

# Annual Report

## RPCI – Portuguese Network of Intercultural Cities

### 2022

*The opinions expressed in this document are the responsibility of Carla Calado, Coordinator, Portuguese Network of Intercultural Cities, and do not necessarily reflect the official policy of the Council of Europe.*

*This document is published as it was submitted to the secretariat.*

## Summary

In 2022 three new cities joined the Network (raising the number of Portuguese cities up to sixteen), and five meetings were held with the member cities: two regular RPCI meetings, and three thematic practice-sharing moments. A Podcast named “Portugal Plural” was launched and six episodes were recorded. The cooperative RPCI, created in 2021 to support the Network, gathered two member cities and managed five projects: three funded by the Council of Europe (one annual RPCI grant, two intercity projects) and two funded by the European Commission. In total, seven different cities were actively engaged in these projects, five events were hosted (three online webinars and two face-to-face events), two recommendation guides with case studies and practice examples were written and five videos were produced. In 2022, RPCI’s engagement on social media has grown exponentially.

## Network coordination

In 2022, the coordination contracts were divided into two periods: from January to April and from May to December. Each trimester’s activity was described on an individual report and submitted to the secretariat. In total, three trimestral reports and one annual report were delivered.

RPCI’s coordination was ensured based on regular contact with the member cities via e-mail (around twenty e-mails were sent to all member cities) and lateral phone calls when needed.

RPCI **advertised all the ICC initiatives**, and as result, two cities participated in such events: The city of Famalicão participated in the study visit to Pontevedra, and the city of Santa Maria da Feira participated in the “Media training on promoting intercultural narratives in difficult times”.

RPCI also supported the **ICC programme evaluation** team to collect surveys and connect to relevant cities for interviews.

Two general Network meetings were held:

- **February 2022:** This meeting had the main purpose of evaluating 2021 and preparing the working plan for 2022. Ideas to celebrate ten years of RPCI were also discussed. The work developed during 2021 was evaluated as very good, and new ideas for 2022 were debated. The cities agreed on “Gender and Interculturalism” as the main topic to focus on during 2022. Fourteen people were present from RPCI and the cities of Oeiras, Santa Maria da Feira, Portimão, Cascais, Albufeira, Loures, Vila Verde, and Lisboa.



*MURAL with an evaluation of 2021 and ideas for 2022 (February 2022)*

- 7<sup>th</sup> December 2022:** During this meeting, RPCI presented the main results of the overall work and the progress of the five projects developed during the year. A debate followed and brainstorming around next year's priorities was stimulated. Several pieces of information were shared with the cities, such as the opening of intercity grants for 2023 and the International Migrants Day campaign. Fifteen people from RPCI and the cities of Cascais, Loures, Santa Maria da Feira, Braga, Albufeira, Portimão, and Amadora were present.



*Power Point with a summary of 2022 projects presented at the meeting (December 2022)*

### Other activities

RPCI coordination participated in several **external meetings and events**, such as:

- Coordinators meeting, 4<sup>th</sup> February 2022 (Intercultural Cities programme, Council of Europe)
- Webinar on "[Intercultural approach to Roma and Travellers inclusion for the local level](#)", 27<sup>th</sup> April 2022 (Intercultural Cities programme, Council of Europe)
- Webinar "[Identifying and preventing systemic discrimination: the importance of data and evidence](#)", 23<sup>rd</sup> May 2022 (Intercultural Cities programme, Council of Europe)
- "[Educating Cities network](#)" event, Viseu, 3<sup>rd</sup> June 2022, with a lecture on RPCI and the convergence between Educating cities and Intercultural Cities
- "[Intercultural competence training for local officials – Why and how?](#)" (Intercultural Cities programme, Council of Europe) with a lecture on developing large-scale training

## Activities

RPCI coordination led the drafting of all applications for funding submitted. Besides, oversaw and had active role in all the activities developed within the Network and the RPCI cooperative, such as:

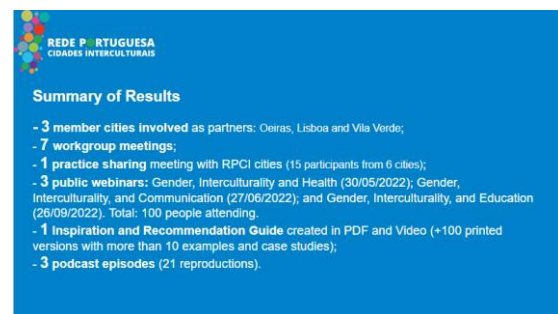
## Projects

In 2022, five projects were managed by RPCI with the support of the RPCI cooperative:

