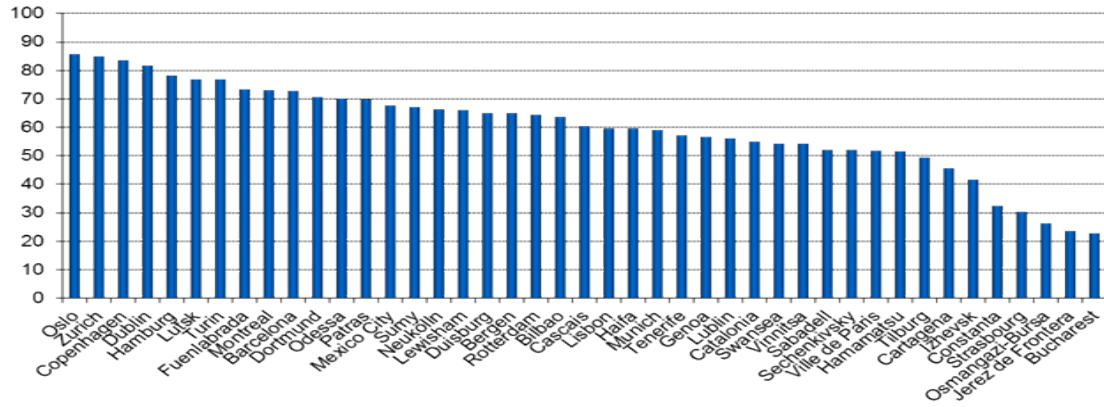
These indicators comprise: commitment; education system; neighbourhoods; public services; business and labour market; cultural and civil life policies; public spaces; mediation and conflict resolution; language; media; international outlook; intelligence/competence; welcoming and governance. Some of 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.

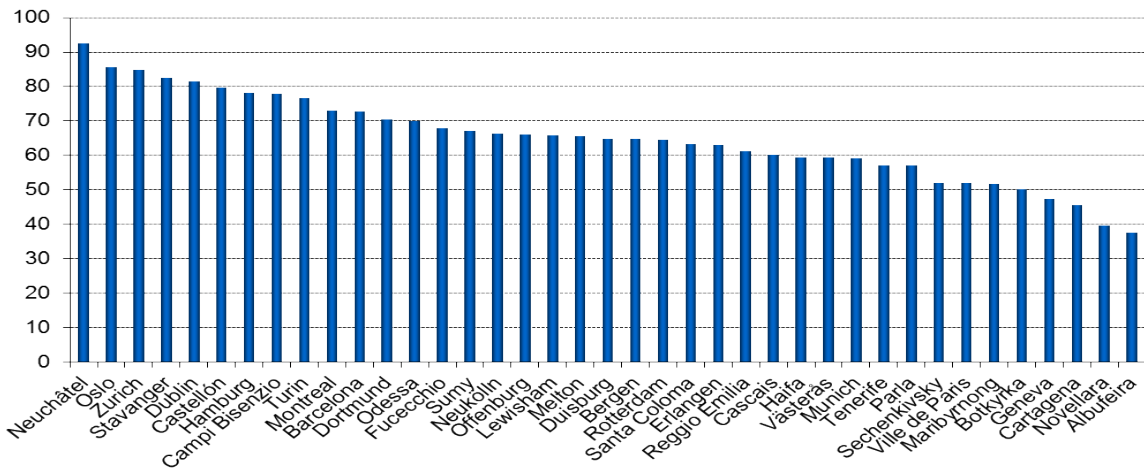
Taking into account the above-mentioned differences between the cities and a growing number of new cities willing to join the Intercultural Cities Index, it has been decided to compare the cities not only within the entire sample, but also according to specific criteria. Two of these have been singled 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.

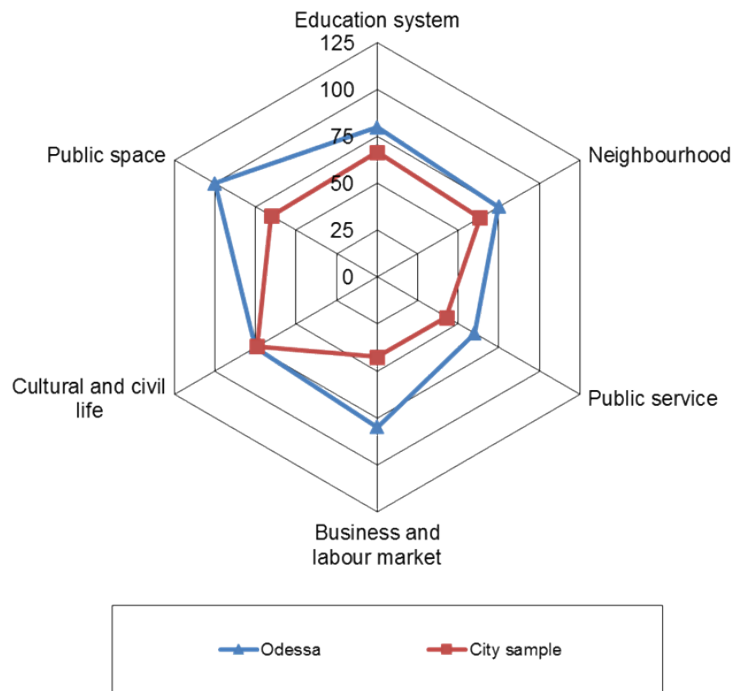
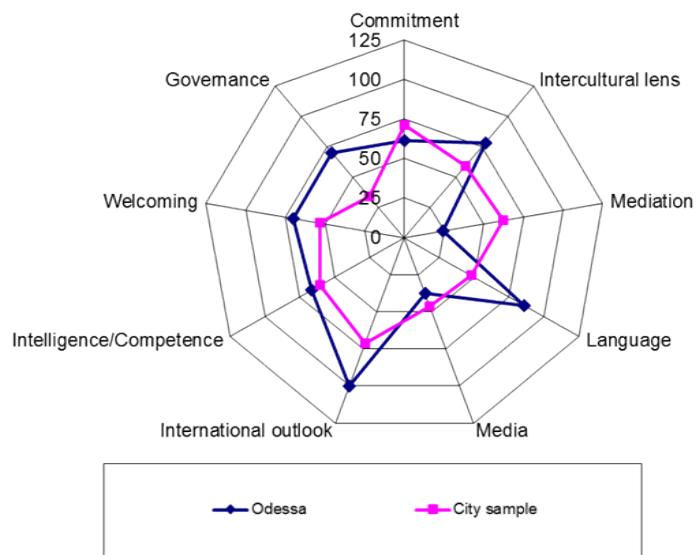
According to the overall index results, Odessa has been positioned 17th among the 93 cities in the sample, with an aggregate intercultural city index of 70%, after Dortmund, Germany (71%), and before Melitopol, Ukraine (69%). Odessa has been ranked 12th among cities with more than 200,000 inhabitants and 13th among cities with more than 15% of foreign-born residents.

Intercultural City Index (ICC) - City sample (inhabitants > 200'000)



Intercultural City Index (ICC) - City sample (non-nationals/foreign borns > 15%)





Odessa – an Overview

The City of Odessa is the third most populous city of Ukraine and a major tourism center, seaport and transportation hub located on the north-western shore of the Black Sea. Odessa is also the administrative center of the Odessa Oblast and a multi-ethnic cultural center. The city is sometimes called the "pearl of the Black Sea" or the "South Capital" (under the Russian Empire and Soviet Union), and "Southern Palmyra".

The population projection indicates that, as of the 01 of June 2017, in the city of Odessa there are residing 1,010.845 people.

According to the All-Ukrainian Population Census of 2001, the mayor ethnic group in the city were Ukrainians – 622 thousand people (61.6%).

According to the All-Ukrainian Population Census of 2001, the ethno-cultural diversity in Odessa in percentage terms is the following: Ukrainians 622 thousand (61.6%), Russians 292 thousand (29.0%), Bulgarians 13.3 thousand (1.3%), Jews 12.4 thousand (1.2%), Moldovans 7.6 thousand (0.7%), Belarusians 6.4 thousand. (0.6%), Armenians 4.4 thousand. (0.4%), Poles 2.1 thousand (0.2%).

Economically, the GDP per capita in the city is not calculated. However, according to the order of the State Committee for Standardization, Metrology and Certification of Ukraine, dated October the 31st, 1997, No. 659, GRP calculations (gross regional product) are conducted among the regions of Ukraine according to the level of administrative and territorial units' classification in Ukraine and the administrative-territorial system (KOATUU) DK 014-96.

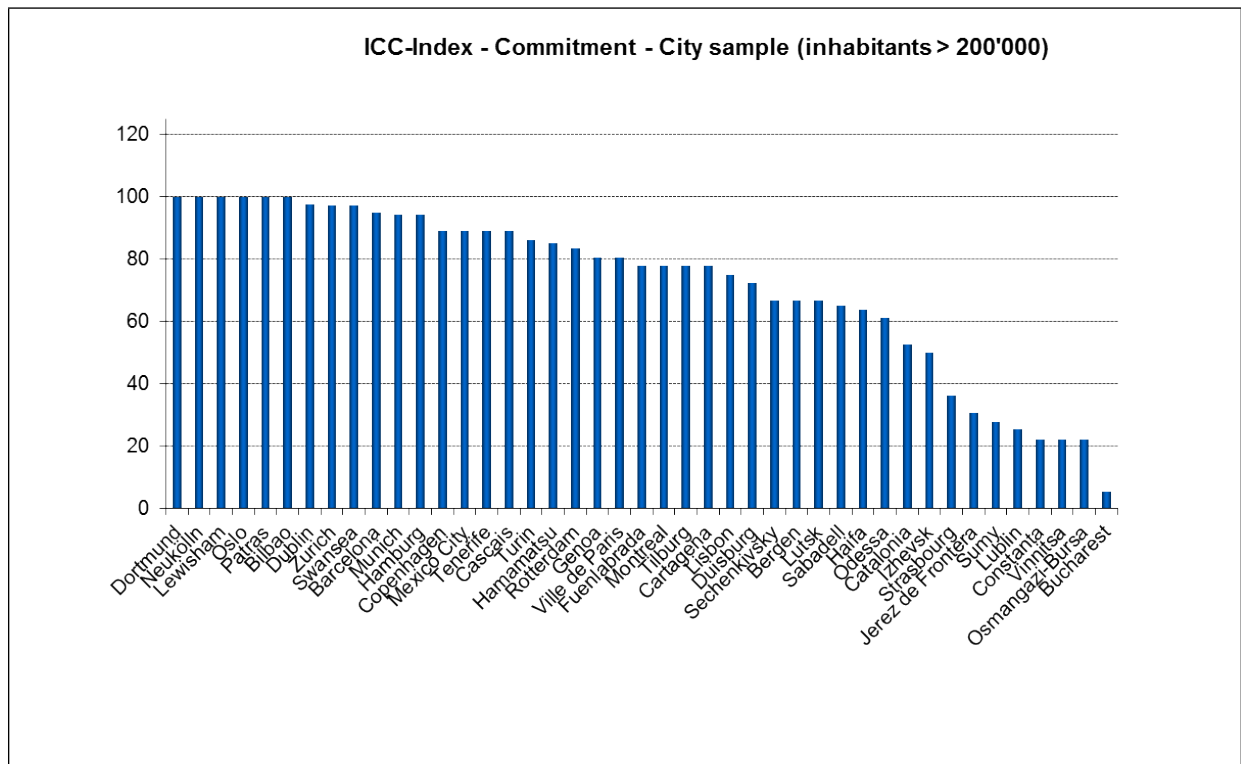
According to preliminary data, the index of physical volume of the gross regional product of the Odessa region in 2016 is 106.2%.

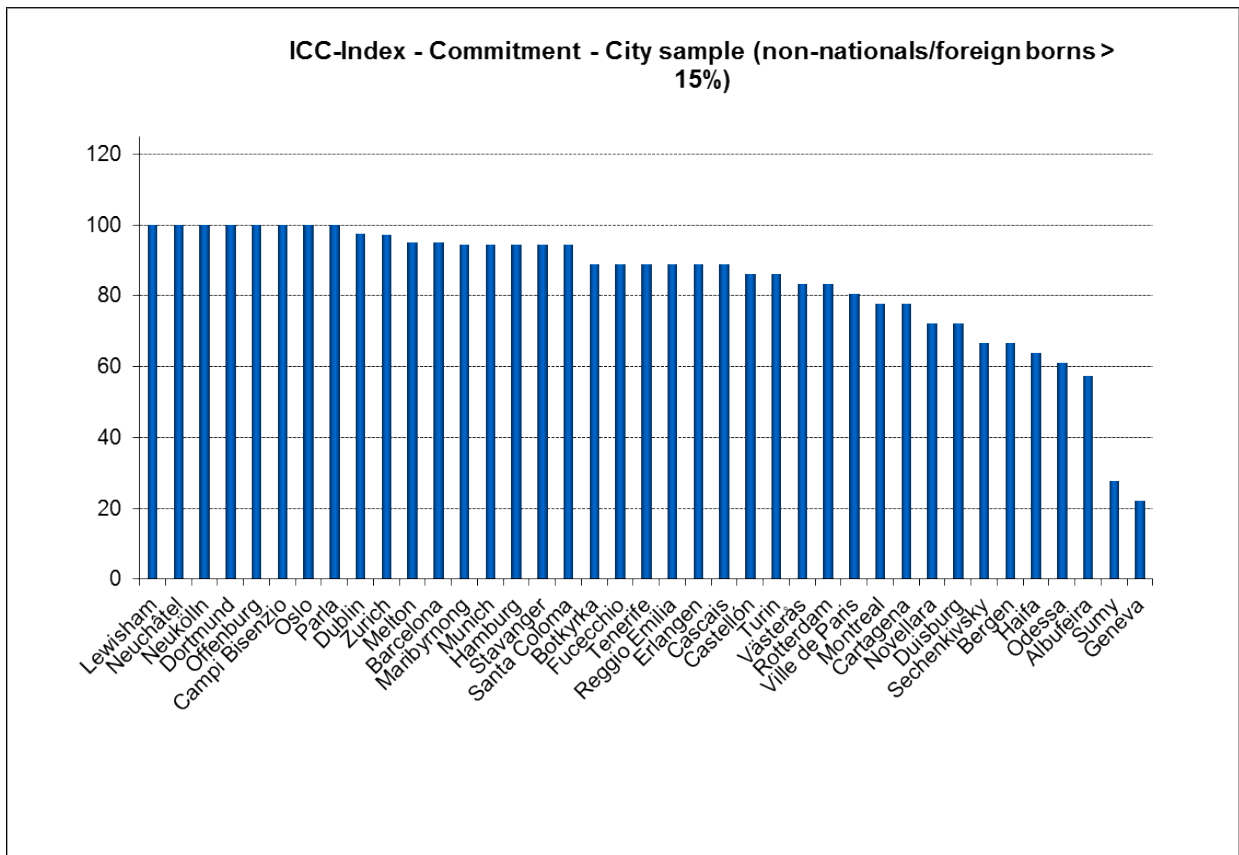
Furthermore, the work in the area of interculturalism is coordinated by the Department of Culture and Tourism of the Odessa City Council, which cooperates with specialised executive bodies of the Odessa City Council. In the future it is planned to consider a possibility of creation a separate department or formation a new unit for subsequent work in this field.

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.





Odessa's rate in the field of Commitment corresponds to the 61% , lower than the city sample result of 71%.

As the analysis reveals, the city has formally adopted a public statement that it is an Intercultural City through the Odessa – intercultural harbor of Ukraine. Moreover, the city has adopted an integration strategy that, unfortunately, is not based on an intercultural approach.

Specifically, the decision of the Odessa City Council No. 3306-VI of April 16, 2013 approved the Strategy of Economic and Social Development of Odessa until 2022, which was updated in 2016⁵. The Strategy is the main long-term document of the city concerning development of Odessa, which defines the main directions, goals and objectives.

The Strategy is based on the following principles: constitutionality and legitimacy, partnership and cooperation, transparency and predictability, historical continuity, sustainable development. The Strategy is positioned as the top-level planning document in the city and is an important tool for establishing partnership between all authorities, wide range of business and civil society representatives.

Furthermore, this strategy includes the following subdivisions: the main tendencies of the city's social and economic development, the features of the economic complex, the living standards of the population and its business activity, the social infrastructure of the city, the development of the network and the efficiency of public organizations, bodies of self-organization of the

⁵ <http://omr.gov.ua/ru/acts/council/91050/>.

population, the level of cooperation between authorities and non-governmental organizations, private structures and other units.

The Strategy of Economic and Social Development of Odessa is focused on the development and integration of multi-ethnic population of the city and covers areas such as economic development, education, business, housing, employment, language, health, culture and others.

Hopefully, the ICC Index analysis will serve as an input for the city to take on board relevant recommendations of the ICC Programme and to develop an intercultural city strategy.

Positively, the city of Odessa has adopted a strategic plan of action within the framework of the Strategy of Economic and Social Development of Odessa until 2022. This Plan provides implementation of priority directions of the city development through the solution of interrelated tasks. The instruments of the implementation of the Strategy of Economic and Social Development of Odessa city until 2022 are the city-specific programmes, funded by the budget of Odessa.

Likewise, official speeches and communications by the city make clear reference to the city's intercultural commitment.

Additionally, the City Council is strongly committed to consulting and engaging with communities from all backgrounds in developing any initiative.

The city has an official webpage that communicates its intercultural statement⁶.

Unfortunately, in the city there is no separate department, which would be responsible for intercultural strategy. To date, the intercultural efforts of the city are carried out and coordinated by the Department of Culture and Tourism of Odessa City Council, which liaises with specialised executive bodies of the Odessa's City Council. However, it is worth mentioning that the city is willing to consider the institutionalization of a separate department or to create a new unit (special employee) for the subsequent work in this field.

Finally, it is commendable that the city provides means of acknowledging or honouring local citizens or organisations that have done exceptional things to encourage interculturalism in the local community. For example, Odessa awards grants for achievements in the economic, scientific, technical, humanitarian, military, social and cultural fields, education of children, protection of state interests and interests of the city community. Moreover, the city celebrates achievements in the field of law and order, protection and legality, protection of constitutional rights and freedoms of citizens, development of democracy and effective activity of local self-government bodies, for active charitable and public activities with honorary rewards of the Odessa City Mayor and the Honorary Diploma of the Executive Committee of Odessa City Council.

In addition, residents of other cities of Ukraine and foreign citizens can be rewarded for their personal contribution to the development of friendly relations of Odessa with other cities and countries.

The awarding is carried out in a solemn occasion and personally attained by the mayor or on his behalf by his deputies, the Secretary of Odessa City Council, the Manager of the Affairs of the Executive Committee of Odessa City Council, the

⁶ <http://omr.gov.ua/ru/cooperation/98712>

Heads of executive bodies of the Odessa City Council (paragraph 20 of cl. 4 of art. 42 of the Law of Ukraine "On Local Self-Government in Ukraine").

According to Art. 7 of the Statute of The territorial community of Odessa city, as for foreign citizens and for their services to the city is established Honorary Award of Odessa City Mayor "Odessa".

In order to improve in this field and enhance the city's commitment to intercultural issues, Odessa may wish to take in consideration the following good practices from other cities participating to the ICC Network:

In September 2016, the City Council and the Human Rights Council of Reykjavik decided to bring together a group of politicians from all parties in the city to work on the city's policy and action plan on immigrants, refugees and asylum seekers. The draft of the policy was then publicly consulted and is awaiting City Council approval.

By starting work on this policy, the City of Reykjavik showed its commitment to working as a diverse city, as well as the will to work on inclusion and acknowledge the immigrants as part of the city's society. The policy and action plan were created in co-operation with immigrant associations and specialists in immigrant issues.

The policy and action plan are divided into four chapters: city as the authority, city as employer, city as the service provider and city as co-operative partner.

The Human Rights Office of Reykjavik is responsible for regular supervision of the work on action plan, which is implemented by all of the city's departments.

During 2017, the II Local Plan for Citizenship and Diversity was approved by the Local Government Board of the city of Bilbao and contains therein the municipal intervention strategy planned for the next three years.

Approved by the City of Bilbao, this plan has been designed taking into account the areas of intervention and indicators defined in the framework of the Intercultural Cities Index. Likewise, the recommendations of the latest Bilbao reports resulting from the ICC analysis have also been incorporated.

The plan is divided into two parts. The first part is intended to provide a conceptual framework for intervention in which the concepts, principles and tools of the intercultural approach (as defined by the Council of Europe's Framework of the Intercultural Cities Programme) have been included.

Intercultural Approach

- Fundamental rights and equality
- Respect and diversity recognition
- Participation and interaction
- Membership and neighbourhood

Principles

- Intercultural citizenship
- Coexistence and social cohesion
- Development, innovation and quality of life

- Gender perspective

Instruments

- Mainstreaming
- Participation
- Knowledge and information
- Evaluation

The second part contains a description of actions divided in different areas of intervention:

General areas of intervention:

Commitment, governance, intelligence and competence, international perspective, language, media, welcoming, community prevention and mediation and anti-discrimination.

