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Building structures for intercultural integration in Cyprus

Paphos Region Intercultural Network

Terms of reference

January 2022

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Vision

Recognizing and acknowledging that:

- People of various origins contribute to the social, economic and cultural life of our cities offering their talents, skills and qualifications.
- Societies successfully managing their cultural diversity have an advantage in matters of prosperity.

Objectives

1. Analysing challenges and identifying solutions specific to the region through the Intercultural Cities Index. This analytical tool will help the network assess to what extent the different local policies and actions are intercultural, in other words if they contribute to migrant inclusion and community cohesion.
2. Developing an intercultural strategy for the Paphos region, the strategy will include agreed priority actions and solutions to improve intercultural integration and will identify and scale up local good practices. The strategy will be the basis of projects and initiatives which will be presented for funding at the appropriate levels.
3. Through the development, implementation, and monitoring of its intercultural strategy the network will increase intercultural competences throughout the region and contribute to a multi-level co-ordination mechanism on integration policies in Cyprus, from local to national levels.
4. The network will assist with the development and research of new tools to measure social cohesion and integration at the local level in Cyprus to help assess the impact of integration activities.

Co-ordinator

The network co-ordinator is Marina Aristodimou, Volunteer Project Manager, Cross Culture International Foundation Cyprus-CCIF Cyprus. The co-ordinator is responsible for:

- Organisation of network meetings including preparation and distribution of the agenda and minutes of meetings;

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

Membership

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

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

Members of the network will:

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

Members should not pass any information gained through their membership of the network to a third party without the approval of the co-ordinator. Papers which are for open circulation to the wider stakeholder group will be disseminated by the co-ordinator and clearly marked.

Members will:

- Contribute to the development of the agendas for meetings;
- Participate in the discussions, and decision-making processes of the network;

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- Work with other members on projects and network activities; and
- Facilitate promotion of relevant network information within the region.

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

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

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

Meetings

Network meetings will be held at least every two months;

The network will meet at least four times a year;

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

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

The network will also be supported by a webpage <https://www.ccifcyprus.com/intercultural-cities.html> and the [Facebook page for the Cyprus Intercultural Networks](#), and electronic communications in between meetings.

Decision-making

The network will make decisions on a consensus basis. Where this is not possible, differing perspectives will be recorded in the minutes and a decision taken by majority vote.

Working Groups

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

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Review

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

Contacts:



Paphos Intercultural Network

[Cross Culture International Foundation Cyprus – CCIF Cyprus](#)

Coordinator's name: Marina Aristodimou

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Twitter: [@CCIF Cyprus](#)

Instagram: [@ccifyprus](#)

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Intercultural Cities Programme

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Facebook: [@ICCCities](#)

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Instagram: [@intercultural_cities](#)

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Membership Form*

Organisation /Individual application	Name:	
	Address:	
	Post code:	
	City:	
	Email:	
	Phone:	
	Preferred language:	
	Website:	
	Facebook:	
	Twitter:	
	Instagram:	
Contact details for the representative for the network (if different to above)	Title:	
	First name and Surname:	
	Position:	
	Phone:	
	Mobile:	
	Email:	
	Preferred language:	

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