- **“Gender and Interculturalism”**: this project was the result of a joint decision by member cities during the RPCI meeting held in February. RPCI cooperative presented the proposal, representing the Network, and three cities joined the consortium to implement it: Oeiras, Vila Verde, and Lisboa. The project’s main goal was to study how Gender and Interculturalism intersect and how this factor influences and can be considered for successful Intercultural Integration in Cities. For this purpose, one practice-sharing meeting was promoted on 27th April 2022 and fifteen people participated from RPCI and the cities of Braga, Loures, Albufeira, Vila Verde, Famalicão, Lisboa, and Paranhos Parish as guests. Three webinars were held (respectively focusing on Health, Communication, and Education) with around fifteen female guests from diverse origins and cultural backgrounds, and one-hundred participants. The recommendations following these intense debate moments were described in one guide, available in English and Portuguese. A short version of these recommendations was summarised in a video and three podcast episodes were recorded and added to the “Portugal Plural” podcast channel. In total around one hundred people participated in the webinars.



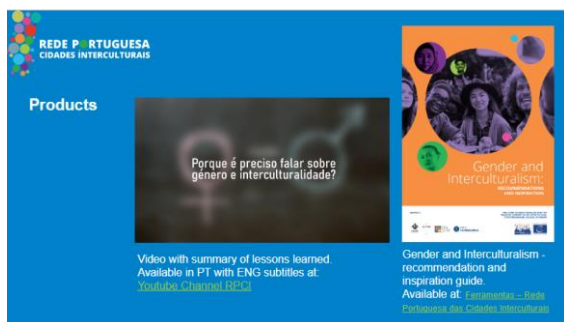
Practice Sharing meeting (April 2022)



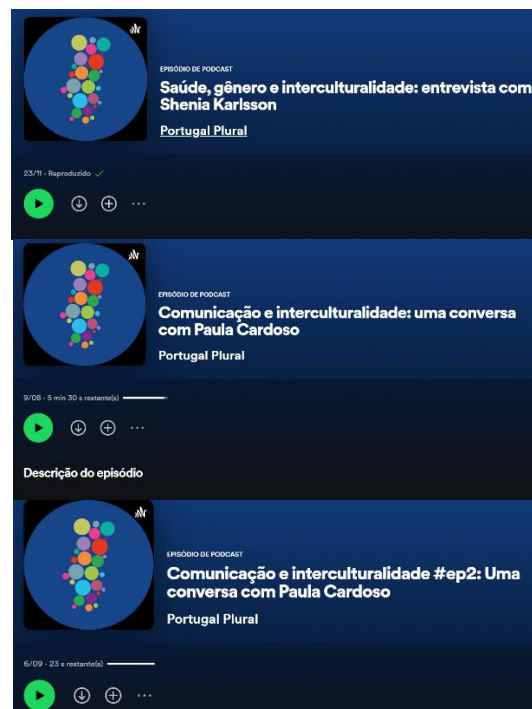
Summary of Results – Gender and Interculturalism project



Webinars - Gender and Interculturalism project




*Products - Gender and Interculturalism project*



*Podcasts- Gender and Interculturalism project*

- **“Employability Networks”**: an intercity grant proposed by the cities of Loures and Lisboa and managed by the RPCI cooperative. The project aimed to develop the City’s Employability Strategies to support Intercultural Integration. For this purpose, one practice-sharing meeting was promoted on the 22<sup>nd</sup> June 2022 with thirteen participants from RPCI and the Cities of Loures, Lisboa, Cascais, and the Arroios Parish and the Social Entrepreneurs Agency from Sintra as guests. A 24-hour training on “Employability Networks” was offered (nineteen people attending, from Loures and Braga), a set of four survey questionnaires were developed and implemented by Loures to local stakeholders and one face-to-face event was hosted. The event, entitled “Intercultural Talent: bridges between the third sector, employers and cities” was held in a Lisbon Public Library and had the participation of thirty-three people. The event had a double purpose: to promote the awareness of employers and was broadcasted via live streaming on Facebook. Below the programme of the event. During the event, advice and testimonials from the guests were recorded in 3 videos: “Intercultural Talent: recommendations for employers”; “Intercultural Talent – what is an employability network?” and “Intercultural Talent: Benefits for Inclusion”. Finally, one podcast episode was recorded with CEPAC, an organisation working with Migrants in Lisbon and managing employment networks, and the guide produced in 2021, about hiring migrant workforce in Portugal, was translated into Ukrainian.