Sectoral areas of intervention:

Education, neighbourhoods, public services, culture and leisure, public space, business policy and the labour market.

The plan incorporates several actions in each area. The structure of the plan has been aligned with the scopes and structure of the Index of Intercultural Cities.

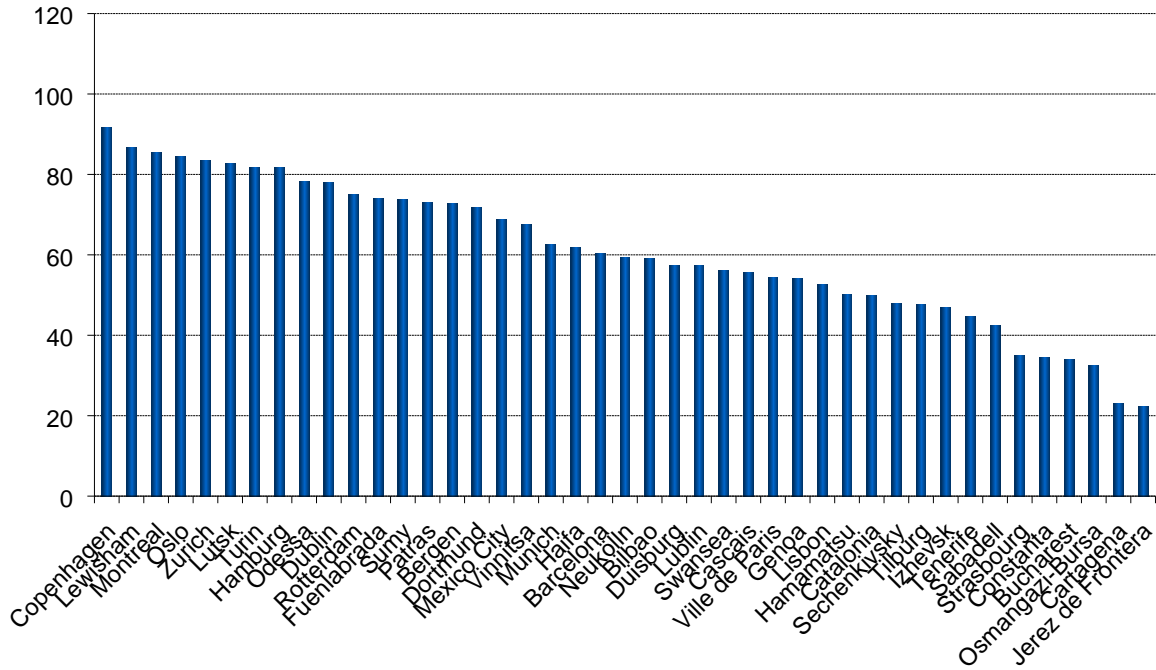
The evaluation of the impact of the Plan will be based on the following tools:

- Results of Bilbao in the Index of Intercultural Cities;
- Results of Bilbao in the Barometer of perceptions and attitudes towards foreign immigration;
- Index of tolerance towards immigration;
- Specific evaluation questionnaires with stakeholders

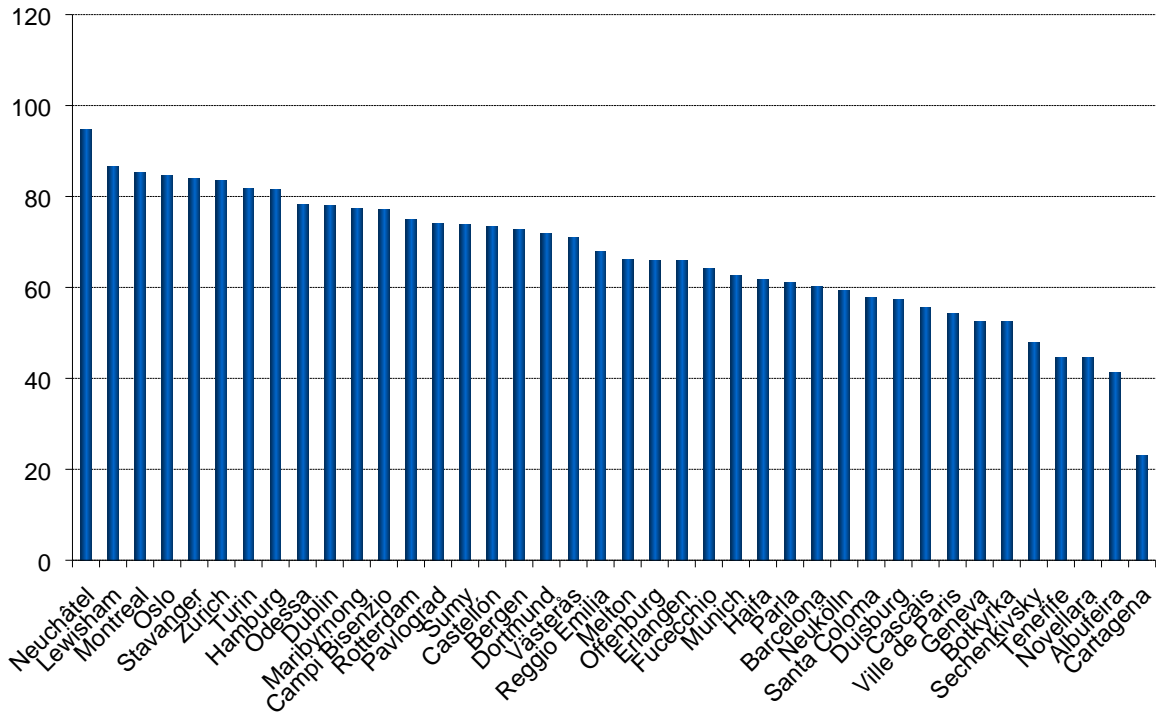
Regarding the design of the plan, several processes of participation have been developed with the social network and with Municipal Departments. Specifically, for the associations, a mixed methodology of focus groups and questionnaires was developed. The Municipal Departments took part in seminars, in-depth interviews and structured questionnaires.

Regarding the implementation of the actions, considering that mainstreaming is one of its principles, all Municipal Departments have a fundamental role in its development. Likewise, the collaboration of the municipal social networks is also foreseen for the implementation of actions and projects.

ICC-Index - Intercultural lens - City sample (inhabitants > 200'000)



ICC-Index - Intercultural lens - City sample (non-nationals/foreign borns > 15%)

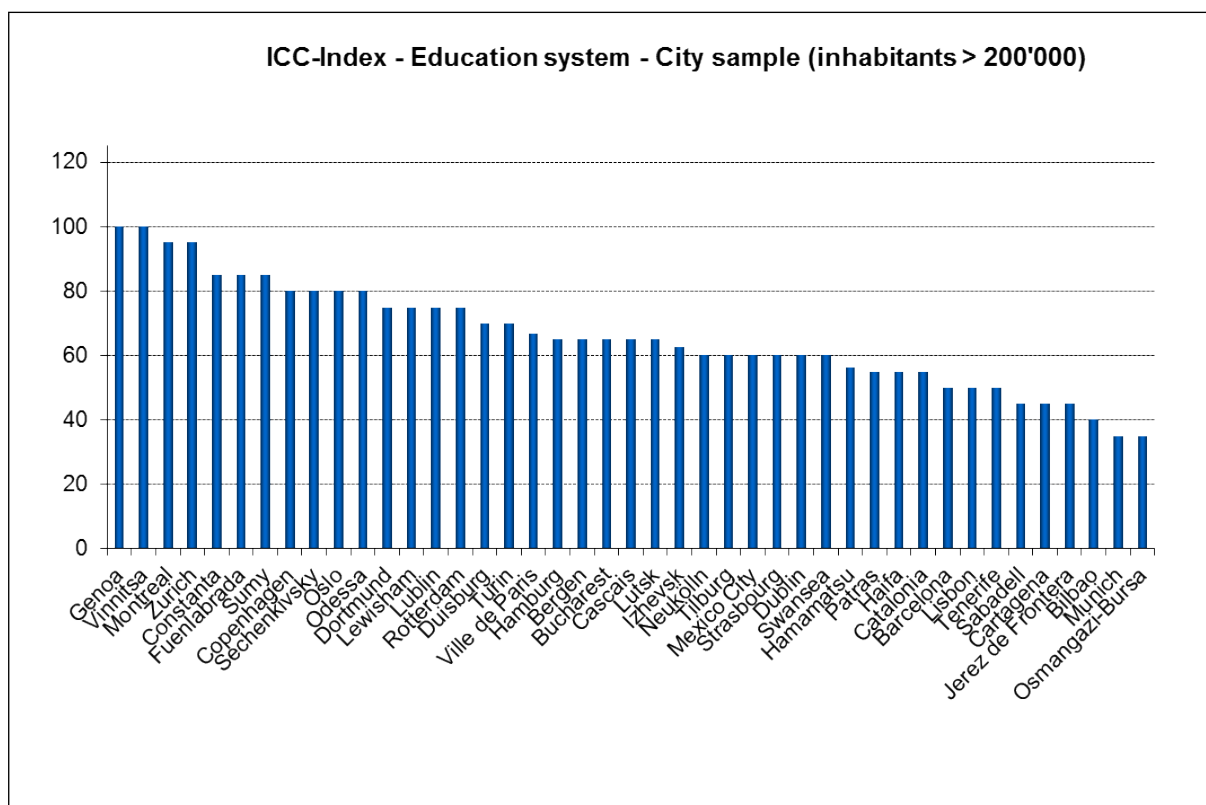


EDUCATION

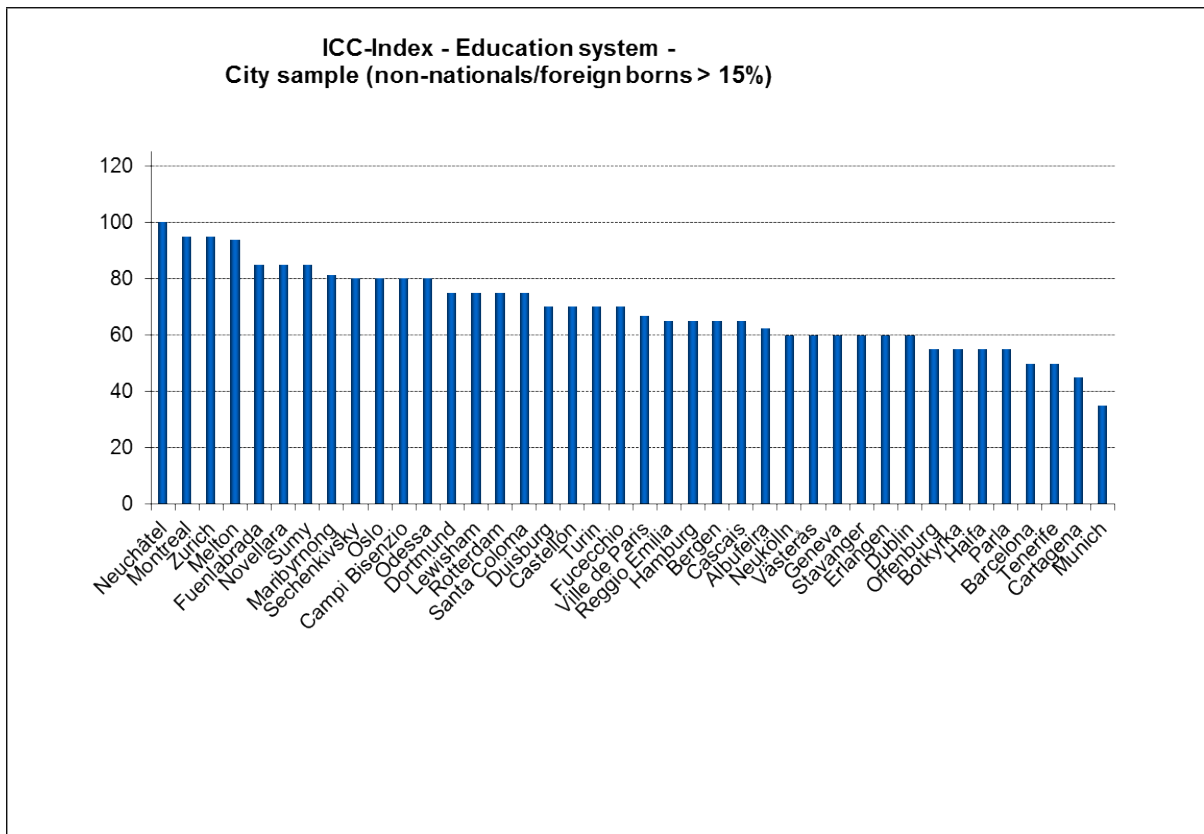
through intercultural lens



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.⁷



⁷ 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).



Odessa's education policy indicator reaches 80%, considerably higher the city sample of 67%.

Cultural mix of schools in the city reflects the population of Odessa. However, only sometimes the cultural background of teachers in schools reflects the city's population. And only few schools make an effort so to improve parents from ethnic minority/migrant backgrounds in school life.

According to the Constitution of Ukraine, the country assists in the development and consolidation of the Ukrainian nation, its historical consciousness, traditions and culture; it also assists in the development of ethnic, cultural, linguistic independence of all indigenous population and national minorities of Ukraine. That is why the majority of schools do their best to attract parents from the families of national minorities/or migrants to the school life.

Furthermore, according to article 20 of The Law of Ukraine, about principles of public language policy, the language of educating:

- "A free choice of the language of educating is an inalienable right of citizens of Ukraine which is set in the context of this law in terms of obligatory studying of the official language to enable the integration into Ukrainian society".

Moreover, there is a right for citizens of Ukraine to receive education in the official language, regional language or languages of minorities. This right is fulfilled through the system of kindergartens, primary schools, secondary, higher educational institutions, municipal educational institutions by teaching in

Ukrainian or other languages; and it was created for the needs of citizens in accordance with Ukrainian legislation in the field of education.

Indeed, the need of citizens in the language for education is determined by the written requests concerning the language of education. These are submitted by pupils (for under-aged – by parents or persons who replace them), students, while entering state and municipal educational institutions and if necessary, at any time during their education.

State and municipal educational institutions may create separate classes and groups in accordance with established procedure, where education is conducted in a language, other than of the educational institution. For this, pupils (for under-aged – parents or persons who replace them) and students, in accordance with the legislation of Ukraine in the field of education should submit sufficient amount of corresponding statements.

In order to maintain numerally insignificant language groups, standards on formation ungraded schools, classes, groups are legally established in Ukraine and also are provided conditions for their operation.

Studying language at private educational institutions of all educational levels is determined by the founders (owners) of these institutions.

All general secondary schools provide studying state language and one of the regional or minority languages. The volume of studying regional languages or minority languages is determined by local Councils according to the legislation in the field of education including the distribution of these languages on the corresponding territory.

As the analysis also reveals, at state and municipal secondary educational institutions with studying regional languages, subjects teaching is provided in the regional language (with the exception of Ukrainian literature and language).

Tests for external independent assessment are written in the official language. At the request, tests are translated into the regional or minority language (except for Ukrainian language or literature test).

Interviewing or other forms of inspections, if they are set for entering educational institution, are conducted in the state language or in the language of education in the institution requested by the graduate.

The state provides training for teaching staff for educational institutions with teaching in regional or minority languages and provides methodological support for such training.

Educational institutions can create classes, groups with learning foreign languages.

Finally, educational establishments of the city in their work adhere to the current legislation of Ukraine.

It is commendable that intercultural projects are often carried out in Odessa's schools.

At a glance, during the academic year, schools of Odessa held meetings with representatives of foreign delegations and diplomatic missions from Germany, Greece, Poland, France, The Chinese People's Republic, which are based in Odessa. As well as from the USA, Israel, Romania, Belgium and Great Britain. Teachers and students took part in meetings with the representatives of the Consulate General of Poland in Odessa, the Consulate General of Greece, the Consulate General of Republic of Bulgaria, the Ambassador of Federative Republic of Germany in Ukraine, the First Secretary of Israel Embassy in Ukraine, the Consul of the Consulate General of Romania in Odessa, the Consul General and delegation of Chinese People's Republic, representatives of Berlin (FRG), the European Commission curriculum eTwinning, the consultant of the German language teaching abroad at the Federative Republic of Germany Embassy, representatives of Polish authorities of the city of Poznan, the Plovdiv Community (Bulgaria), the delegation of the Central Region of Endru and Luara Departments (France), representatives of EU Border Assistance Mission to Moldova and Ukraine (EUBAM), Tartu University (Estonia) educators, the University of Dambrova Gurnichiy (Poland), college Director of the city of Aachen (Germany), Fellowship of the Programme of the US State Department, ICT specialists of Sweden, Moldova, the USA, Uzbekistan, Kyrgyzstan, Belarus, etc.

School teachers and students continue working towards the implementation of projects with the educational establishments of Poland, France, Germany, Slovenia, Latvia, etc.

Among these projects some are worth mentioning:

"UNESCO Associated Schools network" (Secondary School N.121, Mariinska Gimnazia); the German language learning program in Secondary School N.90 the program of support of teaching and learning the German language. "Schools: Partners of the Future PASH" (Gimnazia N.4), the FLEX program ("Future Leaders Exchange Program") – the program of cultural exchange between Ukraine and the USA, language camps (English and German) involving foreign volunteers in "Go Camp" project (Gimnazia N.4, Gimnazia N.7, Gimnazia N.8); Ukrainian-Swiss project "DOCCU: Civil Competences Development in Ukraine" (Secondary School N.84); the International Project "Generation Global" as part of "Dialogue of Youth of the World" (Secondary School N.17), and the International Ecological Project "Increasing of the Black Sea Ecological Monitoring" (EMBLAS – II) (Secondary School N.117); the "Global Dialogue of the World's Youth" (Great Britain) (Gimnazia N.7), Microsoft Educated "Mystery Skype" (Gimnazia N.7), a joint project with Ukrainian Secondary School of Economy Education for senior students (Latvia) (Secondary School N.117); the Ukrainian-Austrian project "Competence-oriented teaching as a new demand for senior teachers and Maths teachers (Secondary School N.117), International project "We can do more" (Germany) (Law Lyceum); the Educational Program "Bilingual Education" (Secondary School N.10), the Cultural-Linguistic project "Indr-Odesa" (Secondary School N.10), the program "Window on America" (Gimnazia N.1), the project "European Cultural Treasure Trove" (Gimnazia N.2), the educational program "Masa Sherashim" (Secondary School N.94), the International Educational Program in Ukraine Helen Doron English.

Finally, the Ukrainian Constitution guarantees the right of accessibility to quality education for every citizen. In educational establishments children are not placed in classes according to their ethno/cultural peculiarities.

According to the Law of Ukraine "About education" art. 3 cl. 1: *"Ukrainian citizens have the right to be educated in all educational establishments, including free of charge education in municipal educational establishments not depending on the gender, race, nationality, social and material state, kinds or character of occupation, ideological beliefs, belonging to a party, attitude to religion, health state, special educational needs, place of living, etc"*.

This right is guaranteed by:

- Ramified network of educational establishments (schools) based on state and other forms of ownership, scientific schools, and postgraduate educational institutions.
- The openness of educational institutions, creating conditions for choosing a profile of being educated and brought up according to a citizen's abilities and interests.
- Different forms of education – full-time, evening, distance, individual, external and also pedagogical patronage.
- Creating necessary conditions for obtaining education for individuals with special educational needs and considering their individual needs in terms of inclusive education.

Likewise, according to the cl. 4, 5 of this article foreigners and people without citizenship obtain education in educational establishments of Ukraine in accordance with the current legislation and international agreements. Also, a person who is declared as a refugee or a person who needs additional defense has equal rights as Ukrainian citizens to study.

For students who cannot attend school because of their health, for the refugee children, for children who live in an area of armed conflict, in an area of temporary occupation, students who have high academic potential and are able to finish school in shorter terms may attend individual and distant form of educating. Odessa School №118 works in this mode since last year.

As suggestion, Odessa may wish to look at other cities' best practices in order to improve in this field, even though the city has grasped important goals to date.

For example, Beyond Frontiers is a project implemented in the city of Getxo. The activity consists in the participation of students from interested schools in a training itinerary that is made of three parts:

- Teacher training in issues linked to forced displacement;
- Three-day stay by 2nd-year ESO students (12-13 years of age) at the Loyola Sanctuary (Azpeitia, Gipuzkoa). During the stay, students will undertake experiential activities that will give them a closer view of the reality of forced migrations.

The educational community becomes involved, based on its needs and possibilities, in the implementation of denunciation and awareness-raising activities such as film forums, collection of signatures, application of educational materials on interculturality in the classroom, etc.

The programme will be evaluated at a later stage in after the implementation (from September 2017).

