



**Intercultural Cities
Portuguese Intercultural Cities Network
Report - 2021**

Main Goals

1. To keep the cities engaged in the Network
2. Promote the development of cities' intercultural strategies
3. To develop the sustainability of the Network

To achieve the goals, several activities were developed:

4. Maintain flow of information (emails, meetings, and regular contacts)
5. Develop Common projects
6. INDEX and expert visits
7. Practice Sharing initiatives
8. RPCI cooperative development
9. Representation and bridges
10. Other

Summary of achievements 2021

Projects and products	Communication	Trainings and practice sharing	Meetings and events
■	■	■	■
<input type="checkbox"/> Project "Inclusion Influencers"	<input type="checkbox"/> 2 new social media	<input type="checkbox"/> 1 RPCI practice sharing	<input type="checkbox"/> 5 RPCI meetings
<input type="checkbox"/> Project "Inclusive Recruitment"	<input type="checkbox"/> 2 media campaigns	<input type="checkbox"/> 2 trainings	<input type="checkbox"/> 2 coordinators meetings
<input type="checkbox"/> 6 new products	<input type="checkbox"/> 26 emails		<input type="checkbox"/> 4 RPCI presentations in events
<input type="checkbox"/> Podcast "Portugal Plural"	<input type="checkbox"/> 3 cities participate in ICC campaigns		<input type="checkbox"/> 2 webinars hosted
	<input type="checkbox"/> Presentation at 6 events		<input type="checkbox"/> 2 meetings high level working group
			<input type="checkbox"/> 5 new partnerships
			<input type="checkbox"/> 3 coordinators meetings

Activities

1. Maintain flow of information

To keep the cities engaged in the network, one of the most important task is to maintain a regular flow of communication between the Council of Europe and the Network's cities. This is particularly important for those that are only part of the national network.



Contacts and updates

During this period, some updates and developments could be registered:

- The city of Lisboa now has a new representative: Jorge Viera
- The Parish of Paranhos (Porto) showed interest in joining the network. A meeting was held, all relevant information was sent, and we are currently waiting for the answer
- The city of Oeiras decided to become a formal partner of the RPCI cooperative
- The cities of Loures, Oeiras and Amadora joined forces in an intercity grant called “Inclusive Recruitment”

Emails

Besides invitations for RPCI meetings, during 2021, around 26 emails were made to ensure the communication flow, mainly to communicate about news, ICC initiatives, webinars and campaigns, RPCI current projects, how to become formal partners of the cooperative, grant opportunities and to disseminate relevant initiatives from partner organisations.

Calls and one-to-one meetings

Occasionally, phone calls were held with cities to clarify details and deliver information (for eg. when representatives changed), as well as to prepare presentations and meetings.

Several one-to-one meetings were held with Lisboa, Loures and Oeiras.

Social media

External communication is also important, to raise the interest of other cities and to give visibility to the networks and the cities activities.

The RPCI [facebook](#) was updated with the sharing of interesting posts. 541 people “like” our page, 131 posts were posted along the year, and the reach out extended to +2000 people. Our Instagram account ([Rede PT Cidades Interculturais \(@cidadesinterculturais\)](#) • [fotos e vídeos do Instagram](#)) has now 229 followers.

In 2021, new social media accounts were created to reach new target groups:

- 1) LinkedIn(<https://www.linkedin.com/company/rpci-rede-portuguesa-das-cidades-interculturais>) with 549 followers.
- 2) YouTube channel was created
- 3) Podcast program created ([Rede Portuguesa de Cidades Interculturais - YouTube](#)) was set up to be launched in 2022 (soon available on Spotify) – 2 interviews recorded (1 regarding hiring migrants, and another about RPCI cooperative).



Branding

A new branding was created for the cooperative and for the network.



Image: new branding images: Network and Cooperative

The [website](#) was updated with the new tools and regular articles to better reach diverse audiences.

Meetings

This year, there was no possibility of holding face to face meetings. However, 5 online meetings were held.

RPCI meetings 2021

3rd February 2021: to decide upon the common project to be developed and evaluate 2020

14th April 2021: present the ideas for a cooperative and its team, listening to cities suggestions and needs before creating the cooperative

2nd June: Kickstarting of common project; Establishing the team for the project with 3 cities: Cascais, Albufeira and Viseu

8th July: practice sharing Anti-rumours strategies

21st October 2020: Evaluation of the common project; preparing the public campaign.