**Summary of Results**

- Participation of 2 cities: Lisbon and Loures;
- 10 partner meetings (2 were face-to-face);
- Translation of the Inclusive Recruitment Booklet into Ukrainian;
- 1 national meeting, with sharing of practices between cities (3 cities, 13 people);
- 1 training on Employability Networks (19 participants);
- 4 forms created by the city of Loures for assessment;
- 1 final event with the participation of the cities and employers (33 attendees);
- 3 videos with practices and recommendations;
- 1 podcast published.

Summary of Results – Employability Networks project



**Talento Intercultural:  
Empregabilidade e Retenção de Talentos,  
através de redes de colaboração entre empresas, municípios  
e 3º setor**

**Programa** 8 novembro,  
Lisboa

**14:00 - Recepção**

**14:15 - Acolhimento e Boas Vindas**

- João Pinho, Chefe de Divisão para a Coesão e Juventude CM Lisboa
- Sónia Paisão, Vice-Presidente, Responsável pelo Percuro da Igualdade e Desenvolvimento Social, CM Loures
- Nelson Batista, Vereador da Economia e Inovação, CM Loures

**14:30 - Sessão abertura**

- Apresentação da RPCI e do projeto "Employability Networks", Eva Galado e Teresa Letão
- Apresentação do projeto observatório de trabalho inclusivo, 2021, Patrícia Santiago, CM Loures
- Apresentação sobre a criação de redes de empregabilidade, Mónica Leonor do APEAL, Teresa Ferreira (CM Lisboa) e Rita Albuquerque (Fundação Aga Khan Portugal)

**15:00 - 1ª Mesa-redonda: Exemplos e recomendações na empregabilidade de talento intercultural e papel das cidades**

- João Pinho, Chefe de Divisão para a Coesão e Juventude CM Lisboa
- Ana Alegre, especialista em inteligência social e comunitária no âmbito das redes de empregabilidade
- Frederico Costa, SRA Agência de Empreendedorismo Social
- Carolina Goncalves e Inês Figueira, CM Cascais

**16:00 - Pausa para café e networking**

**16:15 - 2ª Mesa-redonda: A empregabilidade de talento intercultural: o papel das entidades empregadoras e do setor social**

- Maria José Mendes, McDonald's Portugal
- Sara Sampaio, IGA Portugal
- Joana Borges, Porta Aberta
- Tiago Martins, Paradigma

**17:15 - Debate**

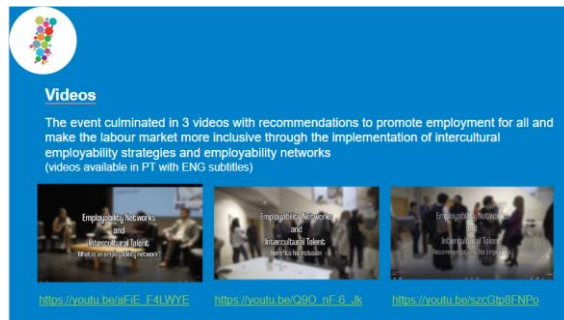
**17:30 - Encerramento**



Event Programme – Employability Networks project




Training – Employability Networks project




**Videos**


The event culminated in 3 videos with recommendations to promote employment for all and make the labour market more inclusive through the implementation of intercultural employability strategies and employability networks (videos available in PT with ENG subtitles)



[https://youtu.be/6tFIE\\_F4LWYE](https://youtu.be/6tFIE_F4LWYE)



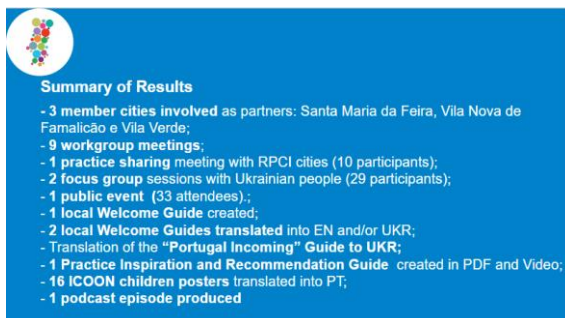
[https://youtu.be/Q8Q\\_nF\\_6\\_Jk](https://youtu.be/Q8Q_nF_6_Jk)