This itinerary is promoted by the NGO Alboan, in collaboration with *Fundación Ellacuría*, *Loiolaetxea* and the Loyola Sanctuary. Getxo Town Council facilitates participation by providing the municipality's education centres, and the project has been funded by the Bizkaia Provincial Council and the Basque Development Co-operation Agency⁸.

Furthermore, Cascais regularly organises intercultural activities not only to encourage social cohesion but also to help young people to improve their self-appreciation and self-esteem.

The first project called "Surf.Art" is an experimental project that, through the practice of Surfing and contact with nature, aims to improve social welfare in the lives of children and young people. So far, 14 children have been taught how to surf while learning deeper aspects of humans' lives, such as autonomy, freedom of expression and how to manage emotions. Thus, children are developing resilience, while improving personal and family relationships. More importantly, children are also doing better at school: they are more motivate and more willing to study and learn.

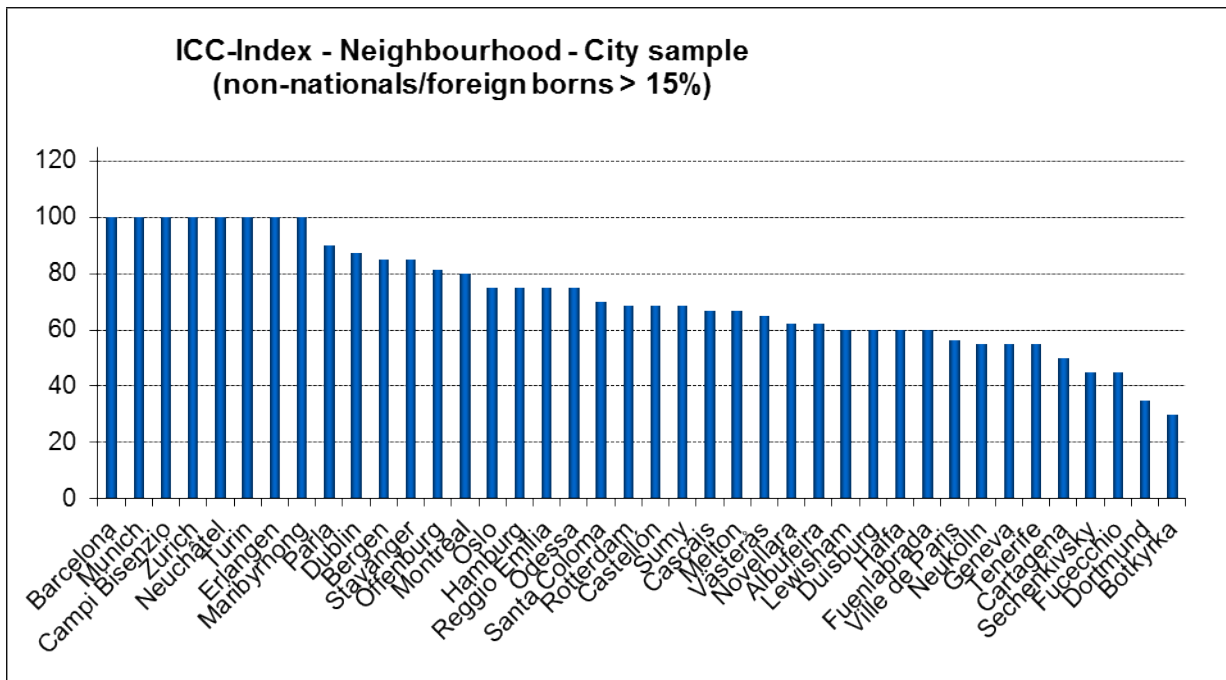
The second project, called "Inverte" (Reverse) uses the practice of body-board (a water sport) as a non-formal education methodology to help problematic young people with pre-delinquent behaviours to re-build their lives. This project is not merely composed of practicing sport: The *Associação Portuguesa de Bodyboard* (APB) also provides activities to improve group dynamics and team building⁹.

⁸ <http://www.getxo.eus/es/antirumores/noticias/13>

http://edukalboan.alboan.org/wp-content/uploads/2017/06/170705-MUGETATIK-HARANTZAGO_vf_caste.pdf

<https://www.alboan.org/es/actualidad/local/alboan-y-el-santuario-de-loiola-presentan-una-propuesta-educativa-para-cambiar-la>

⁹ Surf.Art: <http://www.cm-cascais.pt/projeto/surfart>



In Odessa's neighbourhood policy indicator reaches 75%, higher than the city sample's rate of 63%.

As the analysis reveals, all neighbourhoods of the City of Odessa attract people from diverse cultural backgrounds. There are not any suburbs with 80% or more residents from the same cultural background. Positively, as the analysis also reveals, there are no ethnically segregated neighbourhoods in Odessa.

It is commendable that the city has a policy to encourage people from different ethnic backgrounds to meet and interact in the neighbourhood. Indeed, in the city council established the working group for the implementation of the Strategy for the Protection and Integration of the Ukrainian Roma National Minority Society for the period until 2020. The working group was established in 2013 in accordance with the order of the Odessa Mayor of 17.06.2013. № 642-01r. "*On the creation of a working group on the implementation of the Strategy for the Protection and Integration of the Roma National Minority into the Ukrainian Society for the period up to 2020*". The Department of Internal Policy of Odessa City Council provides and coordinates the activity of the working group.

Odessa might wish to consider other good practices in order to improve in this field:

Haifa's project Community – Police relationship has the main goal of increasing the feeling of security among Haifa's more vulnerable residents and neighbourhoods and to improve the police force's ability to carry out its role through the process of developing cultural competency skills and building trust between the police and the communities they serve. The programme strengthens mutual understanding and respect between the police force and the community and, in doing so, confronts the main challenge facing police in multicultural and liberal societies: finding a balance that allows the police to

maintain law and order, whilst simultaneously strengthening the sense of belonging and equality of different social groups. A stronger sense of respect and understanding will strengthen the protection of law and order, contribute to the personal senses of security among citizens, and help the police do their jobs more effectively.

The programme addresses these challenges in two ways: firstly, with a “top-down” approach: training police officers from Haifa police stations in cultural competency skills, thereby increasing the willingness and ability of the police to effectively participate with the minority communities they serve; secondly, with a “bottom-up” approach: engaging community members at all levels (leaders, parents, and children) in conversation with authorities and providing leadership building workshops to empower residents.

Meetings are organised between community leaders, neighbourhood police, school students and parents from the neighbourhood (Phase 1) in order to promote discussion and dialogue. Follow-up meetings are then held with community leaders and police officers to implement recommendations and evaluate changes in the number of incidents, complaints and feelings of safety of the residents.

The action is carried out in co-operation with the community department and City Secretary Office of Haifa municipality and facilitated by experts in the field of intercultural work and facilitation¹¹.

In the German municipality of Neukölln, they have been quite active in this field: An action worth mentioning has been implemented in the framework of Neukölln’s neighbourhood programme in partnership with the Berlin Center for Integrative Mediation (CSSP). The project is aimed at preventing conflicts between inhabitants of refugee accommodation and local residents.

Qualified trainers for conflict mediation firstly address the inhabitants of the accommodation in order to find out about their concerns, interests and requests for information. NGOs and the local neighbourhood management team are involved. Afterwards, roundtable discussions are organised between refugees and local residents. As a result, at least five participants are chosen to receive training as conflict mediators.

This training is provided by CSSP who has international experience in conflict mediation. The action helps to identify possible conflicts, reduce prejudices, prevent escalation and establish sustainable communication structures. Furthermore, it provides refugees and local residents with qualifications, thereby opening up new professional perspectives.

The project is financed by the district office of Berlin-Neukölln through the funds of the Masterplan of Integration and Security. It will be evaluated by CSSP.

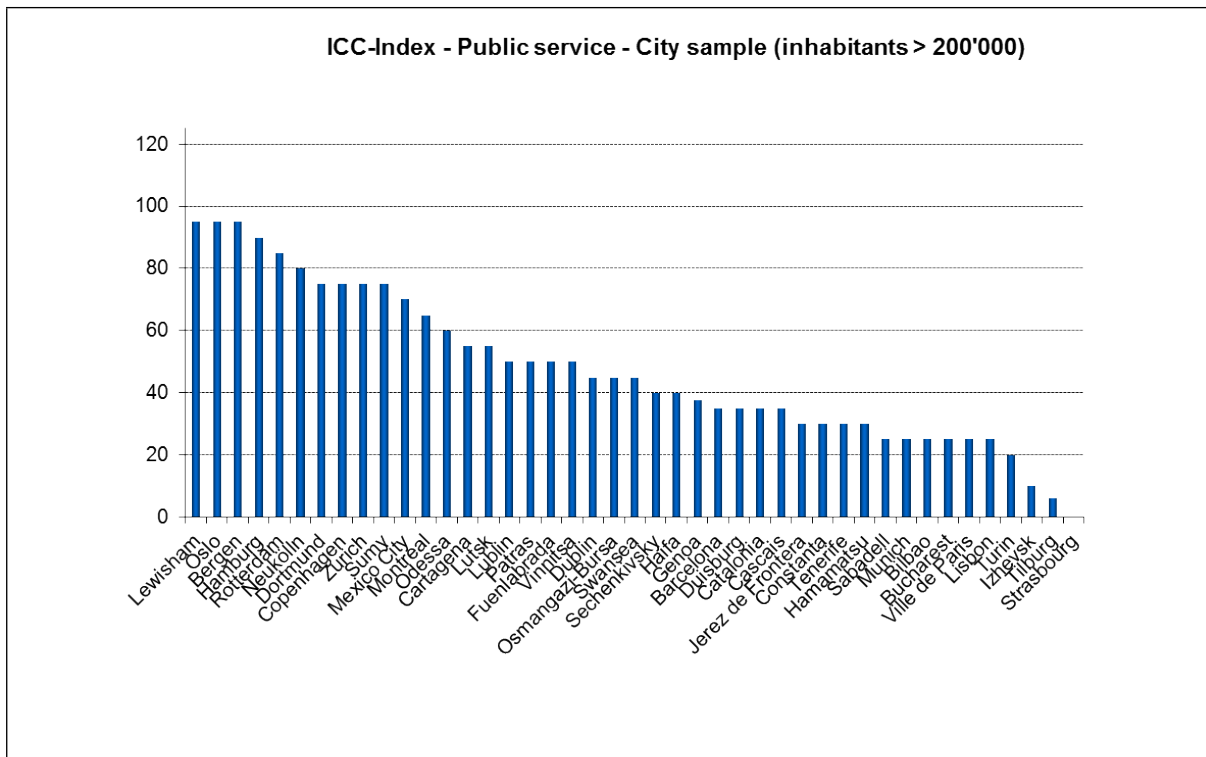
¹¹ www.beit-hagefen.com

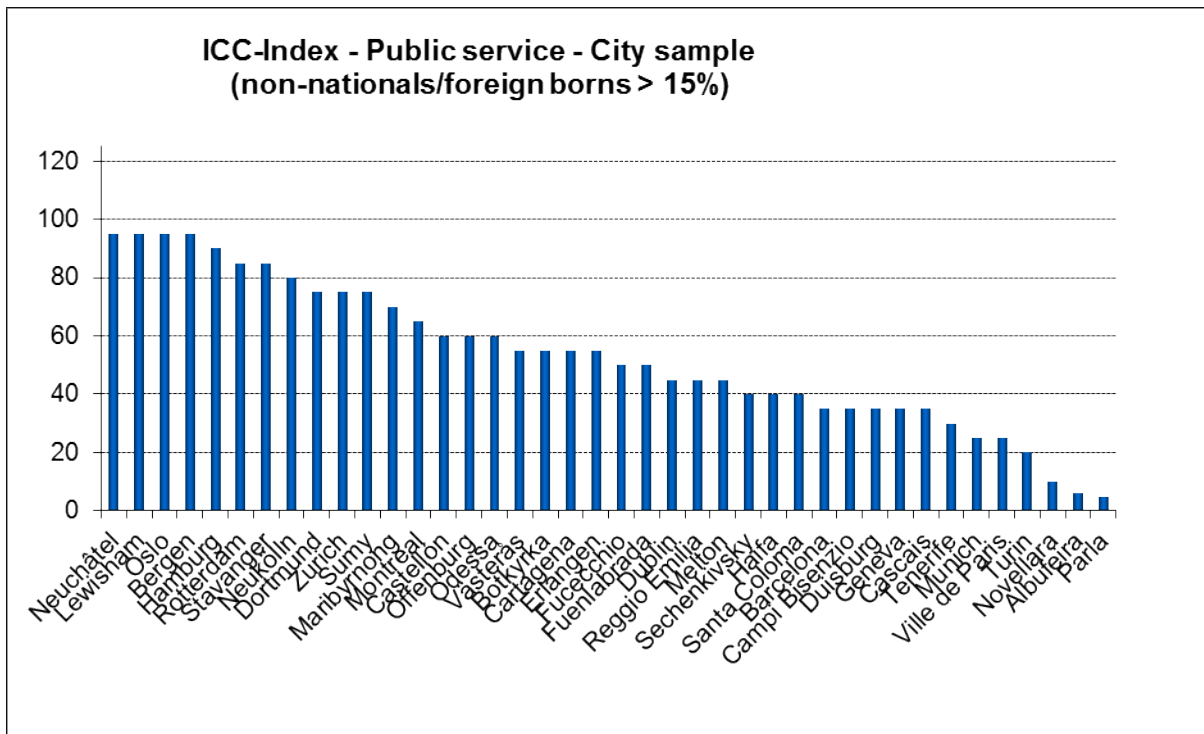
PUBLIC SERVICE

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.





Odessa's public service rate is the 60% , higher than the city sample result of 43%.

As the analysis reveals, Odessa can be definitely proud of its diverse workforce reflecting the community served. Indeed, the ethnic background of public employees reflects the composition of the city population. Precisely, when accepting for service in the executive bodies of the Odessa City Council, ethnic origin registration of persons is not carried out, which corresponds to the Article 5 of the Law of Ukraine "On Service in Local Self-Government Bodies", namely:

"The right to serve in local self-government bodies has the citizens of Ukraine irrespective of race, colour of the skin, political, religious and other beliefs, sex, ethnic and social origin, property status, and residence time in the respective territory. Persons who have the appropriate education and training can be appointed to the post, possess the state language and regional languages in volumes sufficient for performance of official duties". (Constitution of Ukraine, Article 5 of the Law of Ukraine on Service in Local Self-Government Bodies).

As for the recruitment policies, the city the city does not have a recruitment plan to ensure this.

As the analysis reveals, the right to serve in local self-government bodies has the citizens of Ukraine irrespective of race, colour of the skin, political, religious and other beliefs, sex, ethnic and social origin, property status, and residence time in the respective territory (Constitution of Ukraine, Article 5 of the Law of Ukraine "On Service in Local Self-Government Bodies").

Nonetheless, the intercultural mixing has become a 'natural phenomenon' in Odessa given its historical background. The city plays important role in supporting this mixing today via a range of trade, economic, social and cultural events (at the local, national and international level) and partnerships with diverse ethno-cultural groups, centers, associations and enterprises.

The city provides following services appropriate to the ethnic/cultural background of all citizens: funeral/burial; School meals; and Women-only sections or times in sport facilities.

Food supply in the educational institutions of Odessa local community is organised for pupils in accordance with the laws of Ukraine: 'The Secondary Education Act', 'The Child Welfare Act', 'The Technical and Vocational Education Act', 'The State Budget of Ukraine 2017 Act', 'The Law on the Amendments to Certain Legislative Acts of Ukraine', 'The State Social Assistance to Needy Families Act'.

On the basis of 'The Act on the Amendments to the Law (enacted on 27.08.14 №5233) on Food Price-setting for Pupils and Students in the Educational Institutions of Odessa enacted on 07.12.2016, №1331, children of privileged backgrounds in comprehensive and nursery schools, children's homes, pupils of the Odessa children's home 'Perlynka', the Odessa Centre of Military and Patriotic Education of School Youth 'Post №1', Odessa children's recreation and sports complex 'Victoria', the lyceum with intensive military and physical training, pupils of 1-4 forms of comprehensive schools.

The list of social services in the field of education provided by the Department of Education and Science of the Odessa City Council includes:

- children's placement in comprehensive and nursery schools of the Odessa local community;
- organising recreation and leisure activities for children in summer;
- organising individual, inclusive education and external studies for children with special educational needs;
 - consulting parents (and persons who replace them) on matters of supporting children with special educational needs, including disabled children;
 - consulting on matters related to receiving pre-school, comprehensive, secondary and after-school education.

There are also women-only sections or times in sport facilities taking into account the specifics of the respective sports.

Thus, for example, women's sports outlets in the city's municipal Children and Youth Sport Schools are:

- rhythmic gymnastics (CCYSS №1);
- rhythmic gymnastics (CCYSS №5);
- volleyball (CCYSS №8);
- rhythmic gymnastics (SCYSSOR «Chernomorets»);
- synchronised swimming (SCYSSOR «Chernomorets»).

Also, some trainers in communal Children and Youth Sport Schools work exclusively with women's educational groups:

- artistic gymnastics (CCYSS №1);
- volleyball (SCYSSOR named after Litvak B.D.);
- basketball (SCYSSOR named after Litvak. B.D.);
- acrobatics sports (CCYSS №3);

- handball (CCYSS №5);
- badminton (CCYSS №5);
- football (CYSS №9);
- sport gymnastics (CCYSS №10);
- beach volleyball (CCYSS «Ginestra»).

In addition, the city authorities promote physical culture and recreational activities for women, for example, in August 2017, the city held competition on road cycling for women «Girls Love Bike», which was attended by about 200 participants of different ethnic and cultural origin.

The city special-purpose programme for the provision of social services and other types of assistance to the unprotected representatives of Odessa population for 2016-2017, approved by the decision of the Odessa City Council from 16.12.2015, number 21-VII (as amended) provides material assistance for burial:

- free ritual services and burial of persons who have special and special labor merits to the Motherland, participants of combat operations, war invalids (in the amount of 3500 UAH);
- provision of targeted one-time assistance to compensate the money spent on the burial (cash aid to 500 executors, who undertook to carry out the burial ground, in the amount of UAH 1000);
- providing targeted one-time assistance to compensate for the funeral of those who perished in the area of the anti-terrorist operation in the East of Ukraine (cash assistance to 10 executives who committed to make a burial in the amount of 2500 UAH).

Therefore, given this scenario in this specific field, we strongly recommend Odessa to find inspiration from the city of Stavanger which has designed a recruitment plan aiming specifically to increase the migrant/minority representation at the higher hierarchical levels: the external publishing on *Inkludi.no* (a Norwegian recruitment services with main focus on jobseekers from minorities) is mandatory for consultant and managerial positions. Furthermore, if there are qualified applicants with a minority background, minimum one must be summoned to interview.

Positively, the City Council has made a number of submissions to Federal Government advocating for services appropriate to the people from diverse background. The Council has also submitted a number of grant's applications addressing the growing needs of our African communities.

Following on from the success of the Australian Rules Football League's Western Bulldogs Community Foundation's "Sons of the West" Men's Health Program, it has been confirmed that the Foundation introduced a sister program, '*Daughters of the West*' from October, 2017. The program is an adaption of the successful men's health program model, targeting the health inequities that are experienced across the western suburbs of Melbourne and Ballarat. The program is also delivered in partnership with the City of Ballarat, Maribyrnong City Council, Melton City Council and Wyndham City Council.

Finally, to improve in this field, perhaps, the city of Odessa will find these activities very thoughtful and interesting: the Spanish city of Getxo organises 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.