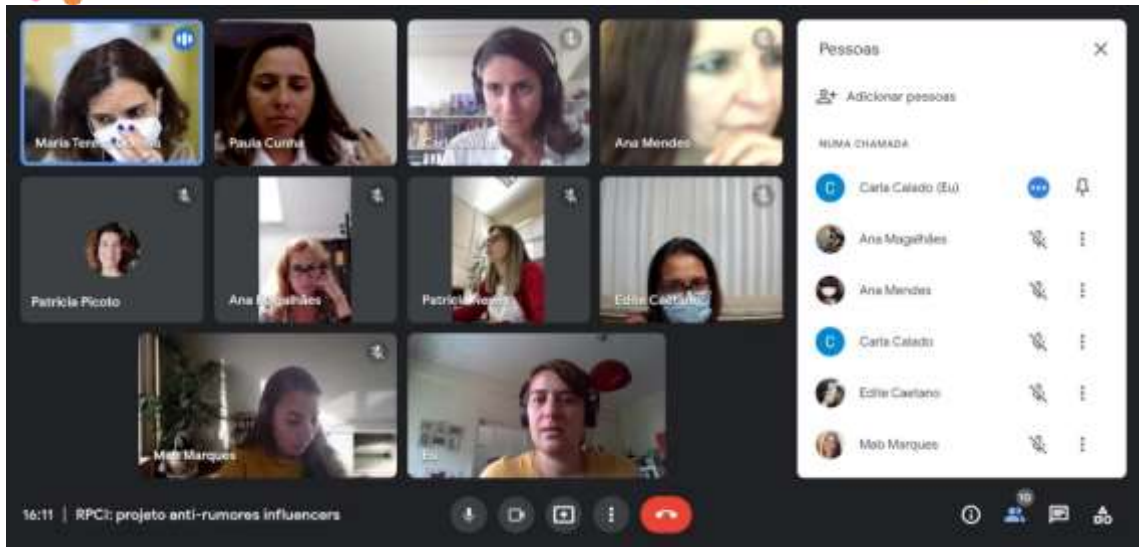


Image: RPCI meeting June 2021

Summary of the 2020 evaluation by cities:




- Learning opportunities/ Development of new skills
- Quick adjustment to our new reality (IT tools, etc.)
- Opportunities do innovate and create new products
- APP
- Communication of RPCI
- Practice sharing of initiatives and methodologies we can replicate
- Joint projects

- Our city had less time to participate/ city team is overloaded
- Less face-to-face interaction at meetings, loss of important conviviality
- All planning needed to be changed due to the pandemic
- Some projects were not possible to develop

Main proposals from cities: invest in initiatives through social media and campaigns to promote interculturality; keep in mind those that are digitally excluded; be more creative; face extreme right positions; set up join activities; promote interreligious dialogue; anti-rumours campaigns and testimonials; more interaction between cities and more participation from cities in the network.



Participation in other initiatives

RPCI coordination also took part in the **International Women day** campaign video (Portimão) and one representative of RPCI new cooperative was present at the meeting regarding **International refugee day** campaign.

With our support, **3 cities took part of the 2 ICC campaigns** – International Refugee Day (Lisboa, and Albufeira) and International Migrants Day (Albufeira and Portimão).

2. Develop Common projects

Another important way to keep cities engaged is the development of common projects. Grants have been granted from the Council of Europe, to foster the development of join projects. Joint projects are of the outmost importance to promote cohesion and learning among cities, as well as to ice strength to their lobbying power.

During 2021, 2 projects were developed:

a) Inclusion Influencers

In the 1st semester of 2021, the activities and financial details of the grant were discussed.

A new project was decided collaboratively in one of the RPCI meetings. It consists of developing social media contents directed at young people, in partnership with Influencers. A grant proposal was submitted (and approved) with cities engagement. A team was established to deliver the project: Eva Calado (communication expert) and Mab Marques (psychologist), with the supervision of Carla Calado (RPCI coordinator). After presentation to the cities of the proposal, all cities were invited to become part of the project team: the cities of Albufeira, Cascais and Viseu. Monthly meetings were held between these cities and the team to develop the project.

For 2021 our grant envisioned the:

- Assessment of main social beliefs that pose barriers to inclusion.
- Development of contents and social media products that tackle these barriers, using anti-rumours methodologies.
- Dissemination of these products among youth with support of local influencers
- Empower teachers to use products with children and youth.
- Empower cities officers to use anti-rumours methodologies.
- Development of a joint social media Plan.