<https://youtu.be/vszcQ36dFNPg>

Products - Employability Networks project

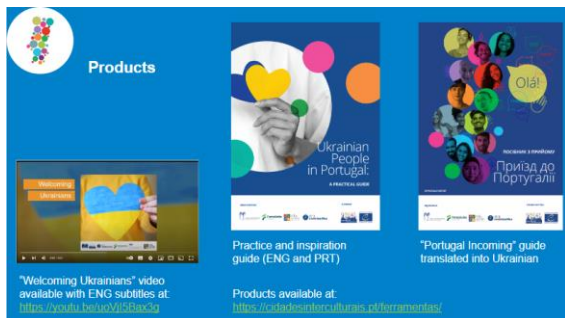
- **“Welcoming Ukrainians”**: an intercity grant proposed by the cities of Vila Verde, Vila Nova de Famalicão, and Santa Maria da Feira and managed by the RPCI cooperative. This initiative was motivated by the consequences of the War in Ukraine and the need for the cities to improve their capacity and networking to better welcome people coming from this country. The project started with a practice-sharing meeting with RPCI cities on the 30<sup>th</sup> June 2022 (ten people from RPCI and the cities of Vila Verde, Famalicão, Albufeira) and focus groups being held by Famalicão and Vila Verde with Ukrainians living in the city. Following, each city created or developed local welcoming guides: Vila Verde created a welcoming guide, and had it translated into English and Ukrainian, Famalicão had its existing guide translated into Ukrainian, and Santa Maria da Feira had a previous guide already in Ukrainian, and this was translated into English. RPCI’s “Portugal Incoming” guide was translated into Ukrainian. Sixteen ICOON posters for refugees were translated into Portuguese. One recommendation and inspiration guide was developed and published in Portuguese and English and a short video was produced. One podcast episode was recorded. Finally, one face-to-face event was hosted in Famalicão (thirty-three people present), with several testimonials and case studies. Bellow, the programme of the event.



**Summary of Results**

- 3 member cities involved as partners: Santa Maria da Feira, Vila Nova de Famalicão e Vila Verde;
- 9 workgroup meetings;
- 1 practice sharing meeting with RPCI cities (10 participants);
- 2 focus group sessions with Ukrainian people (29 participants);
- 1 public event (33 attendees);
- 1 local Welcome Guide created;
- 2 local Welcome Guides translated into EN and/or UKR;
- Translation of the "Portugal Incoming" Guide to UKR;
- 1 Practice Inspiration and Recommendation Guide created in PDF and Video;
- 16 ICOON children posters translated into PT;
- 1 podcast episode produced

*Summary of Results – Welcome Ukrainians project*



**Products**

- "Welcoming Ukrainians" video available with ENG subtitles at: <https://youtu.be/uoVj5Bac3g>
- Practice and inspiration guide (ENG and PRT)
- "Portugal Incoming" guide translated into Ukrainian

Products available at: <https://cidadesinterculturais.pt/pt/ramonias/>

*Products – Welcome Ukrainians project*



**Welcoming Ukrainians, Perspetivas de Acolhimento**

**Programa**

3 novembro,  
V.N. Famalicão

14:30 - Sessão de boas-vindas e abertura

- Sofia Fernandes, Vereadora da Interculturalidade e Integração da Câmara Municipal de Vila Nova de Famalicão.
- Município de Santa Maria da Feira
- Júlia Rodrigues Fernandes, Presidente do Município de Vila Verde
- Rede Portuguesa das Cidades Interculturais (RPCI)

15:15 - Acolhimento em perspetiva

- Alexandrina Cerqueira, Câmara Municipal de Vila Verde
- José Leite, Câmara Municipal de Vila Nova de Famalicão
- Roberto Carlos Reis, Câmara Municipal de Santa Maria da Feira
- Testemunhos de famílias de acolhimento

15:45 - Apontamento poético "Mar Português", Iulíia Bandura

15:50 - Coffee break

16:10 - Perspetivas de Acolhimento

- Testemunhos de pessoas acolhidas

16:40 - Apontamento musical ucraniano, Karina Bakhovska, Sofia Bakhovska, Yulíia Bakhovska e Sofia Bandura