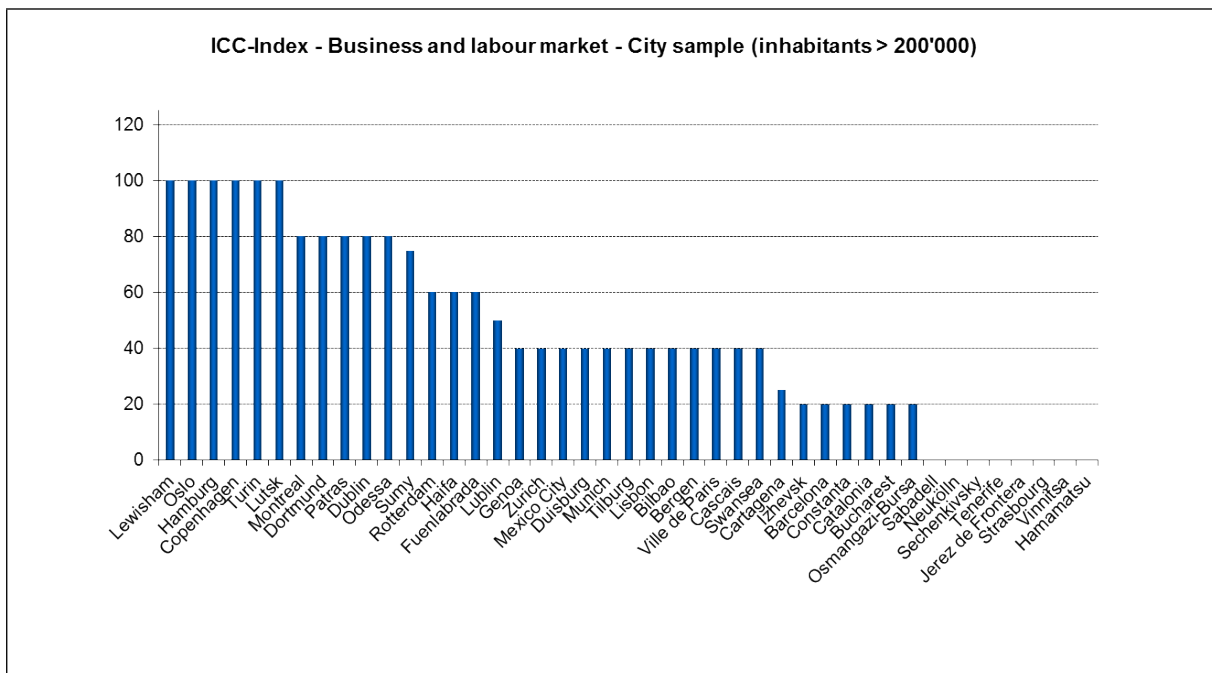
In Oslo there is a large and very active voluntary sector concerned with diversity and it plays a vital role in many things from combating racism and discrimination to the delivery of mainstream public services. One of the most interesting from an intercultural perspective is OMOD - *Organisasjon mot offentlig diskriminering* (Organization against Institutional Discrimination). They provide information, advice, and assistance to organisations in the area of race relations, serving as an ombudsman against institutional discrimination and alleged breaches of civil and human rights in Norway. They also scrutinize the central and local government's rules and policies and their implementation in relationship to minorities and immigrants. Whilst this in itself is an important but rather commonplace set of functions, the way OMOD perceives itself is as an opportunity to appraise OMOD. They pose a challenge to Norwegian society by arguing that integration is not simply an issue for migrants but for all.

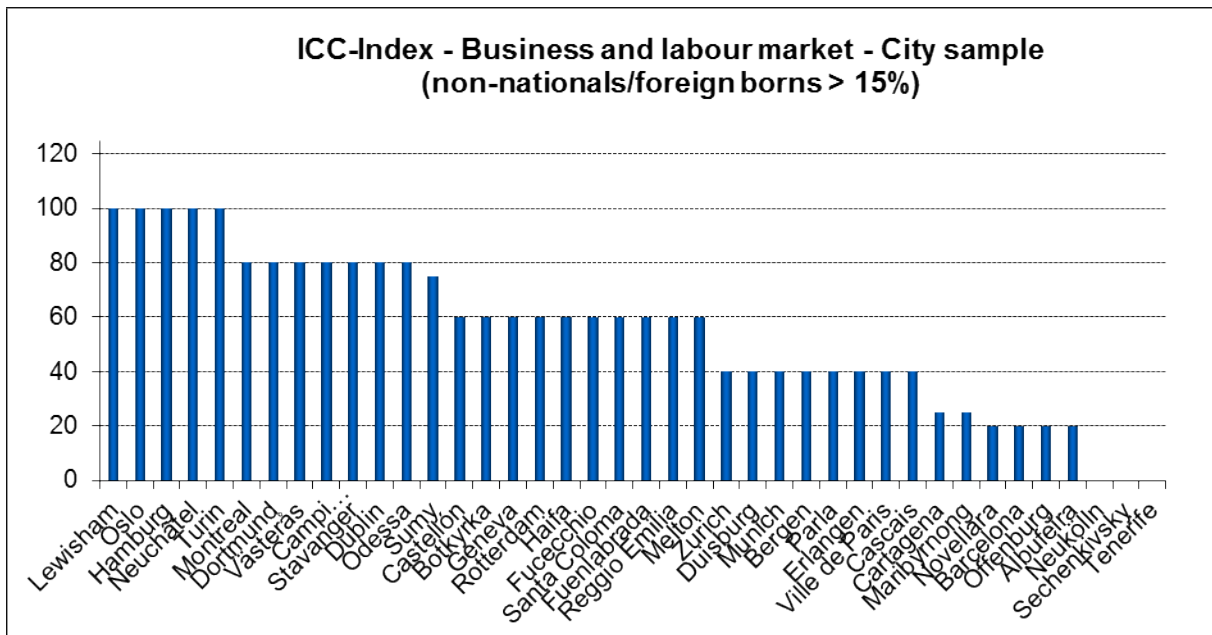
BUSINESS & LABOUR

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.





Odessa has achieved the score of 80% , considerably higher compared to the city sample's result of 43%.

The City of Odessa has established a business umbrella organisation which has among its objectives to promote diversity and non-discrimination in employment. There exists an Administration of Culture, Nationalities, Religions and Protection of Cultural Heritage. One of its tasks is the implementation of state policy in the field of interethnic relations, promotion of the consolidation and development of the Ukrainian nation, the safeguarding of the rights of national minorities and the right of citizens to freedom of thought and religion.

Furthermore, the city has a charter or another binding document against ethnic discrimination in its own administration and services¹².

Positively, the city takes actions to encourage businesses from ethnic minorities to move beyond ethnic economies and enter the mainstream economy and higher value-added sectors.

In order to support and develop entrepreneurship in priority areas, the Development Programme of Small and Medium-Sized Business in Odessa for 2016-2018 has been approved; one of its measures is to provide financial support to small and medium-sized enterprises, regardless of their ethnic origin.

A good example of Odessa taking action to encourage businesses from different ethnic groups and build a value-added for the city is the construction of the Greek and Turkish Parks in the center of the city, developed in accordance with the proposals and consent of culture representatives of both countries.

The parks, symbolizing cultural diversity of two nationalities with historically different roots, will be situated on the same plane – on the slopes of Primorskiy boulevard – and connected by a tunnel under the Potemkin Stairs is one of the

¹² See the Order of Odessa City Mayor №40 dated January 29, 2014 "On the Strategy of Protection and Integration in the Ukrainian Society of the Roma National Minorities for the period up to 2020 in Odessa".

ten most beautiful staircase in Europe, which also has the status of “Treasure of European Cinema Culture”, awarded by the European Film Academy.

It all shows us a deep symbolic meaning and we wish to approve that representatives of completely different nationalities with different traditions and religions, different cultures and principles can feel comfortable on the same territory – in our multinational and tolerant Odessa.

Istanbul Park was inaugurated this year in May, reflecting the culture of Turkey and fits into the overall picture of the improvement of Primorskiy Boulevard and the surrounding area without losing its authenticity. In the Greek Park, which is currently under reconstruction, it is planned to unite Odessa traditions, Greek culture and modern elements of improvement.

As the analysis reveals, the city has also taken action to encourage ‘business districts/incubators’ in which different cultures could more easily mix.

The city has a Small and Medium Enterprise Development Programme in Odessa for 2016-2018, the main aim of which is to provide conditions for the implementation of the priority direction of the Economic and Social Development Strategy of Odessa until 2022: Competitive city (economy, business, investment) – is a formation and development of the competitive city, convenient for business and attractive for investments, whose goals are to improve the conditions for the administrative services provision, creation of a special site for entrepreneurs in order to protect their businesses and the Odessa city business incubator to improve the conditions for the emergence of small innovative enterprises.

It should be noted that in order to maintain positive business development trends, in 2015 were launched the activities of the Odessa City Business Incubator on the basis of co-working. As a result of the competition, 21 entrepreneurs got an opportunity to rent a business office free of charge for their investment projects. Advantage was given to start-ups in the IT industry, energy saving technologies, and social entrepreneurship.

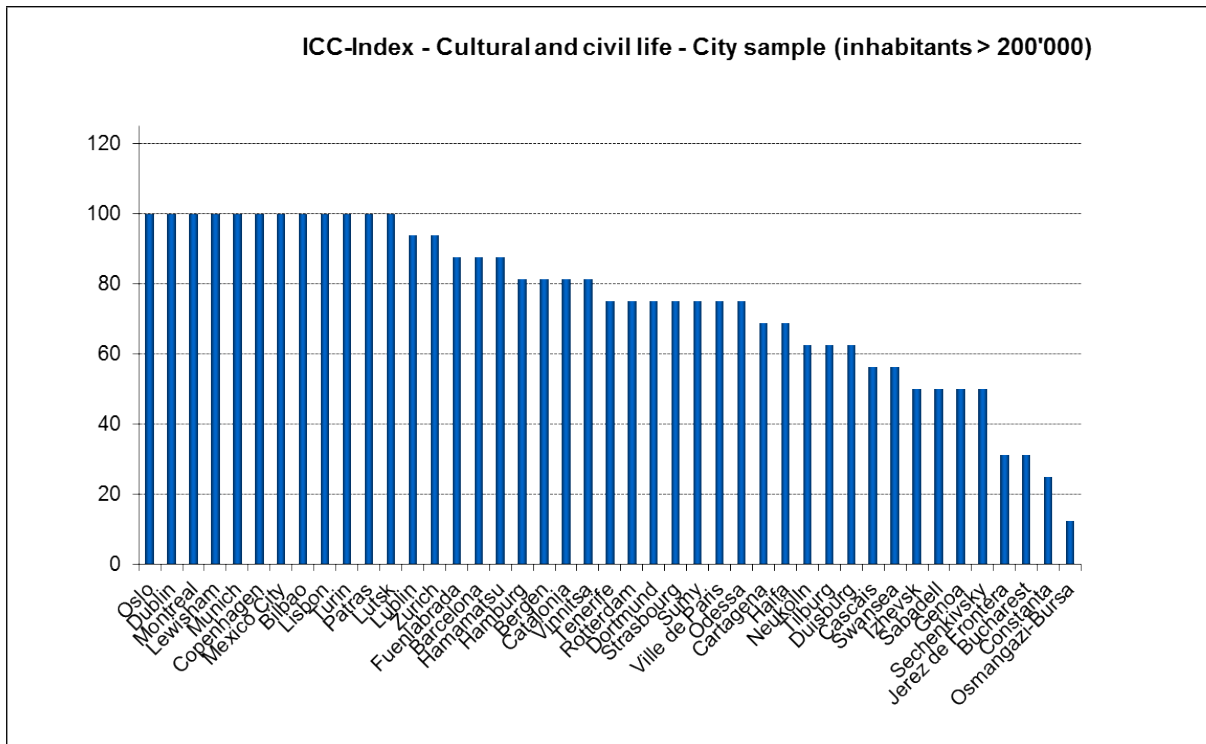
In addition, there are other business incubators in the city, including the IQSpace IT business incubator, the “New Countdown” business incubator, etc.

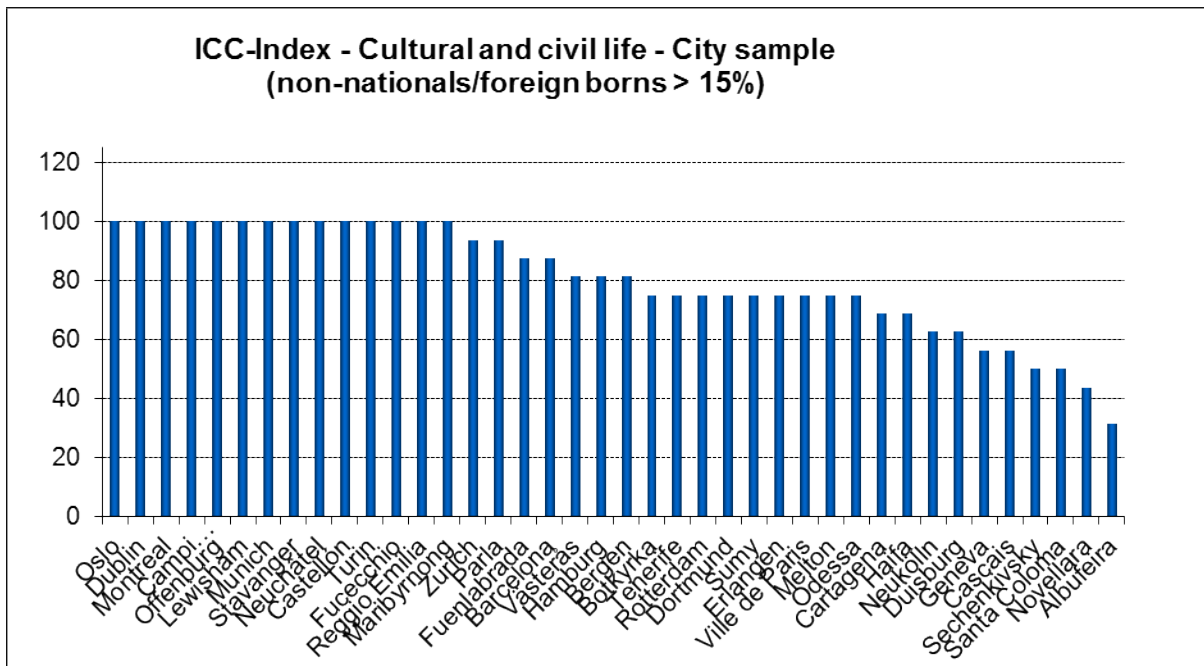
CULTURE & CIVIL LIFE

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.





Odessa achievement for cultural and civil life policy corresponds to the 75%, slightly higher than the city sample achievement of 74%.

As the analysis reveals, interculturalism is not used as a criterion when allocating grants to associations.

The city organises on a regular basis events and activities in the fields of arts, culture and sport to support people from different ethnic groups to mix.

Moreover, the city encourages cultural organisations to deal with diversity and intercultural relations in their productions.

The city has come up with a reach activities' portfolio through the years:

In fact, every year in Odessa the City administration organizes the Days of Culture of different countries and twin cities, for the purpose of intercultural development, communication, creative and social interaction and participation of people from different ethnic groups. For example, the Days of Culture of Japan, India, South Korea, the Baltic States, Poland, the Days of the twin cities of Istanbul, Baltimore, Varna, Regensburg and others.

An important role in Odessa's culture is played by *cuisine*. As the analysis reveals, Odessa's cuisine, which combines the synthesis of many gastronomic cultures of the world, is unique and inimitable. Throughout the year, a large number of gastro festivals, or national ethnic festivals, which include acquaintance with national culinary traditions are organised. Famous festivals in the name of the Georgian, Bulgarian, Armenian, and Greek's cuisine are very well-reputed. In 2017, the Greek square celebrated Easter with Greek charm, during which guests tasted traditional Greek dishes.

The Lithuanian fair "Kaziukas" in the City Garden is also very much appreciated by locals.

Another event worth mentioning is the ethno-festival "Danube wreath", which aims to draw attention to the unique ethnic culture of different nations of Ukraine and in particular Odessa Region so to promote traditional values and national traditions in modern society. Craftsmen take part in the ethno-festival and give workshops, share their secrets and inform visitors about the national traditions;

Holding Europe Days in Odessa is also very much appreciated. During these Europe Days the inhabitants of Odessa celebrates the day of common values and common history of all nations of the continent. Taking into account Odessa's spirit, multinationalism and hospitality of its citizens, this event has become a real popular celebration, ranked among traditional festivals. These Europe Days are always planned to attract and maximize the potential of young people (competitions of creative ideas, fairs on EU projects, EuroDebates, etc.), popular sports and entertainment events (euroquests), as well as an extensive cultural programme (various performances, exhibitions and competitions);

On March 25, 2017, the Bulgarian community also celebrated the traditional holiday "Farewell to Baba Marta".

Supporting the International Congress on the Protection of Human Rights and Freedoms of Citizens "Shield" of the art exhibition "Sand" ("The sand"), is also another priority of this Ukrainian city; which is organized by the International Congress on the Protection of the Rights and Freedoms of Citizens "Shield". It featured over 80 paintings of artists from all over the world.

A consistent and goal-oriented work, focused on discovery, is also very important in Odessa. The development and support of gifted and talented youth is carried out in the educational institutes of Odessa. This includes organization and holding subject contests, intellectual and creative competitions, festivals and forums.

As part of the City Action Programme of the National-Patriotic Upbringing of Children and Youth of Odessa "I am a citizen of Odessa" -2016-2020, approved by Odessa City Council on 16.03.2016 # 436-VII (further mentioned as Programme) the following main branches of the educational community institutes' work is being implemented:

- organizational and educational events which aims to improve and develop the system of national-patriotic upbringing of children and youth of Odessa;
- social-patriotic education, including cooperation with Cossack organizations;
- war-patriotic education;
- moral and ethics upbringing of patriotic citizens of Odessa;
- providing information.

In order to assist the creative and intellectual development of pupils and to encourage and to support young and talented people, while improving the

performance of school bands and independent singers, the city organises the following events:

- a contest among performers representing extracurricular educational institutes **«А я просто українка, україночка»** ("I am just a little Ukrainian girl"); the aim of the contest is to develop youth's interest in Ukrainian culture, traditions and customs, to encourage creative potential of young people. In the contest participate 120 students that represent 10 institutes;
- a contest of war songs **«Пісня в солдатській шинелі»** (Song in the soldier's coat); the aim of the contest is to honor the heroism of people in World War II, warriors for Independence of Ukraine; and more than 500 students participated in this contest;
- a championship KVK (Club of the Merry and Witty) "Mayor's Cup" among school teams. The aim of the championship is to nurture creative, intellectual and moral development of pupils, and to support leisure activities for children.
- a "Brain-Ring" Championship "What? Where? When?" among students. Here the aim of the event is to form a proper attitude towards knowledge, to develop expertise, quick-wittedness participation of 27 teams from higher and secondary schools and out-of-school educational institutions of the city;
- a contest of creative works of students of general educational institutions of Odessa "Frozen music". The aim of the contest is to deepen students' knowledge about the architecture of their native city; 105 pupils from primary school categories participated in the nominations: "The Best Photo", "The Best Picture", "The Best Essay"; and some authors among the 18th best works were awarded with diplomas from the Department of Education and Science and monetary awards;
- a festival-contest "Star youth of Odessa. The aim of the Festival-contest is to foster creative, intellectual and spiritual development of student youth; it attracted about 3000 participants: creative teams and pupils of creative circles of educational institutions of the city; 1,961 participants became laureates of the Festival-contest; the winners of the "Star Youth of Odessa" contest participated in a gala concert, which took place on June 1, 2017, during the celebration of the International Children's Day;
- a contest for the best interactive excursions about the history and culture of Odessa city "Pages of the Odessa history" among students of general educational institutions of the city. The aim of the contest is formation of a consciousness, spiritually rich personality, deepening notions of students about the features and trends of Odessa cultural development; 46 pupils from 18 general educational institutions of the city took part in this competition;
- a competition of family's art "Creative family is my Motherland and me". The purpose of the competition was the development of parents' activity and the role of the family in the education of the growing generation, and maintaining family values; in the end of the competition,

dedicated to the International Day of the Family, took part thirteen families. The winners of each qualifying stage were awarded with prizes and gifts.

According to the Local Objective Programme of National-Patriotic Education of Children and Youth of Odessa "I am an inhabitant of Odessa" for 2016-2020, an inspection-competition for the best website of educational institutions in Odessa was carried out in April-May 2017. 26 educational institutions took part in this competition. The winners were awarded with diplomas and valuable presents.

On the initiative and active participation of youth organisations with the purpose of the development of youth movement in the city, and the involvement of young people attempting to solve citywide problems, were held the following events:

- All-Ukrainian Social Charity Project "The week of kind deals" which connected 115 events and consolidated a work of active inhabitants of Odessa and public organisations of the city;
- action on the International Day of Health "Great to be healthy" (measurement of arterial pressure, measurement of level of the sugar in the blood) and social action for prevention of oncological diseases with VJEO "Project Keshet". The actions were held in Odessa College of Economics, Law, Hotel and Restaurant Business, Odessa State Academy of Civil Building and Architecture, Odessa National Medical University. More than 800 students and youth of our city became the participants of the action;
- the action "Measure your blood for your life". More than 500 students of Odessa National Medical University took part in it;
- the International Children's Day: Quest-marathon for the city youth, the action "The tram of happiness";
- intellectually-entertaining quizzes for pupils dedicated to the celebration of International Children's book Day;
- the city festival of young poets "Vidkrytyi marafon" ("Open marathon") which gathered 15 talented young poets of the city, 200 citizens and guests;
- round tables, actions, trainings, consultations connected to issue of violence, human trafficking among young people and citizens of the city;
- permanent work on interaction with soldiers from ATO areas is held, as well as visits, greeting, and further support of veterans of the Second World War.

Members of the Youth Council with the Odessa City Mayor took part in a media marathon "Genderna rivnist – na krok blyzhche" ("Gender equality – a step closer"), and the Ukrainian and Chinese International Forum "Odyn poias – odyn shliakh" ("One belt – one way"), which were held in Kyiv.