Summary of results:

Goals	Results
Collection of at least 3 beliefs	22 rumours collected and 3 selected 3 focus groups with 14 young people
Creation of at least 3 social media products	3 social media products created (2 cartoon strips and 1 video) 1 pedagogical toolkit created using 4 products (1 being the Amadora existing videos)
1 local influencer as partner	4 local influencers as partners
1 teachers training	1 teacher training with 27 participants
1 city officer training	1 city officers training with 19 participants
1 Dissemination event	1 final webinar with 37 participants
1 public campaign	1 public campaign with dissemination of the products created



Image: Webinar poster and program



Image: project meeting



Image: teachers training session



Image: products created – images for social media



Image: products created – images for social media

The products, news and other content created within the scope of this project have been published on [RPCI's website](#) and respective [Facebook](#), [LinkedIn](#) and [Instagram](#) accounts. The video is also available at our YouTube channel: [Rede Portuguesa de Cidades Interculturais - YouTube](#)

b) Inclusive Recruitment

Additionally, the cities of Amadora, Oeiras and Loures decided to develop a common project in partnership with RPCI cooperative. This project aimed to raise awareness of employers to the hiring of migrants, with legal and practical information. Monthly meetings were held between project team and cities to develop the project.



The project envisioned to develop:

- A leaflet with information /clarification about legislation and advantages of D&I for employers (with testimonials of companies that hired migrants, including those without documentation)
- A leaflet for migrants and newcomers with information about legislation, rights, responsibilities and opportunities (in several languages)
- 1 awareness raising session for employers.
- An “Inclusive Employers starters pack”

Summary of results:

Inclusive Recruitment Guide	Inclusive Recruitment - Extended Version	Podcast Episode	Webinar
<ul style="list-style-type: none"> • 4500 copies of the inclusive recruitment guide printed • Digital Version of the guide on our website • Translation into 7 languages (Portuguese, English, French, Bengali, Nepali, Farsi, Arabic) 	<ul style="list-style-type: none"> • Legal and practical information about Inclusive Recruitment. • Available in digital format our website in 2 languages (Portuguese and English) 	<ul style="list-style-type: none"> • 1 Episode about inclusive recruitment recorded 	<ul style="list-style-type: none"> • 1 webinar with 2 Companies and 2 migrants sharing experiences • 66 people present • 1 public event



Image: Webinar poster with program



Image: Webinar



Image: Leaflet in English and Nepali

3. INDEX and expert visits

No expert visits were conducted during this period, it was not possible to book the visit to Lisboa. It will be postponed to 2022.

4. Practice Sharing

Regarding **practice sharing**, throughout 2021 the cities had the opportunity to share practices regarding their anti-rumours strategies.

These experiences were the moto for our **common grant** - the development of a public campaign targeting young people in social media: "Inclusion Influencers".



Anti-Rumours Strategies

- The cities of Amadora and Loures shared their experiences and practices on anti-rumours. The other cities had the chance to ask questions and understand how can they develop their own strategies.
- Amadora showed several videos made by young people and revealed the process of engaging and promoting a reflection with support of local NGO's that reached out to local youngsters and led to the public campaign.
- Some of these videos were used on our pedagogical toolkit (project "Inclusion Influencers").

Besides this meeting, two **best practices** were collected and sent to be published on ICC website (Braga and Cascais).

5. RPCI cooperative

To ensure long-term sustainability of the network, a RPCI cooperative was created in May 2021 with 7 members. The cities were briefed about the cooperative goals and rules, as well as on how they could become formal partner and the benefits it would bring. After the briefing, Oeiras decided to become the first formal partner of the cooperative.



Image: Funding Day RPCI Cooperative



Image: RPCI end of the year meeting



Board: Carla Calado (board president) is simultaneously the coordinator of RPCI network, Eva Calado (treasurer at the board and responsible for partnerships and communication) and Danielle Menezes (secretary of the board and responsible for the legal department)

General Assembly: Teresa Clímaco Leitão (president) is an investigator and history university teacher, responsible for the investigation department

Fiscal Board: Margarida Esteves (president) is a accountant and teacher, responsible for the budgets and reports, Mab Marques (vice-president) is a social and clinical psychologist and responsible for the training department and João Almeida (vogal) is and investigator and writer also in charge of the investigation department.

Among these experts, 2 people have experience as migrants in Portugal, thus adding value also with their lived experience.

After several debates with member cities, a business model was created and presented to cities with 5 levels of sponsorship. So far, 2 cities have showed interest of becoming sponsoring members, and one confirmed it, thus gaining access to several services (training and individual consultancy). Cities were also invited to integrate a “advisory board” that will meet once or twice each year to advice on activities plans and reports.