16:45 - Encerramento

*Event programme- Welcome Ukrainians project*

- **NET IDEA (2022-2024):** a European-funded project, coordinated by ICEI in partnership with RPCI, RECI, the Swedish Network of Intercultural Cities, and the cities of Lublin and Erlangen. This project has the goal to develop local Intercultural Strategies, by fostering Intercultural competencies in cities. The project started in May 2022 and so far, two general meetings with all sixteen cities engaged were hosted and a Networking and practice-sharing event was held in Barcelona (19<sup>th</sup> and 20<sup>th</sup> September). Two meetings with local cities were also held, to clarify expectations and responsibilities. In Portugal, three cities are engaged in this project: Vila Verde, Braga, and Santa Maria da Feira. RPCI is responsible for WP4 and WP5, respectively designing and testing and Intercultural Competencies Training in all sixteen cities and fostering Communities of Practice at international and national levels. The session plans and contents (including a Facilitators guide) for the course were co-designed with partners after a consultation process, and currently, each partner is preparing and translating materials to be able to test the course locally. The course is 12 hours long, divided into four 3-hour long online sessions.
- **DiverCities (2022-2024):** a European-funded project, coordinated by ICEI in partnership with RPCI and RECI. The city of Loures will be participating in this project. This project started on 1<sup>st</sup> November 2022. So far, a partner meeting and a meeting with Loures were held to prepare for implementation.

## Products

The app "Portugal Incoming" (developed in 2018) was published on [Google Play Store](#). The app offers essential information for navigating and thriving in Portuguese Society (Health System, Justice System, Social Security, Education, Employment, Migration services, etc.).

Deriving from the projects described above, several products were developed and launched, such as:

- ["Gender and Interculturalism – recommendation and inspiration" guide](#) (PDF and printed versions)

- [“Gender and Interculturalism – recommendation and inspiration” video](#) with a summary of learnings
- “Intercultural Talent” set of 3 videos – [“Intercultural Talent: recommendations for employers”](#); [“Intercultural Talent – what is an employability network?”](#) and [“Intercultural Talent: Benefits for Inclusion”](#)
- 4 questionnaires for assessment of local employment ecosystems (available by request)
- “Welcoming Ukrainians” inspiration guide in Portuguese, Ukrainian, and English, including one Focus Group Guide
- [“Welcoming Ukrainians” video](#) with testimonials
- 7 [Podcast episodes](#): 1 with a presentation of RPCI and RPCI cooperative; 1 on “hiring Migrants in Portugal”; 2 on “Gender, Interculturalism, Communication and Education”; 1 on “Gender, Interculturalism, and Mental Health”; 1 on “Welcoming Refugee persons” and 1 on “Employability networks”.
- “Portugal Incoming” guide (developed in 2019) translated into Ukrainian
- “Intercultural Organisations Guide” (developed in 2021) translated into Ukrainian
- 16 [“ICOON for refugees” posters](#) translated into Portuguese
- Vila Verde’s welcoming guide in Portuguese, English, and Ukrainian (developed by Vila Verde with RPCI support and revision)
- Translation of Famalicão Welcoming Guide to Ukrainian
- Translation of Santa Maria da Feira welcoming guide to English

Products are available at: <https://cidadesinterculturais.pt/ferramentas/>, [Podcast “Portugal Plural”](#) channel, and [RPCI youtube channel](#).

### Other activities

RPCI cooperative participated with its Media Officer in several **external meetings and events**, such as:

- [“Media training on promoting intercultural narratives in difficult times”](#) (Intercultural Cities programme, Council of Europe)

Additionally, **“Intercultural Competencies” training** was facilitated for the Cyprus Network of Intercultural Cities.

## Communication

RPCI has an important online presence, and during 2022, several means were used to communicate. Below a summary of the main activities and reach of each channel.

- [Facebook](#)  
Reach: 315  
Visits: 15  
Total likes: 582 (75,2% women; 24,8% men, age groups 35-54, mostly from Lisboa)  
Total publications: 115
- [Instagram](#)  
Reach: 114  
Visits: 28  
Total Publications: 17  
Total followers: 415 (76,1% women, 23,9% men, age groups 25-54, mostly from Lisboa and Brazil)

## Website “Cidades Interculturais”

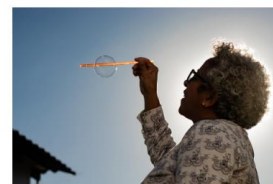
- Views: 5662 (mostly from Portugal and Brazil)
- Visitors: 2488
- Articles/ posts: 21, including 3 original articles: “Migrants Voting rights”, “Interculturalism and Women’s Struggle: how do they relate?” and “Russia-Ukraine Conflict: what can we do?”
- Downloads: 1258 (manly “guide for Intercultural organisations” – 185 in Portuguese and 29 in English, leaflet “Intercultural organisations” – 162 in Portuguese, 148 in English, 97 in French, 84 in Arabic, 84 in Bengali, 82 in Nepali; “Portugal Incoming” guide – 112; Education toolkit - 67)