In Odessa were also implemented many other cultural events:

- a charity marathon "Do svitlogo dnia – svitli vchynky" ("To a good day – good deeds"), which had an aim to support the participants of military actions from the ATO area, who are on rehabilitation in the military clinical hospital;
- annual youth fair of vacations "Z yarmarku vakansii – na robotu" ("From the career fair to work"), where more than 2000 citizens of Odessa took part;
- the Day of Youth numeral events were organized: auto race, workshops, exhibitions, contests, sport competitions aimed for popularization of different kinds of sport and propaganda of healthy way of life, festival "Molod' dlia molodi" ("Youth for Youth"). More than 20 000 citizens and guests of the city took part in it;
- the social project "Myloserdia" ("Mercy") members of the Youth Council with the Head of Odesa visited veterans of the Second World War in their homes and elderly people, who live in geriatric house of mercy named by the Saint Healer Panteleymon;

A large number of sports events, taking place in Odessa, encourage the mixing people from different ethnic groups.

For example, during the 2017, significant sports events took place in Odessa: the tourist crossing "100 km at 24 hours" (April), athletics competitions on the occasion of the Olympic Day (June), athletics event "Odessa Half Marathon" (June), "Ukraine-Korea friendship cyclo-caravan" (July) etc. The total number of participants in the competition was about 6 thousand, who were representatives of all ethno-cultural groups of the Odessa city. The participants of the event are united by ideas of a healthy lifestyle, development and improvement of their own abilities, joint participation in the sport life of the city.

All such events undoubtedly help to develop friendly relations between citizens of different countries and different ethnic groups.

Furthermore, in accordance with Odessa City Mayor decrees under the patronage of the city administration in Odessa, a large number of musical contests and festivals are held annually. Their purpose is to promote cultural exchange between different countries, include Odessa in the global cultural context, attract domestic audience to the achievements of world art.

Finally, it is commendable that the city organises public debates and campaigns on the subject of cultural diversity and living together.

Likewise, Odessa is making lot of efforts in affirming itself as an Intercultural Hub in Ukraine. In order to inform local population and visitors of the city about its intercultural diversity, the city closely works with tourist guides on the development and updating of multinational excursion routes. During these excursions one can learn about the best contributions in the development of unique aura of Odessa by the particular minority representatives.

Additionally, in Odessa there is a great number of libraries. Centralized library systems in Odessa are constantly actively and fruitfully cooperating with the

national cultural societies of the city: Belarussian, Polish, Bulgarian, "Or Sameah" organization and others.

The program "Tolerance" was implemented by the centralised library system for children, in the framework of which system-wide mass events are carried out for and with the participation of children from families of displaced persons and with the Plaxe of temporary stay of refugees in Odessa. The purpose of this Programme is socialization and psychological adaptation of children from families with the involvement of healing and communication techniques.

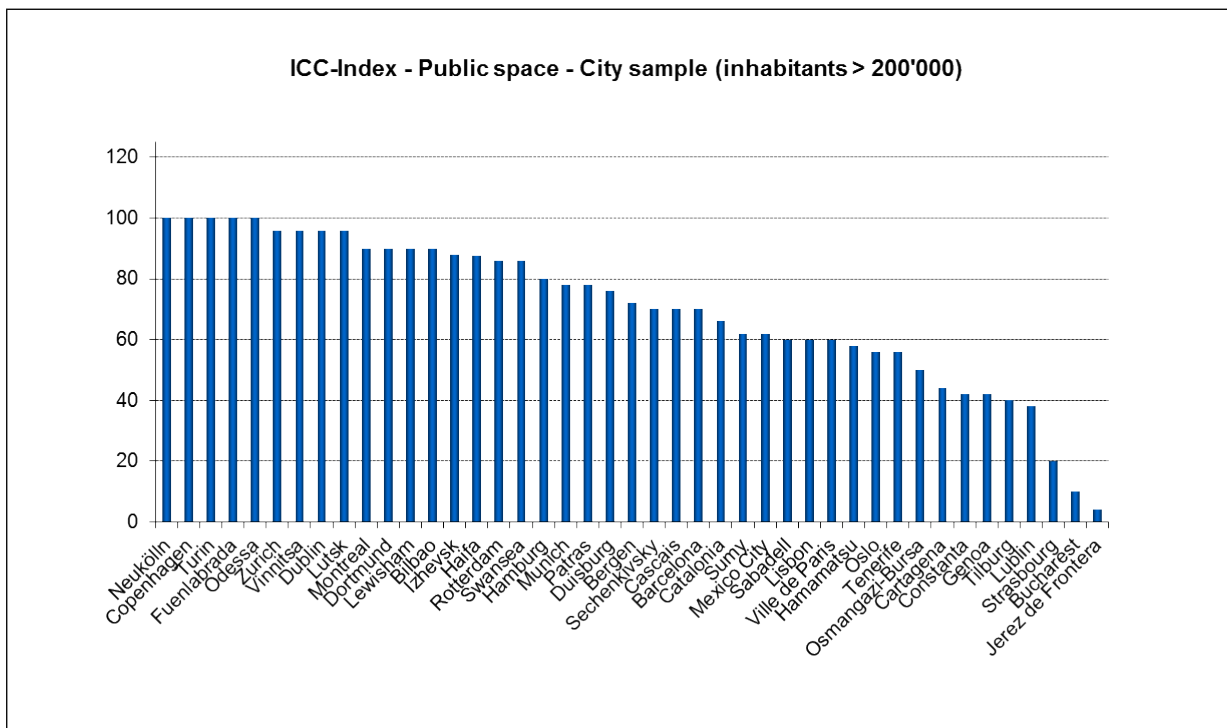
On April 16, 2017, in the framework of the Programme, an event called "We are interesting to the world, the world is interesting to us" took place, on May 16, 2017 the "Family Battle" (with the participation of families from Angola, Afghanistan) took place. On June 17, 2017, the event "Step by step to the book podium" took place and was dedicated to the Day of Refugees. A communication for the World Day of Tolerance "Unity of Different" together with the Department of Justice was issued. On September 28, 2017 the library event "Library in the form of 3Д (3D): Дети (Children), Добро (Good), Драйв (Drive)" is planned.

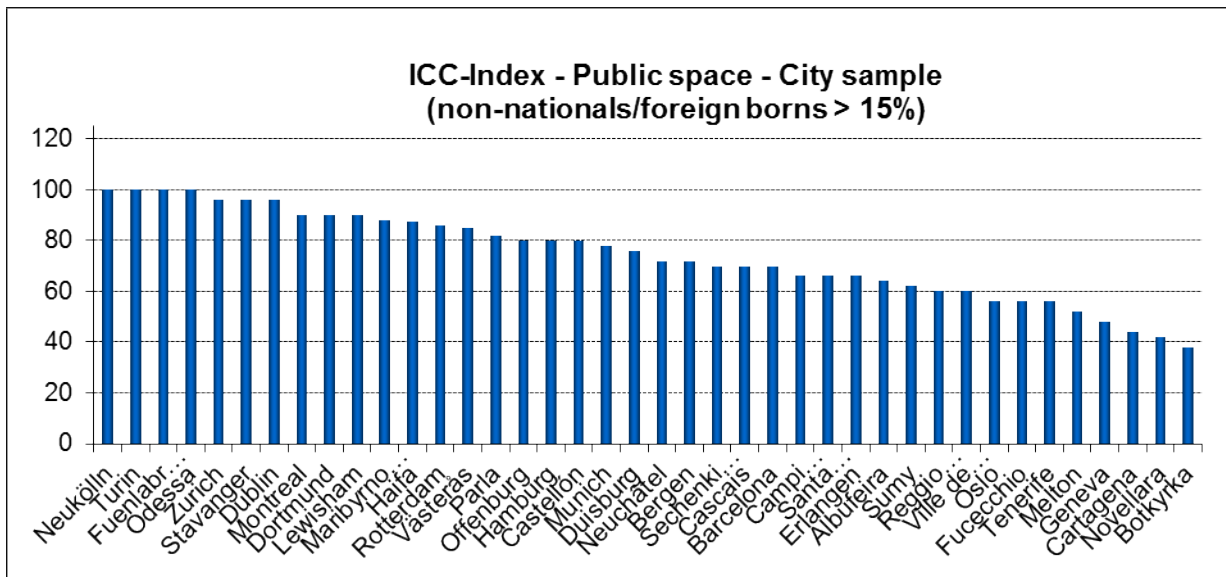
PUBLIC SPACE

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 Odessa's public space policy reaches 100%, considerably higher than the city sample's rate of 65%.

As the analysis reveals, the city of Odessa takes actions to encourage intercultural mixing, and it does have a rich portfolio of actions implemented so far.

As aforementioned, for historical reasons, Odessa became an intercultural city where live and actively interact with each other people from 133 different nationalities. The city's population is extremely interculturally mixed.

For this reason, the municipality of Odessa conducts and promotes various activities, both outdoor and indoor respectively. These activities take place usually in parks, squares, museums, libraries and theatres. Among them should be highlighted some exhibitions dedicated to twin cities (for example, Odessa-Marseille, Constantinople-Istanbul-Odessa, the series of concerts *Istanbul Evening*), as well as various international festivals, including traditional *Golden Violins of Odessa*, *Odessa Classics* and many more.

One of the best examples of interculturalism among the selected locations is Bleschunov Municipal Museum of Personal Collections, in Odessa.

The entire exposition of the Museum is based on a multicultural character. Each hall of the museum is devoted to one of the *Eurasia* countries, including a permanent ethnographic exhibition. In 2017, one of the sections for the celebration of the international event *Night in the Museum* was entirely dedicated to the "*Dialogue of Cultures in the City and Museum Space*".

Furthermore, in the framework of the cooperation between Bleschunov Municipal Museum of Personal Collections and the ONU, at the museum was held an open defence and discussion of course workshop for the third grade students of the major in Cultural Studies on the topic "Odessa myth". Students studied the subject of tolerance and intercultural interactions within the Odessa society.

Regarding aforementioned actions in libraries, it should be noted that in January 2017 in the Central City Library hosted the "Video guide for Romania", an

event on the day celebrating the culture of this beautiful country. The meeting was attended by the General Consul of Romania, by the representatives of the diplomatic group of Odessa, as well as other regional and municipal administrations.

In February 2017 in the Central City Library was organized a Charitable Creative Evening "Creativity in the name of good". It was dedicated to the International Day of Spontaneous Manifestation of Kindness. It has a global significance, since it does recognize citizenship, nationality and religious beliefs regardless any background. The evening was attended by representatives of national cultural societies, and the representatives of the General Consulate accredited in Odessa, along with writers, musicians, and journalists.

On February 20th, in Central City Library, a literary and poetic Journey to the Country of Languages took place. The event was attended by representatives of the national and cultural associations of Odessa and the Region, the General Consul of the Republic of Belarus, the Chairman of the Odessa National and Cultural Association "Belarus", poets of the Odessa Literary Association, students of the Odessa College of Transport Technology and the Pedagogical University named after Ushinsky who prepared musical numbers – performing Ukrainian songs.

In order to promote the interculturalism of Odessa and the region, a number of events are being implemented, namely:

- Organisation of fam, press and promotional tours to the Centre of Ethnographic, Rural Green Tourism and Family Rest «Frumushika-Nova» (Odessa Region). The aim of these tours is to promote and familiarize with Bessarabian folklore and culture. Except Ukrainians, in Tarutinskiy district live Bulgarians, Gagauz, Moldovans, Jews and other nationalities that collectively represent Bessarabian people. Visiting ethnographic open-air Museum «Bessarabian village Frumushika-Nova» is the part of the tour. There you can see national farmsteads of Bessarabia of 19-th and 20-th centuries (Moldavian, Ukrainian, Russian, Bulgarian, German, Gagauz, Jews).
- The 3D Virtual Route to the Lower Danube Euroregion includes Odessa, Izmail, Vilkovo and the resort Raseyka (Odessa Region). These places are known for their multi-ethnic and ethno-cultural diversity. The 3D Virtual Route is a new tourist service which allows the viewer to move in space with a mouse click on the transition point within the 3D panoramas. That allows the viewer to sequentially view all of the panorama route.

Also, inhabitants and guests of Odessa are invited to participate in city events on celebration of public holidays (City Day, The Day of Liberation of Odessa from Fascist Invaders, Independence Day of Ukraine, opening of Istanbul park and others.

Likewise, Odessa City Council and its' executive bodies contribute to the reflection of national traditions and cultures in the architecture and design of buildings, structures, premises, public places and objects of various forms of ownership. Good practices are: Istanbul Park, Greek Park (under

construction), Azerbaijan Park (project of improvement), Romsy Square (under construction), Yerevan Square (under construction), residential building with administrative premises of Shah-Nam, cultural centres of fraternal people, educational establishments (in particular Jewish schools and kindergartens), and many public catering establishments, in which national traditions are manifested both in the preparation of dishes and in architecture and decoration of premises).

Also, the Department of Communal Property of the Odessa City Council is involved in the registration of ownership of new public buildings and premises and ensures their use, taking into account the diversity of the population. In addition, taking into account the relevant Decisions of the Odessa City Council, mentioned Department renders non-residential communal property objects to public NGOs, including on concessional terms. (For example, such as: the Odessa Humanitarian Association Turkmen of the World, the NGO "Gagauz Regional Cultural Society Birik, the NGO "Odessa Mickiewicz Union of Poles in Ukraine", the Association of Bulgarians in Ukraine, the NGO "Greek Culture Foundation", etc.).

Positively, when creating parks, squares and other buildings or infrastructures, consultations of representatives of ethnic and cultural societies are made based on planning and compositional decisions that reflect the peculiarities of culture.

For example, on January 20, 2017, under the chairmanship of the mayor of Odessa, a discussion of the original design project for the improvement of the Greek Park was held.

The event was attended by: profile specialists of the structural subdivisions of the Odessa City Council, representatives of the Association of Greek Businessmen and Enterprises of Ukraine, representatives of scientific circles, public organizations, and Odessa citizens.

In the Greek Park, it is planned to combine Odessa traditions, Greek culture and modern elements of accomplishment. The total area of the landscaping of the park will be about 35 thousand square meters.

Additionally, the city installed memorial plaques, monuments, memorials, to commemorate the significant persons, who made a significant contribution to the formation and development of the city. Many of the city's streets have been named after the twin-cities and friend countries. These traditions in Odessa have been be organised under the influence of various ethnic groups and peoples.

Finally, as the analysis reveals, in Odessa there are no areas in which the rights of citizens on religious, interracial grounds and racism are violated.

The rate of achievement of Odessa mediation and conflict resolution policy is 24% , higher than the city sample's rate of 62%.

Odessa does not have a municipal mediation service. However, when/if required for neighbourhood disputes, the City Council makes referral to appropriate services.

In Odessa there is an Odessa Oblast Mediation Group. The mission of this group is to promote the development and consolidation of civil society in Ukraine through the education and implementation of alternative dispute resolution.

One of the main programme of this mediation group is the School Programme which exists since the first years of the organisation.

Experts of the Odessa Oblast Mediation Group held trainings for specialists in the field of school psychology, who usually work with conflicts in educational institutions.

Since 2012, every year on the 16th of November celebrates the thematic Week of Tolerance in the educational institutions of the city dedicated to the World Tolerance Day. The main idea of these events is to create tolerance and prevent xenophobia, ethno phobia in particular.

The Department of Internal Policy, together with the Department for Interaction with the bodies of self-organization of the population of the Odessa City Council and Roma organisations developed a schedule for the reception of representatives of the Roma national minority on the basis of the Malinovsky and Suvorovsky Districts' self-organization bodies to provide them with legal assistance.

Exceptionally, in Odessa operates the supervisory board at the Children's Clinic No. 2, which includes the chairman of the Odessa Regional Roma Congress for the purpose of social mediation, conflict resolution, communication.

In the city, an organization dealing specifically with inter-religious relations does not exist. In order to recognize the significant contribution of Protestant churches and religious organizations in the development of the religious, cultural and social sphere of Ukraine, showing respect for their role in Ukrainian history and the formation of an independent country, through the order of the Odessa mayor No. 1209 dated June 5, 2016 there was established a committee for the celebration in of the 500th anniversary of the Reformation.

Positively, the Council provides cross-cultural communication training internally.

Additionally, in Odessa was established the working group for the implementation of the Strategy for the Protection and Integration of the Ukrainian Roma National Minority Society for the period up to 2020.

Odessa does not have a hospital in the municipality, but provide cross-cultural training and support to our local community health provider.

However, to answer all these challenges, Odessa might wish to consider following Neukölln's example to mediate and to prevent/solve conflicts. The action is being implemented in the framework of Neukölln's neighbourhood programme in partnership with the Berlin Center for Integrative Mediation (CSSP). The project is aimed at preventing conflicts between inhabitants of refugee accommodation and local residents.

Qualified trainers for conflict mediation firstly address the inhabitants of the accommodation in order to find out about their concerns, interests and requests for information. NGOs and the local neighbourhood management team are involved. Afterwards, roundtable discussions are organised between refugees and local residents. As a result, at least five participants are chosen to receive training as conflict mediators.

This training is provided by CSSP who has international experience in conflict mediation. The action helps to identify possible conflicts, reduce prejudices, prevent escalation and establish sustainable communication structures. Furthermore, it provides refugees and local residents with qualifications, thereby opening up new professional perspectives. The project is financed by the district office of Berlin-Neukölln through the funds of the Masterplan of Integration and Security. It will be evaluated by CSSP¹³.

Cascais is successfully carrying out the *Educa.gz* programme: through entertainment, mediators educate children helping them to improve their lives. This project minimises negative behaviours, both through the animation of playgrounds, as well as signaling and monitoring of situations of greater complexity. In fact, during the school year, the project establishes a systematic connection with various schools and it enhances existing relationships, both institutionally and at community level, finding creative solutions to integrate children in the society.

Another interesting example comes from Copenhagen, where the *Din Betjent* (Your Police Officer) is also a service provided to the citizens: local police officers engaged in dialogue in order to bridge understanding between police and citizens.

Similarly, Ballarat's Mayor has been hosting interfaith dialogues with various faith leaders in the Grampians region and the Valletta Local Council takes care of keeping the dialogue open with Christians, Jews and Hindus, for example by organising events to involve the Jew community, such as Hanukah.

Finally, The Haifa Centre for Dialogue and Conflict Management works to strengthen communities and improve the quality of life for all of Haifa's residents by providing dispute resolution services and by helping residents and institutions build their capacities of resilience. The Centre provides professional dispute resolution services and builds local capacity for coping with conflicts in a non-violent and constructive manner. It strives to create in Haifa a culture of dialogue that celebrates the city's diversity and gives a voice to its marginalised communities. By strengthening the citizens' ability to negotiate differences and resolve conflicts collaboratively, the Centre is making a significant contribution to building localised participatory democracy and diminishing the effects of racism and discrimination.

The Centre's conflict mitigation programmes directly impact hundreds of people, reaching underprivileged populations, including new immigrants and Arabs. Among the activities are the following:

- Training of Arab civil leadership as volunteer mediators;

¹³ <http://www.cssp-mediation.org/deutschland>

- Empowering public involvement in planning, implementing and social activities.

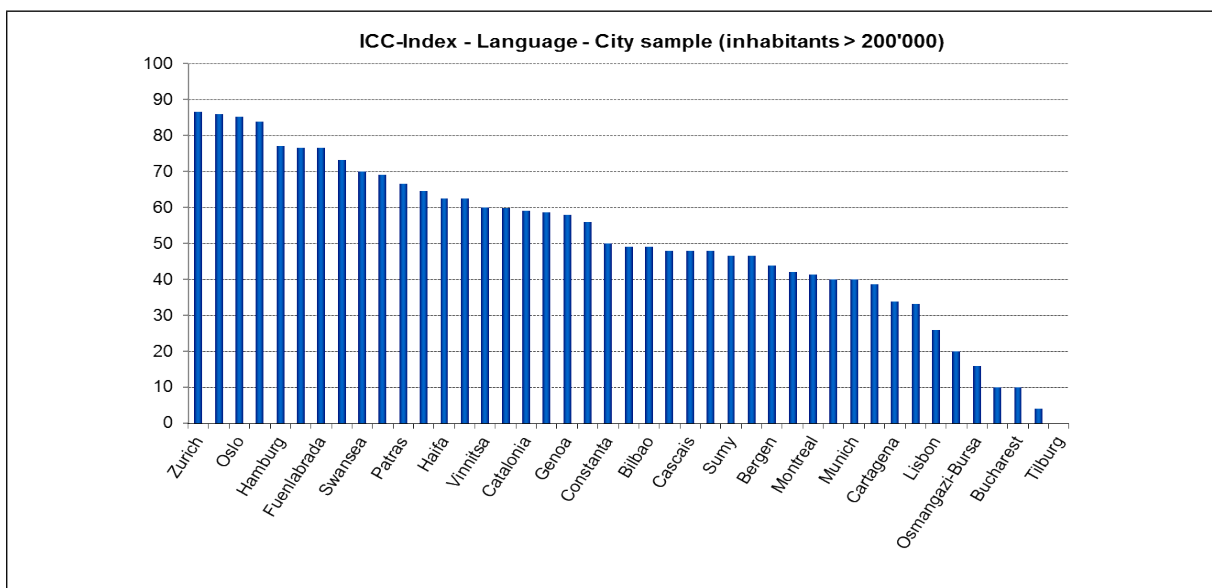
The evaluation of the action is done by neighbourhood community workers who follow up on the implementation of the skills developed by the local leadership regarding problem-solving within the respective neighbourhoods.