6. Representation and bridges

a. Coordinators meetings

The RPCI coordinator was present at 3 coordinators meetings: February, July and November. During the November meeting the “Inclusive Recruitment” project was presented and all related questions were answered.

b. GT – ADI -INT

2 meetings of this High Level working group on Intercultural Integration were held, the RPCI coordination was present in both of these meetings.

c. Seminars and events

- “Social European Forum for Migrations”, Alliance Migrations, presenting RPCI work.
- Discussion with national secretary of state for migrations, Gulbenkian Foundation and Migration Policy Institute called: “A Service for All: Strengthening Diversity in Portugal’s Police”.
- Presentation of the APP “Portugal Incoming” at the webinar “What’s app’ning in your city” (ICC)
- One presentation of the project “Inclusive Recruitment” was held during the coordinators meeting in November.



- On the 17th December RPCI was invited to present the cooperative and the project “Inclusion Influencers” at the ACM – High Commission for migrations Observatory event (online for +200 people) – Carla Calado and Eva Calado.
- 2 RPCI webinars were held on the 18th and 19th of November, one for each project developed. RPCI was presented by the coordinator, Carla Calado and the most recent products of RCI were highlighted.



Image: Participation of RPCI at the ACM Observatory webinar 17th December 2021

d. Other

One meeting was held with regarding ICC future initiatives for the media. Ideas were exchanged and further proposals are under development.

Invited by the Italian network (ICEI), RPCI has integrated a set of partners (RECI, Ukrainian and Canadian Networks and others) that will apply for a “network of cities” grant (project NET-IDEA) to make it possible to further develop the work around intercultural competences with local cities. 2 Portuguese cities have written letters of support to this application (Santa Maria da Feira and Braga).



An interview was given to Cristiana Wu, based in the UK, for her thesis that aims to answer “To what extent do transnational city networks and the EU influence the Portuguese model of central-local cooperation in migration policy?”.

A meeting with **the ICC Team** was held, to share the main features that would make the regional network effective, including the optimal communication and exchange tools in order to inform the ICC project in Cyprus Intercultural integration in Cyprus (coe.int) and the aim to help set up 5 regional networks

Contacts were established with the Anti-Rumours Youth Summit to better understand how RPCI could help mobilize young people. 1 person from 1 Portuguese city took part in the event.

The coordination was also requested to participate on project PRODEMO session about migrant civic participation in elections, and 2 members of the RPCI cooperative took part of it.

New partners were engaged on our 2 projects:

- 3 influencers
- Several Youth work NGO's: CAF (a local association in Lumiar, Lisboa), Between, Junior Achievement, Portuguese speaking countries Youth Association, Rota Jovem.
- IKEA
- Portugália (Portuguese restaurant chain)
- Chef Fabio Bernardino

To foster our contacts and keep learning, RPCI (through the cooperative) also took part in several **events and seminars**: “City Anti-Rumours strategies – URBACT”, “Covid: The exposure of discrimination and inequality in the EU”, “Interculturalism and anti-racism: in practice” and a webinar organised by Amadora about their Intercultural Plan.

Challenges 2021

The continuation of the pandemic restrictions did not allow for face-to-face meetings, thus hurting the networking and the engagement of city officers.

On the other hand, RPCI managed 2 simultaneous projects and this challenge promoted a quick development of learnings of the RPCI team.

Engaging cities in common projects is still a challenge, mainly because of the pandemic situation and local elections held in October 2021. These elections brought many changes in mayors and for a large part of the year the cities struggled with lack of possibility for long term commitments and constant changes of guidance due to the changes in top management.



Summary of results

Goal	Activities	Results
Keep the cities engaged in the Network	1.Maintain a regular flow of communication	28 e-mails (all the cities) +10 phone calls 2 new social media: 3 posts each 5 RPCI meetings Facebook updated (131 posts) and 541 followers 6 products
	2.Develop common projects	2 projects finalised 1 EU application
Develop cities' intercultural strategies	3.Practice Sharing	2 public webinars 5 RPCI meetings, one with practice sharing 1 training for city officers 1 training for teachers
	Develop the sustainability of the Network	4.Grants
5. RPCI cooperative		Creation of the cooperative with 7 people Presentation to the cities 1 city as formal partner
6.Representation& partnerships		6 RPCI presentations 5 new partners 3 coordinators meetings



Attachment- RPCI evaluation of 2020 (MURAL)