### Cidades, Empresas e o Setor Social juntaram-se para Refletir sobre a Empregabilidade e Talento Intercultural em Portugal



No passado dia 8 de novembro, estivemos na [Biblioteca de Marvila](#), em Lisboa, para realizar o evento “Talentos Interculturais: Empregabilidade e Retenção de Talentos através de Redes de Colaboração entre Empresas, Municípios e 3º Setor”, organizado pela Cooperativa Rede Portuguesa de Cidades Interculturais e pelas cidades de Lisboa e Loures, e com o apoio do Conselho da Europa.

### A interculturalidade e a luta das mulheres: como se relacionam?



8 de março ficou conhecido internacionalmente como o dia da mulher e, portanto, mês costumeiramente marcado por diversas atividades a respeito da igualdade de gênero. Entre discussões sobre a importância da data, a falta de representatividade feminina em espaços de poder ou os avanços dos direitos das mulheres nos últimos anos, a interculturalidade tem ocupado espaço nos debates públicos.

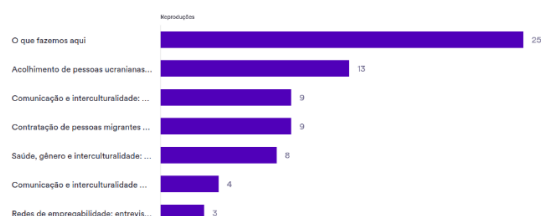
Porém, muitas pessoas ainda não sabem do que trata este conceito, qual a importância dele na atualidade, muito menos como relacioná-lo com a interculturalidade. Pensando nisso, a RPCI preparou este post (e em breve teremos episódios de podcast sobre o tema), a fim de esclarecer pontos importantes para a construção de ambientes mais diversos e interculturais. Vamos lá?

*Posts and articles on RPCI website*

- [Linkedin](#)  
Page Views: 543  
Unique Visitors: 200  
Total Posts: 82 (28 publications)
- Podcast Channel [“Portugal Plural”](#)  
Episodes: 7  
Total reproductions: 71



*Podcast “Portugal Plural” - RPCI*



Furthermore, RPCI prepared two press releases, about the two in presence events hosted, that were distributed to national media channels.

## Next steps

For next year, after consultation with RPCI cities, the Portuguese Network of Intercultural Cities will focus on developing more learning opportunities for member cities. These will be ensured in the format of workshops, webinars, and training, as well as practice sharing moments and products such as videos.

After a very busy year, RPCI will focus its energy on the two undergoing European-funded projects and will submit an annual RPCI joint project to be funded by the Council of Europe. Given the size of the team, RPCI does not envision further endeavours.

During 2023, both European-funded projects will be demanding, and the larger part of the planned activities will take place.



**From January to March:** RPCI hopes to host a new RPCI meeting to present the annual grant proposal, listen to the cities regarding their evaluation of 2022 and stimulate the presentation of intercity grants. A proposal for the annual grant will be submitted. During this period, the Intercultural Competence Training for the NET IDEA project will be tested with forty-five people from the cities engaged. A publication promoting 2022's products and initiatives will be launched. Two best practice templates will be delivered by Braga and Vila Verde.

**From April to June:** RPCI will focus on organising the Portuguese participation on the second NET IDEA Networking event taking place in Erlangen on the 27<sup>th</sup> and 28<sup>th</sup> April. After this event, RPCI will be producing a report on the testing of the training and mobilising young people from the three NET IDEA cities to take part in the Youth Summit. NET-IDEA will start the local awareness raising activities and Communities of practices. The DiverCities project will host its first activity – an international meeting and training on Participatory methodologies, namely Intercultural Citizens Assemblies. A practice sharing event for RPCI cities will be promoted with the same subject. During this period RPCI intends to start the learning activities of the Annual Grant funded by the Council of Europe.

**From July to September:** NET IDEA cities will bring young people to take part in the Youth Summit in August, after which a communication campaign will be prepared. RPCI also hopes to participate in a public campaign for International Refugee Day. NET-IDEA will continue the local awareness raising activities and Communities of practices.

**From October to December:** DiverCities activities will continue, and the Intercultural Assemblies should start being tested in Loures. The annual grant should finish, and a report should be delivered to ICC. RPCI also hopes to participate in a public campaign for International Migrants Day. NET-IDEA will finish the local awareness-raising activities and Communities of practices.