The action is implemented in co-operation with the community department and City Secretary's Office of Haifa Municipality, involving other departments (according to theme and need) and facilitated by experts in the fields of intercultural work and facilitation, mediation and leadership training, urban planning and civic (neighbourhood) leadership.

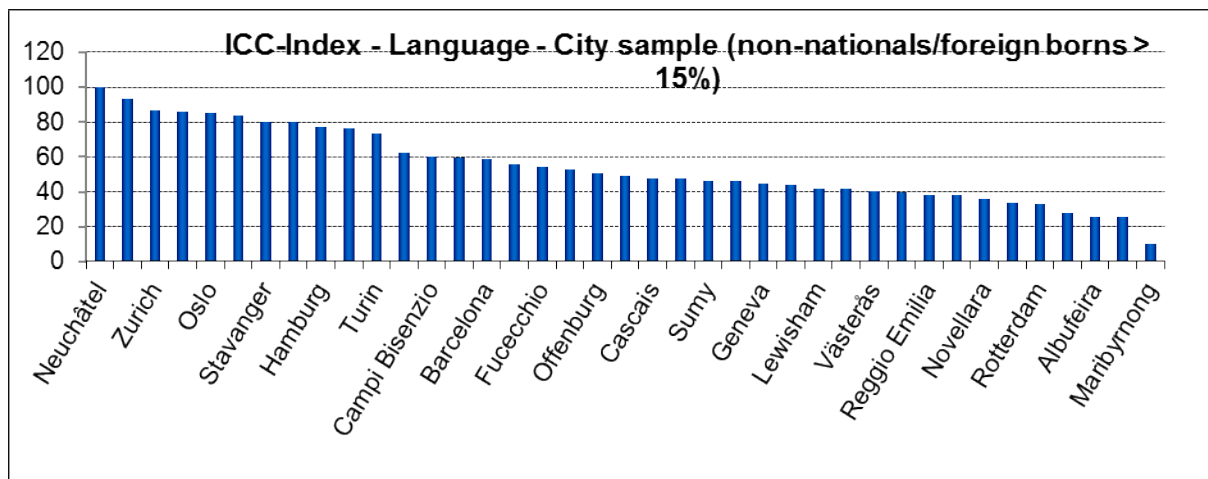
LANGUAGE



The learning of the language¹⁴ 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.



¹⁴ 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://higher.ed.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html)



Odessa's language policy rate is 86%. This result is considerably higher than the cities' average score of 48%.

As the analysis reveals, Odessa city council provides specific language training in the official language(s) for hard-to-reach groups (namely non-working mothers, unemployed, retired people etc.). Moreover, learning migrant/minority languages is part of the regular curriculum at schools. Most importantly, learning migrant/minority languages is a regular language option available to everyone.

Unfortunately, the city does not support private/civil sector institutions providing language training in migrant/minority languages.

However, it is worth recalling that according to the Constitution of Ukraine (Art. 10) in Ukraine is guaranteed free development, use and protection of Russian and other languages are. The state assists in learning languages of international communication.

There is an opportunity of studying in either the state or native language, as well as learning students' mother tongue at educational institutions of the city:

- 803 students learn Polish, notably 619 students at Odessa State Secondary School № 121 do it as a course, as well as 88 students at Odessa State Secondary School №117; 96 students study it as an optional subject (8 students at Odessa State Gymnasium №4, and 88 students at Odessa Gymnasium №7);
- 418 students attend Odessa Secondary School №94 study Hebrew intensively;
- 27 students of School "Garmoniya" study Greek;
- 153 students of Odessa Law Lyceum study Bulgarian, including 106 students take it as an optional course.

The International Congress on the Protection of the Rights and Freedoms of Citizens "Shield" organises Linguistic platform activities. The project is aimed at teaching children and adults of different languages: Arabic, French, English and Ukrainian. Along with the study of languages, a psychologist and a teacher from preschool education and speech therapist began to work at the charity school. The main feature of the charitable school is its international character, because it teaches children from families of refugees and asylum seekers in

Ukraine, children from mixed families, one of whose parents originates from another country.

In cases of working with foreigners, the Odessa City Center for Social Services for Families, Children and Youth involves representatives of public organizations that speak apposite languages accordingly. Furthermore, teachers from higher educational establishments of philological direction are involved in cooperation.

Within the framework of the project "University of the 3rd Age", the courses "The Foreign Language" (German, Italian, English, and French) were opened on the basis of day-to-day offices of territorial centers of social service (rendering of services) in Odessa.

The cooperation with the International Humanitarian University, the Greek Fund of Culture, the charitable fund "Hesed Shaarey Tsion", and the All-Ukrainian NGO "Congress of the Bulgarian Culture of Ukraine" have been also established.

The Council does not advocate locally for minority print and online media sources, radio programs, and TV programs that cater for culturally diverse residents in this local government area. As the analysis reveals, this can cause different issues among residents and, at this stage, the city council is not able to foresee a winning strategy¹⁵.

Furthermore, the Council is seriously committed to give a positive image to migrant/minority languages.

It is commendable that Odessa works on the issue of tolerance to provide linguistic support. Odessa strongly considers itself as an intercultural city where languages of different national ethnic groups are supported through such events:

- a literary flashmob "Odessa reads. Odessa is read", which was launched in 2017. In the course of this event, hundreds of people, gathering in a chain from the Literary Museum to the Monument to Isaac Babel, simultaneously read excerpts from the works of Odessa writers in dozens of different languages. "Odessa was read" in Ukrainian, Russian, Moldavian, Armenian, Japanese, English, German, Chinese, French, Georgian, Estonian, Latvian, Lithuanian, Greek and other languages.
- Introduction of Japanese language and culture within the framework of the Days of Japan in Odessa. Odessa acquainted with the history, culture, language, and traditions of the country. In the framework of the Days of Japan in Odessa, libraries organises classes on the study of Japanese language.

The event was attended by students from Odessa schools. Young people of Odessa were told about the cultural traditions of Japan and the features of the Japanese language. Under the guidance of the representatives of the Ukrainian-Japanese Centre, the students met with the history of characters and considered two alphabets of the Japanese language -

¹⁵ In the Index questionnaire, the city provided the following answer: *"Representatives of more than 130 nationalities live in the city. If a question of giving media support to one of them arose, a forcible argument will be required, why the support at the expense of the city is necessary to this one, and not the other minority. This delicate question can provoke a negative reaction among representatives of minorities"*.

Hiragana and Katakana. Conversations of "Japanese Language for Children", "Japanese Kimono", where Odessa people learned about the features of the Japanese national costume, got acquainted with the philosophy of the Japanese costume, the traditions of Japanese baptisms and tea-making were also organised.

- In the framework of the Programme "Tolerance", the CBS for the children of the city held an event expressing friendship "We are interesting to the world, the world is interesting to us". On June 17, 2017, the "Step by step to the book podium" event took place on the Day of Refugees. Hour of communication to the World Day of Tolerance "Unity of Different" together with the Department of Justice. On 07/28/2017, the event is scheduled for the Bible "Library in the form of 3D: Children, Good, Drive."
- The Day of Slavic Literature and Culture, where the laying of flowers to the monument to enlighteners Cyril and Methodius took place. The organization of this event was held by the representatives of Bulgaria of Ukraine.

Despite these remarkable efforts, support of minority groups residing in Melton should also be ensured in other local and mainstream media. The city of Ballarat is proactively working on this issue: it has established a 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. Newspaper columns, radio and/or TV programmes in a minority language would hugely benefit interculturality, facilitating integration and reinforcing the feeling of belonging.

In the city of Stavanger, for example, the Johannes Learning Centre (Joannes Læringscenter) is providing mandatory tuition in Norwegian language and culture for immigrants between 16 and 55 years old having a resident permit, as well as the possibility to attend these courses for people over 55. The Centre is open during the day, in the evenings, and online. Special mother-child groups are organised so that stay-at-home mums can learn and practice Norwegian together.

The city of Sabadell also runs different projects targeting especially non-working women, like the workshop "*Touch and Participate*" and "*Arteratia technique*" involving women who had no knowledge of the language as well as some indigenous women. These workshops use theatre performances, as well as the creation of textile art pieces as tools to favour communication and socialisation. The work of these women is subsequently exposed to all neighbours to raise awareness and draw attention to those positive intercultural relations.

Finally, the Welcome App, developed by the German city of Erlangen, helps a considerable number of refugees coming to Germany who are overwhelmed by the foreign culture, unable to cope with the resident administrative systems and paralysed because of the language barrier. Still, a lot of these people are in possession of a smartphone. This is why the city of Erlangen decided to develop an app for android, iOS and Windows devices in 2016.

This application offers information about common tradition and the way of life in Erlangen and Germany, as well as facts regarding asylum law and where to get

advice of any kind. Telephone numbers and addresses are also listed, such as emergency numbers and contacts of the municipal office.

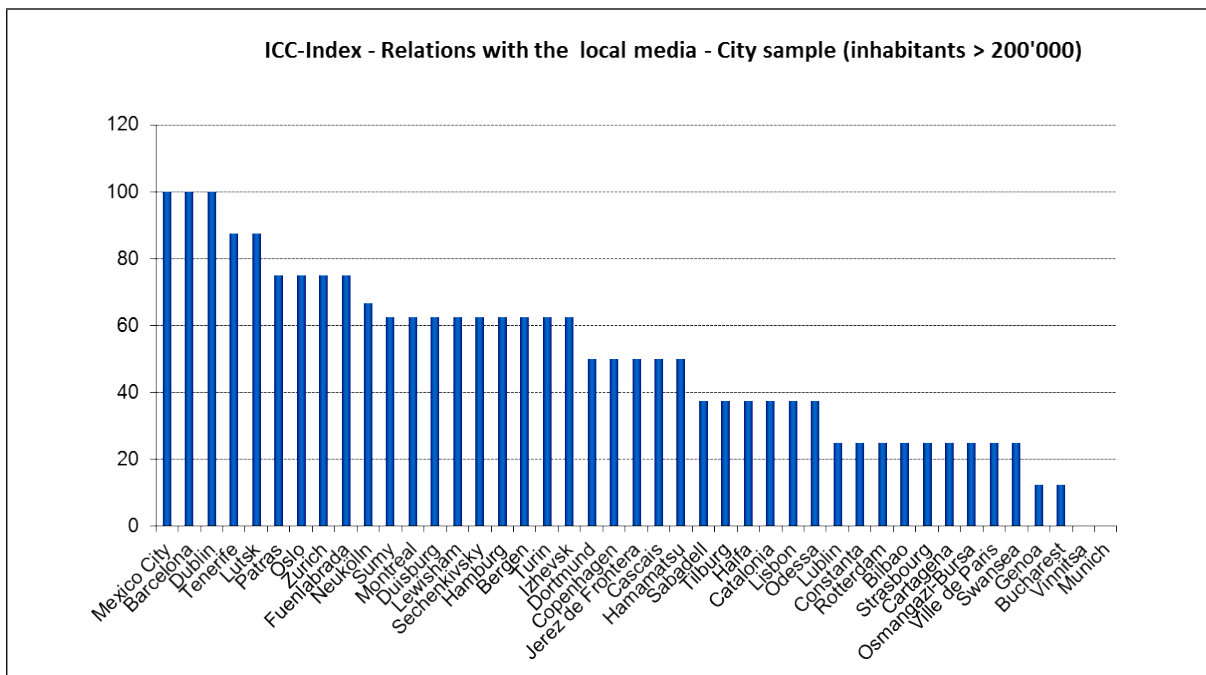
The app has been promoted by flyer and is available in six languages: German, English, French, Farsi, Arab and Russian. In case of no internet access, the application works additionally offline. The app was downloaded almost 2 400 times by the end of March 2017¹⁶.

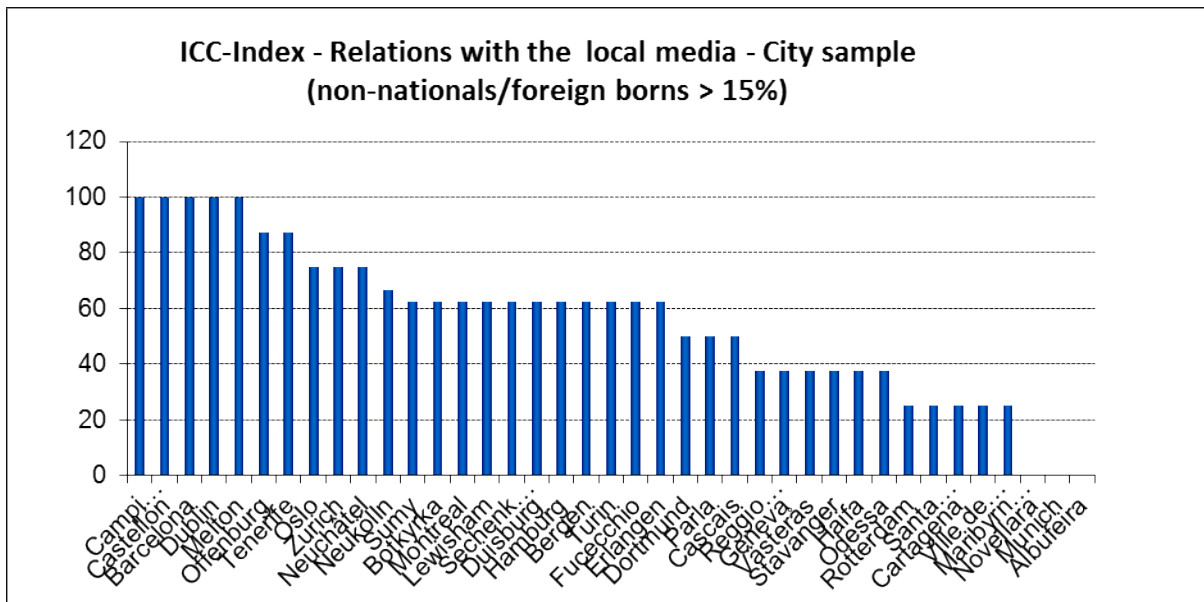
¹⁶ https://www.erlangen.de/desktopdefault.aspx/tabid-1783/4026_read-33409/

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.





Odessa achieved the score of 38% in the field of media policy. Lower than the city average result of 46%.

The city undertakes many actions to improve the visibility of migrants/minorities in the media.

Thematic materials are posted in the newspaper of the City Council (articles, columns), on the official website of the City Council and are distributed among the mainstream media. Information support of thematic events is also carried out (announcement of the event, invitation of the media, preparation and distribution of press releases).

It is worth recalling the festive events dedicated to the 20th anniversary of twin-city relations between Odessa and Istanbul took place in the Istanbul Park¹⁷. The Consul General of the People's Republic of China who gave the gifts to educational institutions on the occasion of the 25th anniversary of diplomatic relations between the People's Republic of China and Ukraine¹⁸. And the "Weeks of Germany 2016": exhibitions, presentation of scientific project, video excursion by German Odessa, concert and traditional music contest¹⁹.

Furthermore, the city's communication (PR) department is instructed to highlight diversity as an advantage regularly and in various types of communications.

Unfortunately, the Council does not provide and advocate for support for training and mentorship in advocacy, media start-ups and media participation for journalists and journalism students from minority backgrounds.

Finally, the Council does not monitor the way in which the media portrays minorities. However, they do as part of their Monitoring and Analysis Division of the Department of Internal Policy of the Odessa City Council, and in accordance with the assigned tasks, it monitors the socio-political situation in Odessa and promptly informs the leadership about important events. It also analyses the

¹⁷ <http://omr.gov.ua/en/news/96250/>

¹⁸ <http://omr.gov.ua/en/news/93037/>

¹⁹ <http://omr.gov.ua/en/news/88365/>

development of socio-political processes in the city, and it studies the circumstances of social conflicts and the formation of social tension zones in Odessa.

To improve, Odessa might wish to consider these good practices:

In 2017, Tenerife (Spain) set-up under the cultural diversity management strategy "*Together in the same direction*" of the Island Council of Tenerife, the Tenerife Anti-rumours Group has just launched a new awareness-raising campaign to counter cyber-racism and intolerance spreading out through the internet and social media. Under the slogan, *#Liberalareddeodio* (free the net from hate), this campaign aims at raising awareness on the risks and prejudices deriving from the spreading online of hate speech and intolerance. The campaign will implement several awareness actions on social media, in the streets and in schools. It is worth recalling that the initiative "Together in the same direction" is promoted by the insular Area of Employment, Commerce, Industry and Social-economic Development, along with La Laguna University through its General Foundation and the Migration Observatory of Tenerife, Obiten. The actions of this new campaign will target online racism, which stands out for being more dangerous, faster and immediate, persisting in time and having a greater impact and scope. Another important feature of this type of racism is the misinformation about the consequences of the spreading online of hate speech against specific individuals or groups, which worsens the coexistence in a diverse and intercultural society such as Tenerife.

The Parisian association: *Maison des journalistes étrangers* (House for foreign journalists) is an association that welcomes foreign journalists persecuted in their home country in defence and promotion of the freedom of expression.

In Bilbao (Spain) there has been set a web application to promote inclusion and integration while fighting rumours and stereotypes. The main metaphor used in the Bilbao communication campaign is the umbrella as a defence against rumours that fall from the sky. It has developed a short game, in two forms of a scratch card and a Web app, that can allow the user to assess whether they are 'protected' from or 'drenched' by rumours. Following a series of fact-based questions, it tests the degree of knowledge that people have about immigration, and illustrates the truth or otherwise of common rumours about immigrants. A final score is given, indicated the degree of 'protection' from rumours. By disseminating this information more widely in social networks, the user may obtain additional 'medals' and join the campaign for the values of multiculturalism, social cohesion and combating racial discrimination.

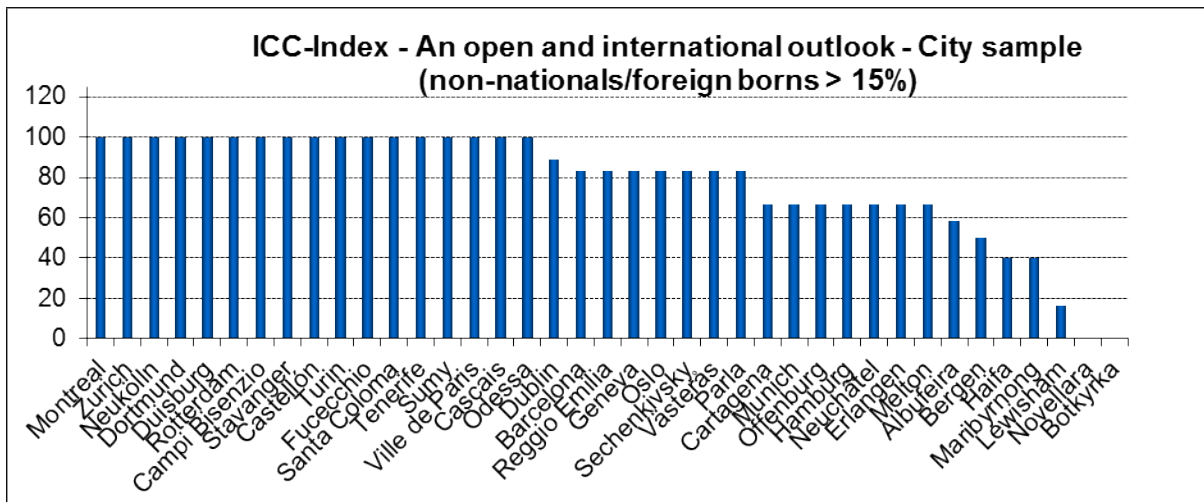
Amongst others, Limassol is implementing activities that include the preparation of informational and promotional material (flyers, posters, roll-up banners), organisation of press briefings and networking with the media and specific journalists, dissemination of press releases, announcements and invitations through social media, email marketing campaigns and other media. Furthermore, the dedicated website and social media pages are constantly updated, whilst "below the line" activities and side events also take place. Finally, in the context of the awareness-raising campaign, anti-rumour activities were also implemented with the production of an anti-rumour video

and flyers. The anti-rumour material was promoted through the action's social media pages, website and events.

Most importantly, the impact of the action undergoes an evaluation process by an external evaluator, as well as the city's audit team. Furthermore, social research on the effectiveness of the school social worker who implements the school's interventions on the prevention and tackling of social exclusion is also being implemented. The results of this research will facilitate the improvement of services offered in the future.

Co-funded by the European Asylum, Migration and Integration Fund (90%) and the Republic of Cyprus (10%), this action is implemented with the four municipalities of Limassol district, together with affiliated entities and experts in the fields of communication and migration. Furthermore, all the partners cooperate with networks and migrant/refugees organisations in the implementation of their activities²⁰.

²⁰ <http://inlimassol.eu/> and <https://www.facebook.com/IntegrationLimassol/>



Odessa achieved the 100% in the field of an open and international outlook, considerably higher than the city sample's rate of 71%.

As the analysis reveals, Odessa City Council is committed to lifelong learning by fostering a community culture that encourages the continuity of learning at all age levels and providing high quality learning opportunities for all residents of the municipality.

Linked to this vision is a commitment through different projects:

- The project "Odessa visits you". It is an image project which was started in 2012. The aim of this project is to promote Odessa as a touristic and cultural city. Since 2012 this project has already been presented in Kyiv, Lviv, Kherson, Chernigov, Vinnitsa, Rivne (Ukraine), Yerevan (Armenia), Western Macedonia (Greece), Marcel, Brest, Douarnenez (France), Lodz (Poland), Byrne, Geneva (Switzerland), Regensburg (Germany), Chisinau (Moldova), etc.;
- Cooperation between Odessa and Goethe Institute Ukraine within the framework of the project "Academy of Culture and Education". The main objective of the project is to strengthen the cooperation between Ukraine and Germany, implement new cultural and educational projects that will help to establish a dialogue and cultural exchanges in these countries. This project was implemented in five Ukrainian cities (Odessa, Rivne, Zaporozhye, Chernigov, Vinnitsa) by holding working meetings with participation of Ukrainian and German experts, representatives of local authorities and local non-governmental organizations. The first working meeting took place in Odessa, where participants discussed the issues of cooperation between city/regional cultural administrations and non-governmental organizations (best practices, complexity, etc.) and also the development of cooperation between them;
- In cooperation with Bern Music School-Conservatory and the International Association "Legato" was organised the International Conference on Musical and Aesthetic Education of Children. The aim of this conference was to discuss the problems of music education for children with special needs, to work with preschool children, improvising in group sessions and

collective playing. More than 350 music teachers from Switzerland, Germany and Ukraine took part in the II International Conference which was held in Odessa in October 2015. The programme of the Conference included the workshops from leading European and Ukrainian teachers. After that, participants shared their knowledge and methods of teaching children the art of music not only in musical but also in secondary schools.

Interestingly, Odessa is the only Ukrainian city that is a member of the Danube Competence Centre (DCC). The Danube Competence Centre is an international organization whose main objective is development of the Danube Region, implementation of joint international initiatives and activities aimed at the sustainable tourism development.

The main task of DCC is to integrate interests, projects and activities in the field of tourism and local economy of Danube region countries (Germany, Slovakia, Austria, Hungary, Croatia, Serbia, Romania, Bulgaria, Moldova and Ukraine).

During 2013-2015 Department of Culture and Tourism of the Odessa City Council participated in the implementation of the EU grant project "Creating a Black Sea Network for Sustainable Tourism Development in Bulgaria, Romania, Ukraine, Moldova and Georgia". The activity of the above-mentioned grant is aimed at the development of tourism in the Black Sea region and, in particular, in the city of Odessa. The priority task of the project is the creation and development of domestic and international tourist networks, creation of the new cross-border tours, holding seminars and round tables for representatives of the tourist industry of participating cities. In addition, a special website for the project is created, the purpose of which is to promote cultural and tourist potential of cities and regions, Odessa in particular.

The Municipal Establishment "The Centre for Rehabilitation of People with Mental Disorders with the Government of Germany is implementing a long-term project "Life Assistance" (support for people with mental disorders): early rehabilitation, the creation of workshops, the establishment of the supportive residence (hostel).

The charitable organizations Round Table Deutschland and WPK Weihnachtspäckchenkonvoi GmbH from the 2014 provide humanitarian assistance to medical, social institutions, organizations and socially disadvantaged groups of Odessa population. In July 2017, was organized a trip for 20 orphan children and children deprived of parental care to the Children's Camp ("Round Table") located in the city of Cape, Germany.

On September 2, 2017 was signed the Memorandum of Understanding between the representatives of the UN Children's Fund (UNICEF) in Ukraine, the Odessa City Council and the Civil Society Union "The International Association for the Promotion of Sustainable Development of the South of Ukraine "Eurostration" by the Odessa City Mayor. The Board also recognises it has a responsibility to promote Melton as a Learning City and as a member of UNESCO Global Network of Learning Cities (GNLC) to establish and maintain links with lifelong learning networks locally and internationally for the purposes of research, intercultural growth, economic development, international collaboration and knowledge exchange to enable continuous improvement and best practice.

It is commendable that the responsibility for monitoring and developing the city's openness for international relations falls within the competence of the Department of International Affairs of the Odessa City Council, as well as the relevant structural subdivisions of the city's higher educational establishments.

In addition, the Odessa City Council recently created the Municipal Enterprise "Odessa Development Programmes Agency", with the main goal of meeting the needs of the Odessa territorial community through activities, related to attracting national and foreign investments into the city's economy for profit according to the current legislation. The Municipal Enterprise provides information, consulting and legal services on investment activities, as well as contributes to increasing the business reputation and ranking in foreign markets for companies, successfully operating in Odessa.

Furthermore, the city attracts universities to various international projects. In particular, together with higher educational institutions, conferences are organized both at the state and international levels, using state and foreign languages. Students are also involved in a variety of international projects, such as international youth exchanges, students' language practice during the visits of foreign delegations to Odessa, development of various projects in conjunction with foreign experts (for example, joint work on the design of the Japanese Garden).

Finally, as the analysis reveals, Odessa City Council is working on establishing relations with other countries, in particular with migration groups origin countries through meetings with foreign delegations, etc.

In particular, due to the establishment of cooperation with foreign countries the project "Organization of Wi-Fi wireless access in the Istanbul and Greek parks" is being implemented in the city.

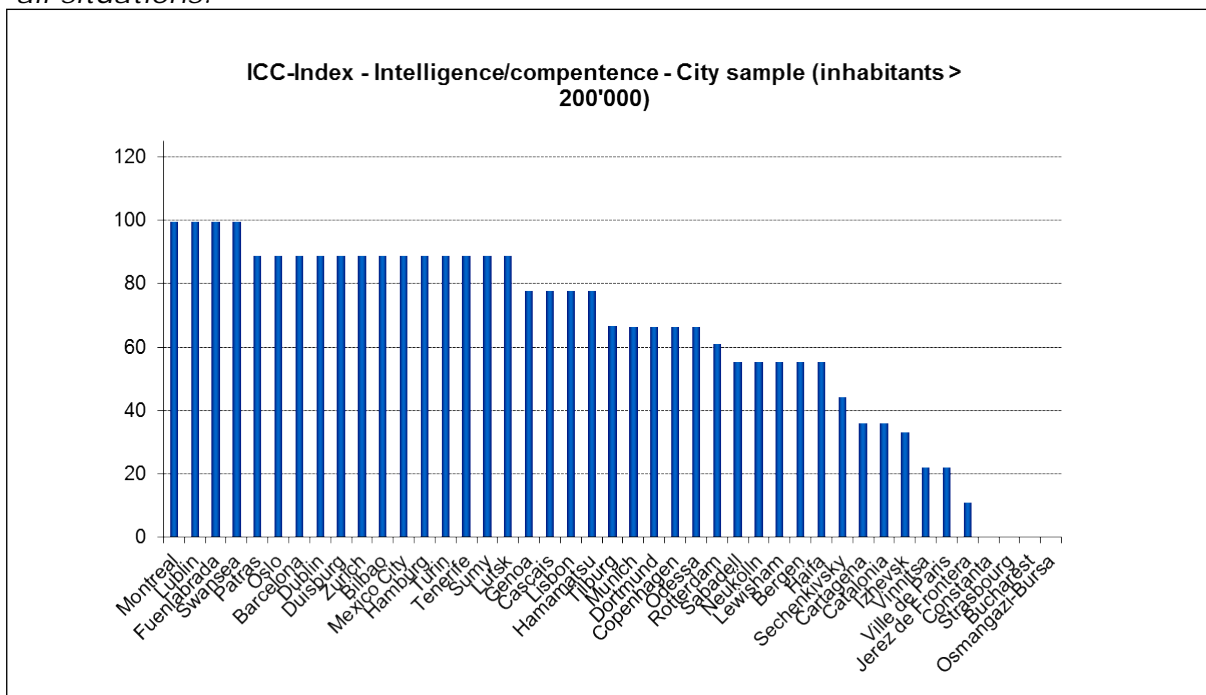
More than 1 million US dollars of grant funds from the Turkish company "Ask Peyzaj Medikal Sanayi ve Ticaret Limited Şirketi" is involved in the accomplishment of the "Istanbul" Park.

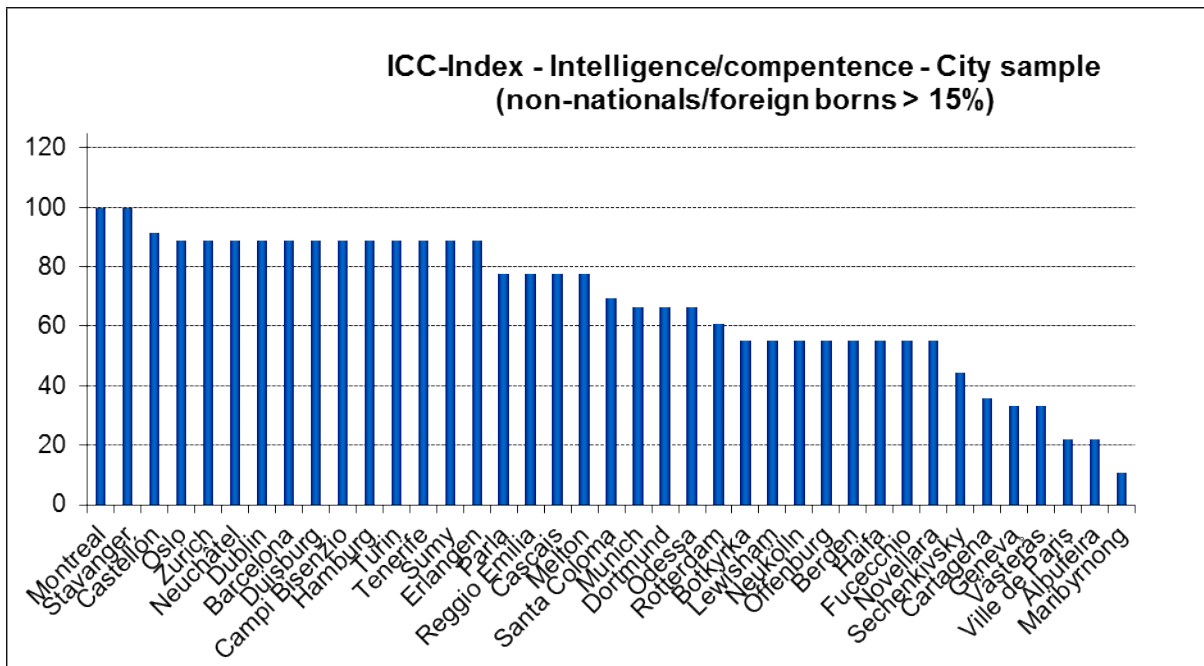
INTELLIGENCE

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.





The attainment rate of Odessa in the field of intercultural intelligence competence policy is 66% , slightly higher than the city sample’s rate of 60%.

In Odessa, information about diversity and intercultural relations are mainstreamed to inform the city government and the council’s process of policy formulation.

One of the main vectors of local self-government activity is the practical implementation of the current legislation for national minorities’ rights, meeting their ethnic and ethnic-cultural needs. As the practice reveals, in the city there is a non-conflict and integrative type of development of interethnic interaction.

Likewise, providing service in a local government is a professional and regular activity of Ukrainian citizens who hold positions in local government. It is aimed at implementing by the territorial community its’ right to local self-government and individual executive powers, granted by law. Therefore, there is a need for continuous improvement of the qualification level.

In order to organize the process of raising the level of professional competence, obtain necessary knowledge and skills and implement them, professional officials of the local government executive bodies of the Odessa City Council, according to the approved scoreboard are sent each year to the Office of Postgraduate Odessa Regional Institute of Public Administration of the National Academy of Public Administration of The President of Ukraine to take part in professional programmes, seminars, trainings for various directions.

For updating thematic content and formulate amendments of the professional programme carried out a study of personal educational needs and interests of employees.

During 2016-2017 the employees of the Odessa City Council together with the chairman of the board of the Odessa Regional Roma Congress, Yermoshkin S.M. Took part: in a working meeting with the Council of Europe on the issues of ensuring the rights of national minorities (Odessa); and in the meeting of the OSCE's Office of Democratic Institutions and Human Rights with representatives

of local and state authorities was held to examine the situation in the context and possible assistance to Ukraine in protecting the rights of Roma national minorities (Odessa). The meeting was attended by structural units of the Odessa Regional State Administration, Odessa City Council, deputy chairman of the Odessa Regional Council, acting director Head of the Odessa Regional Administration, representatives of the Main Directorate of the National Police in the Odessa region, the Main Directorate of the Ministry of Internal Affairs of Ukraine in the Odessa region, the Main Department of Justice in the Odessa region;

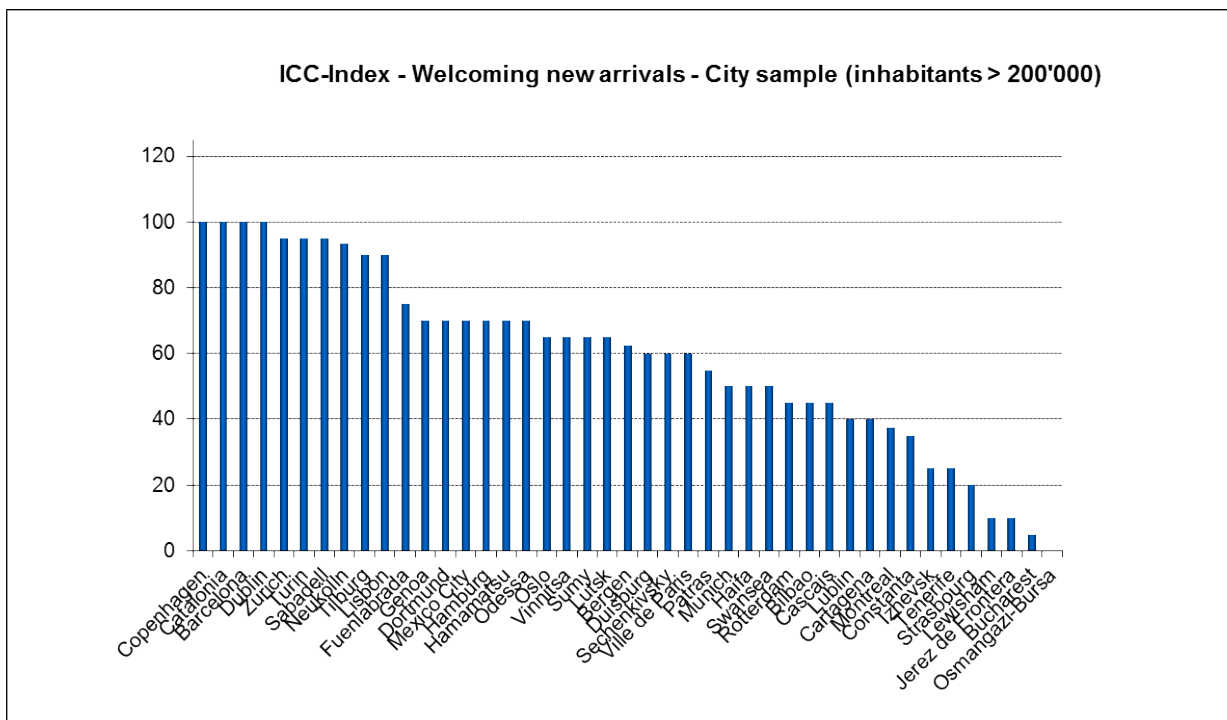
As well as in the national training seminar "Support for the regional and national participation of Roma youth with an emphasis on youth policy", which was held with the support of the Department of Youth Affairs of the Council of Europe and cooperation with the Ministry of Youth and Sports of Ukraine (Odessa); and in the seminar of the European Center for National Minorities "Integration and national dialogue - models and experience" (Odessa)

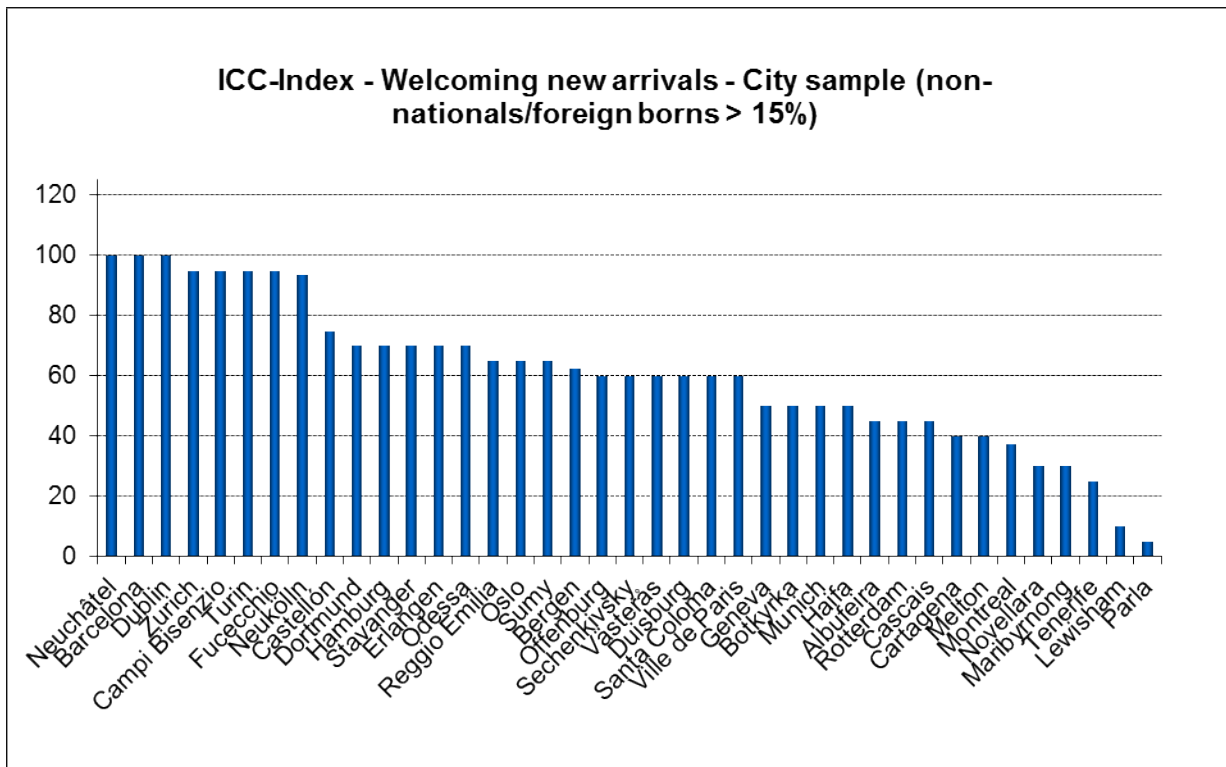
Finally, the city council ensures responsiveness to the growing needs of its diverse community by building on existing policies and programs and developing the cultural competency of the organisation by equipping its staff with knowledge and skills to effectively communicate and work with people and communities from diverse backgrounds.

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.





The attainment rate of Odessa welcoming policy is the 70% , a higher result compared to the 53% of the City's sample.

The primary task of welcoming newly arrived people on humanitarian grounds rests with the Regional Staff on Social Security, which since 2014 operates for citizens of Ukraine who move from temporarily occupied territories and areas of anti-terrorist operation. In addition, since 2001 there is a temporary refugee station in Odessa which can host simultaneous 200 people.

Specifically, in Odessa there is a territorial body of the State Migration Service of Ukraine - the Main Department of the State Migration Service of Ukraine in Odessa region, which has the main task of implementing national policies in the spheres of migration (immigration and emigration), including counteraction to illegal (illegal) migration, citizenship, registration of individuals, refugees and other categories of migrants defined by law.

The city has an official web resource - Official site of the city of Odessa (omr.gov.ua), which contains information about the city. Moreover, the Odessa City Center for Social Services for Family, Children and Youth provides psychological and targeted support to internally displaced persons. In addition, in the city there is the Communal Enterprise "Odessa Tourist Information Centre", where one can find out about sights, infrastructure of Odessa, cultural and entertainment establishments, hotel-recreational base of our city, events and festivals, etc.

It is commendable that the children of refugees and people who need extra or temporary support, including divorced families, are taken to educational institutions of municipal property of the territorial commune of Odessa in accordance with current laws. Educational institutions where these children are taught have:

- pedagogical and career-oriented counselling for parents and children who are refugees;
- events which help in the adaptation of children in Ukraine (conversations, trainings, discussions);
- extra lessons of Ukrainian language;
- individual conversations of practical psychologists with children-refugees and their parents;
- involvement of these children into holiday events on the base of educational institutions and their visiting of theatre performances.

Specifically, Odessa School N.85 was chosen as the base for the cooperation with refugees and people who demand extra defense. On the base of this educational institution the consultation station of psychological and pedagogical help to the refugees' families has been working. It provides children from refugees' families with individual psychological help on request of the participants of the process of education of this category and children's parents who are involved in the learning process. Consultation station works according to the fixed schedule. During a school year subject teachers carry out individual correction work at subjects which has positive results.

There are also organised meetings with pupils, teachers and children's parents, where they work out the ways of overcoming difficulties in case of their emergency status. Representatives of Law Enforcement and Migration Service were involved to work with the questions of law education.

During the year, children of this category were given charitable help such as stationery items, canteen service, Christmas and New Year presents, free tickets to museums and exhibitions within the framework of charity actions "Children help children", "Cross the threshold with good", "Cognize, accept and give your hand".

Most importantly, Odessa School N.85 co-works with the High Commissioner's Office of United Nations Organization for refugees in Ukraine, Belorussia and Moldova.

For today, the needs of parents in placing children-immigrants from the zone of ATO and AR Crimea to city kindergartens and schools have been satisfied. Teaching staff-immigrants from the zone of ATO and AR Crimea are also employed.

The Working Group on Implementation of the Strategy for Protection and Integration in the Ukrainian Society of the Roma National Minorities for the period up to 2020, established in accordance with the Ordinance of the Odessa City May 17.06.2013. № 642-01r. Order of Odessa City Mayor №40 dated January 29, 2014 "the Strategy of Protection and Integration in the Ukrainian Society of the Roma National Minorities for the period up to 2020 in Odessa".

In Odessa many institutions operate in this field: namely the City Centre for Social Services for Family, Children and Youth, Centre for Mother and Child, Regional Centres for Social Services (provision of social services).

In Odessa, the social support of family members, students, internally displaced persons is carried out by the Department of Labor and Social Policy of the Odessa City Council, the Odessa City Centre for Social Services for Family, Children and Youth, and the Odessa City Employment Centre.

Odessa City Centre for Social Services for Families, Children and Youth carries out measures to identify, record and provide social services to families, children and young people who are in difficult living conditions.

In addition, measures on social and / or psychological support for antiterrorist operations and internally displaced persons, and the provision of assistance to them, taking into account identified needs are also conducted.

To facilitate integration, a good welcoming is a good first step. Therefore, to improve in this field, Melton may wish to consider an effective welcoming initiative as implemented by Neuchatel. Here, a Council meeting is held every 6 months to greet all its new arrivals. This is not only an occasion to be welcome but also to obtain information about the administration, life and population of the city. Also, in the city of Tillburg there is a special ceremony each month in the town hall for the people who passed the exams of the integration programme. Each month the alderman can congratulate about 30 people. Once a year, a great party is organised by the municipality for all new residents.

In the Norwegian city of Bergen there is a programme called Kaleidoscope that encourage cultural and social mix through art and sport activities. Bergen's cultural and civil life policies are full of events and activities in the fields of arts, culture and sport to encourage inhabitants from different ethnic groups to mix. Kaleidoscope (Fargespill) is an art project where young Norwegians and newly arrived migrants meet and create music together. Similarly, the FIKS Bergen initiative promotes cooperation between different sports clubs to include people from migrant background in their activities, and they organise an intercultural day to introduce people to their activities.

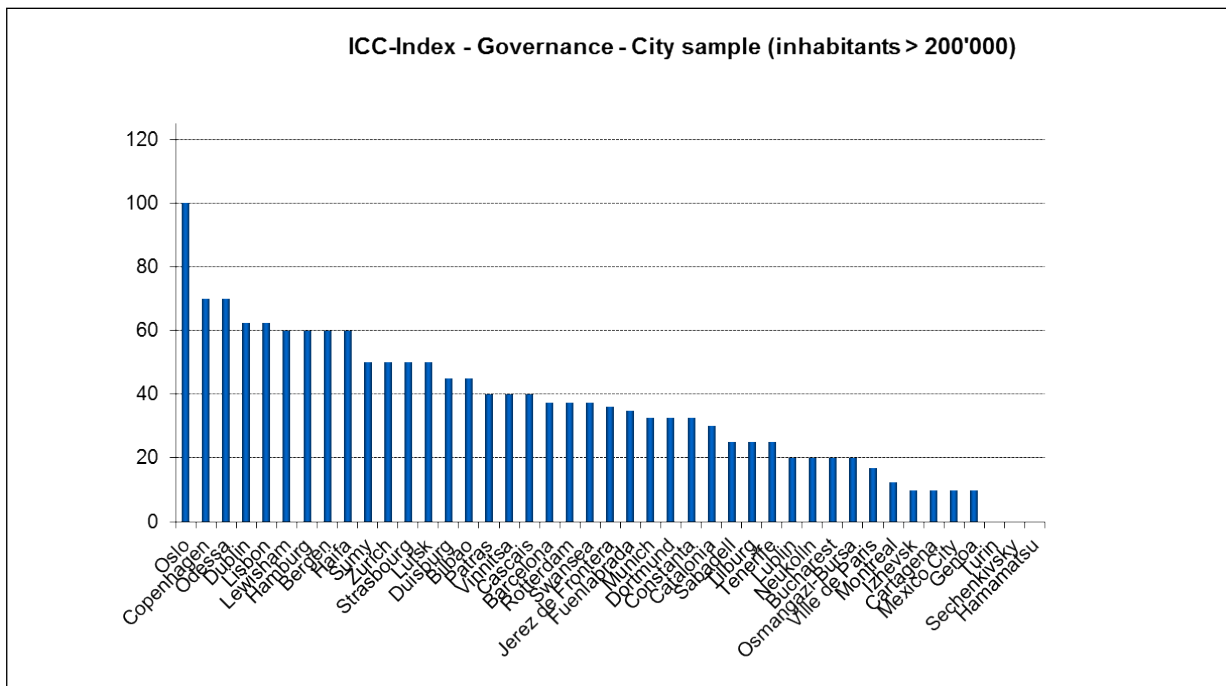
Finally, it is worth mentioning the "Give Something Back to Berlin" (GSBTB) foundation, which is a fine example of a civil society initiative that thinks "out of the box" and actively combats negative refugee stereotyping. Launched in 2013 GSBTB aims to bring together more privileged migrants, German locals and more vulnerable migrants such as refugees. It provides the catalyst for diverse projects and innovative collaborations in which refugees play a key role. GSBTB now works with over 700 volunteers from over 50 different countries in over 60 social projects across the city. Activities include language teaching for refugees, refugee buddy programmes, dance, music and creative workshops, homeless centres, mentorship programs for underprivileged youth, working with the elderly or creative work with children.

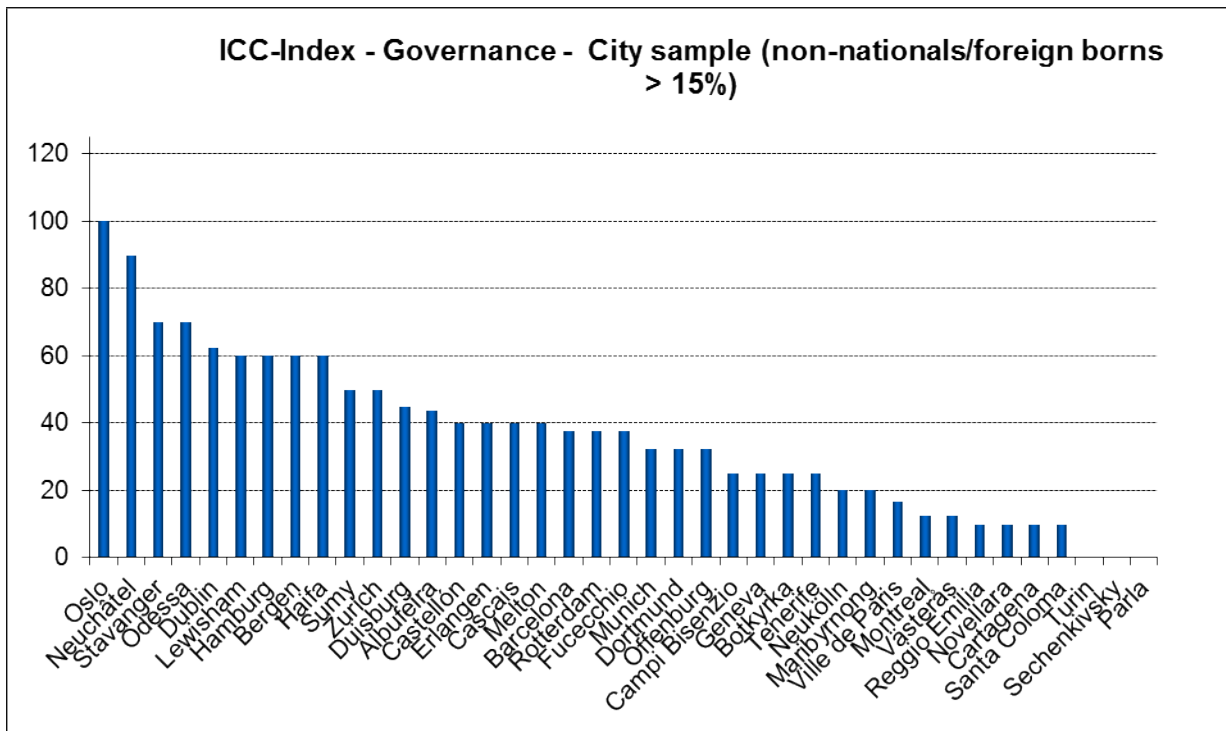
What is specific to GSBTB is that refugees are not considered as recipients of information and assistance but as partners empowered to create and co-create their own projects to fulfill their needs and start their new lives in Germany. Alex Assali, a Syrian refugee who arrived in Berlin last year, has recently received large media coverage for what he is doing to "give something back to German people." Every Saturday since August last year, Alex Assali has set a food stand outside Alexanderplatz station where he serves warm meals the Berlin's homeless. He pays for the ingredients with the 120€ he manages to save each month on the € 359 he receives from the German government. Unsurprisingly it was only after his story had gone viral on the Web that the traditional media picked it up.

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 analysis of the questionnaire shows that Odessa's governance policy achievement rate achieved 70% , a higher result than the city sample's result of 34%.

As the analysis also reveals, the national law states that only citizens can vote only when they obtain the nationality.

As a matter of fact, the cultural background of the Council's elected representatives only partly reflects the diversity of the city's population.

Positively, the Council have an advisory body to represent cultural minorities and deal with diversity matters, which is independent of the local government authority. In Odessa there is the Working Group on Implementation of the Strategy for Protection and Integration in the Ukrainian Society of the Roma National Minorities for the period up to 2020, established in accordance with the Ordinance of the Odessa City May 17.06.2013. № 642-01r. Moreover, within the city, there is the Supervisory Board at the Children's Clinic No. 2 of Odessa, which includes the chairman of the Odessa Regional Roma Congress for the purpose of social mediation, conflict resolution, and communication.

Regularly, migrants and minorities are involved in city counselling and discussion of issues related to the functioning of the local authorities.

We would recommend the city of Odessa to improve the representation of minority in mandatory boards supervising schools and/or public services, and also to reinforce the existing initiatives that aim to encourage migrants and minorities to take part in the political life.

Positively, the city's roadmap to a formal intercultural integration is promising to culturally diverse leaders in the future. Hopefully, they will emerge and be

supported over time to take on further leadership responsibilities across the municipality.

Perhaps 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.

Also in the city of Stavanger, before every election, each local election brochures are distributed in 10 different languages to all the public service centres, all the mosques in the city, the Catholic Church and other meeting spaces for immigrants. In Stavanger Cultural Centre, furthermore, all the political parties were invited to dialogue with the migrants and a tool for voting in advance was arranged.

Another interesting example comes from Berlin-Neukölln, the project is called: "Young, Colourful, Successful" and it aims to redesign the city centre taking into account the intercultural diversity. Neukölln has the chance to be the first place in Germany to redesign a city centre in a way that acknowledges cultural diversity. The City Council of Berlin Neukölln was awarded by the German Federal Government the title "Place of Diversity" and with this sends a message against right-wing extremism and for diversity and tolerance. The place-name sign "Neukölln – Place of Diversity" is set up visibly on the square in front of the underground station "Britz-Süd".

ANTI DISCRIMINATION



In the City Council of Odessa, the Department of Monitoring and Analysis and the Department of Internal Policy of the Odessa City Council, in accordance with the assigned tasks, monitors the socio-political situation and promptly informs the leadership about important events, analyses the development of socio-political processes in the city, studies the circumstances of social conflicts and the formation of social tension zones in Odessa.

Odessa looks into issues of discrimination from a wellbeing perspective. Indeed, the city has a specific service that advises and supports victims of discrimination, and it does it provide grants to civil society organisations that play this role.

Furthermore, the city sometimes runs anti-discrimination campaigns or raise awareness in other ways.

Thematic materials are posted in the newspaper of the City Council (articles, columns), on official website of the City Council and are distributed in the media. It is carried out information support of thematic events (announcement of the event, invitation of the media, preparation and distribution of press releases).

This work on anti-discrimination issues in the city is ensured by:

- 1) The Civic Program "Equality" for 2016-2019, which has been approved by the decision of the City Council №262-VII from 02.03.2016. (On social rehabilitation by creating a barrier-free environment that will enable disabled people to participate fully in all spheres of social and cultural life).
- 2) Programmes of employment of the population of Odessa for the period until 2017, approved by the decision of the Odessa City Council dated July 18, 2013 №3643-VI (on issues of employment abroad and warnings on the risks of unregulated labor migration).
- 3) Plan of measures to implement the Strategy for the Protection and Integration into the Ukrainian Society of the Roma National Minority for the period of 2020 in Odessa, approved by the Mayor's Decree dated 12.02.2015.

4) Plan of measures to ensure equal rights and opportunities for women and men in Odessa in 2017, approved by the order of the Odessa City Mayor Nº 191 dated 16.03.2017.

Odessa could also follow Patras' project entitled "Combating Discrimination in the Field of Entrepreneurship: Women and young Roma and Muslim immigrants" which is financed by "PROGRESS-Support to national activities aiming at combating discrimination and promoting equality" (JUST/2012/PROG/AG/AD) EU programme. Raising awareness, disseminating information and promoting the debate about the key challenges and policy issues in relation to anti-discrimination for Roma and Muslim immigrants as far as entrepreneurship is concerned, are the main objectives of the project. Mainstreaming of policies through the involvement of social partners, NGOs and relative stakeholders is also a challenge. The project is coordinated by the "National Centre for Social Research (EKKE)" and the area of Patras has been identified as a core-place at a national level, equal to the area of Athens. "Patras Municipal Enterprise for Planning & Development - ADEP SA" is the local partner organization.

Alternatively, on the 13th of July 2017, the *BCN Antirumours Network* training team organised a meeting with associations and experts at the *Casal de Entidades Mas Guinardó* with the goal of going further into concepts such as the intersectional and decolonisation perspectives. The BCN Antirumours Network is composed of associations, groups, individual members and the Barcelona City Hall. The Network focuses on dismantling rumours and stereotypes around cultural diversity. On this purpose, the "*Train yourself through the Network*" session was a gathering for knowledge sharing addressed to members of the BCN Network and to those associations and individuals interested in joining.

The training team responded to the associations' requests for new tools to fight against discriminatory speech.

The day started with an "itinerary of activisms", where everyone could share their own experiences with activists such as Wafae Moussaoui, psychologist and feminist, Norma Falconi, member of Sindillar, Bombo N'Dir, Human Rights activist, Nadia Jabr, activist, and Rafael Buhigas, historian and collaborator of Feminist Roma Women for Diversity.

Afterwards, there was a reflection exercise around the key ideas that came out of the itineraries with Florencia González, expert in Rights and Political Science and Rosa Lázaro, teacher and pseudo-anthropologist. In the afternoon, the dialogue established between Mariana Olisa, a journalist specialised in Black Feminism and Ana Giménez, an anthropologist specialised in history of the Roma People, brought to light the need to decentralise the feminist view.

The Antirumours workshops, which revolved around gender, migratory movements, anti-gypsyism and islamophobia, were a total success, having been facilitated by associations from the training team within the BCN Antirumours Network.

The selection of topics responds to the need for further discussion, through the help of experts, on current affairs which have an effect into the construction of discriminatory forms of speech. The event ended with the drawing of some conclusions.

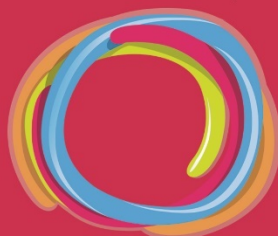
Finally, Melton could consider the *VoisinMalin* initiative from the city of Paris, a social project that aims to help people living in poor and disadvantaged areas. It

gives residents the possibility to build a better future, and to deploy their abilities in order to improve their lives and the neighbourhood's conditions. This project was born in October 2010 and now runs in ten cities in the greater Paris area. The project's philosophy stresses the fact that inhabitants of disadvantaged areas have abilities and competences, which are not sufficiently recognised by the city and other organisations.

The organisation *VoisinMalin* offers a peer-to-peer network of trained citizens whose aim is to help their new neighbours throughout the social integration process, and help create interpersonal connections. The "Voisins", or "neighbours" are selected for their communication and language skills, trained and remunerated. They have different cultural backgrounds and ethnic origins and many speak several languages, making it easy to approach recent migrants with limited knowledge of French. They work by knocking on doors, trying to reach everyone in the neighbourhood to give out information about various projects and services, and raise awareness about residents' rights and opportunities. They provide information about housing, transport, recycling, access to education, social benefits, health, and cultural activities. At the same time, they enquire about people's needs and feed back to the different agencies and companies in order to help adapt the services to the needs.

For example, one of the missions is to enhance the cooperation with the city of Ris-Orangis. Here, *Voisins malins* encourage people to use the free cultural facilities, such as the media library and the cultural centre. Another mission is to spread information about the discounts of the "solidarity transportation pass". This pass has improved people's mobility in their daily life. Yet another mission is to help people understand and use the complex energy saving systems coming with the new social housing. *VoisinMalin* aims to connect citizens and local services by using the local social and linguistic capital of residents themselves. The project encourages people to change perspective and to abandon the feeling of being second rate citizens; on the contrary, it helps people to rebuild trust in themselves, in their neighbourhood and in the institutions.

CONCLUSIONS



Odessa showed an aggregate intercultural city index of 70% , being positioned 17th among the 93 cities in the sample. Moreover, Odessa has been ranked 12th among the cities with more than 200,000 inhabitants and 13th among cities with more than 15% of foreign-born residents.

It is commendable that the city scored a rate higher than the city sample in the following fields: education, cultural and civil life, public space, language, public services, intelligence/competence, governance, neighbourhood policies, business and labour market, international outlook, and welcoming.

On the other hand, the weakest fields where the city's municipality must strengthen its policies are: commitment, mediation, and relation with media.

In view of the above, we wish to congratulate Odessa for the efforts taken. The Index has shown that there is room for further improvements, and 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:

Commitment: The city may consider improving the budget allocation to implement even more intercultural strategies; adopt an evaluation process for the intercultural strategy/action plan; and establish a dedicated/ ad-hoc body or cross-departmental co-ordination structure responsible for only the intercultural strategy or intercultural integration.

Mediation: in the city of Odessa, mediation needs to be situated within a strong policy and value framework. The city has shown to value diversity by enabling the sharing of power, resources and public space; and thus by guaranteeing a genuine access to services for all residents. However, the city might wish to ameliorate its mediation policies by making sure that intercultural mediation is provided in specialised institutions such as hospitals, police, youth clubs, mediation centres, retirement homes, and in the neighborhoods, on the streets, actively seeking to meet residents and discuss problems. It may also wish to initiate an organisation dealing specifically with inter-religious relations.

To improve the field of mediation, the city of Odessa could also look up at Parla's idea of celebrating the World Day for Cultural Diversity for Dialogue and Development, 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.

Media: Respecting cultural difference while preserving freedom of expression is very important in the intercultural context. The city should really work on providing support for advocacy and/or media training to mentor journalists with minority background, and should monitor how media describe minorities. Whether intentionally or unintentionally, both the local news and the mainstream media may also teach the public about minorities, other ethnic groups and societal groups, especially IDPs (in the context of Ukraine). Therefore, the city should pay more attention to journalists and other media actors, because the mass media industry has proven with a particularly powerful educational impact on people who have little or no direct contact with members of the minority groups.