

RESULTS OF THE INTERCULTURAL CITIES INDEX



Sabadell

March 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 93 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*), Genoa (*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

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.

(Spain), Lublin (Poland), Lutsk (Ukraine), Maribyrnong (Australia), Melitopol (Ukraine), Melton (Australia), Mexico City (Mexico), Montreal (Canada), Munich (Germany), the canton of Neuchâtel (Switzerland), Neukölln (Berlin, Germany), Novellara (Italy), Odessa (Ukraine), Offenburg (Germany), Olbia (Italy), Oslo (Norway), the district of Osmangazi in the province of Bursa (Turkey), Parla (Spain), Patras (Greece), Pavlograd (Ukraine), 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), Sechenkivsky (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** have more than 200,000 inhabitants and **53** have less than 15% of foreign-born residents.

This document presents the results of the Intercultural City Index analysis for **Sabadell (Spain)** 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).

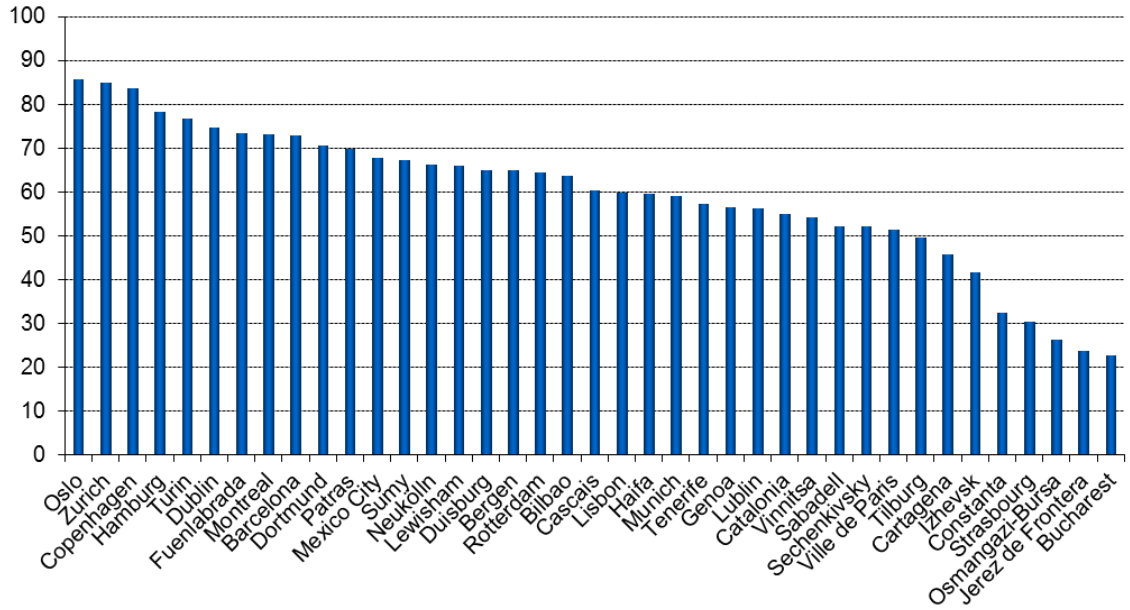
These indicators comprise: commitment; education system; neighbourhoods; public services; business and labour market; cultural and civil life policies; public spaces; mediation and conflict resolution; language; media; international outlook; intelligence/competence; welcoming and governance. Some of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

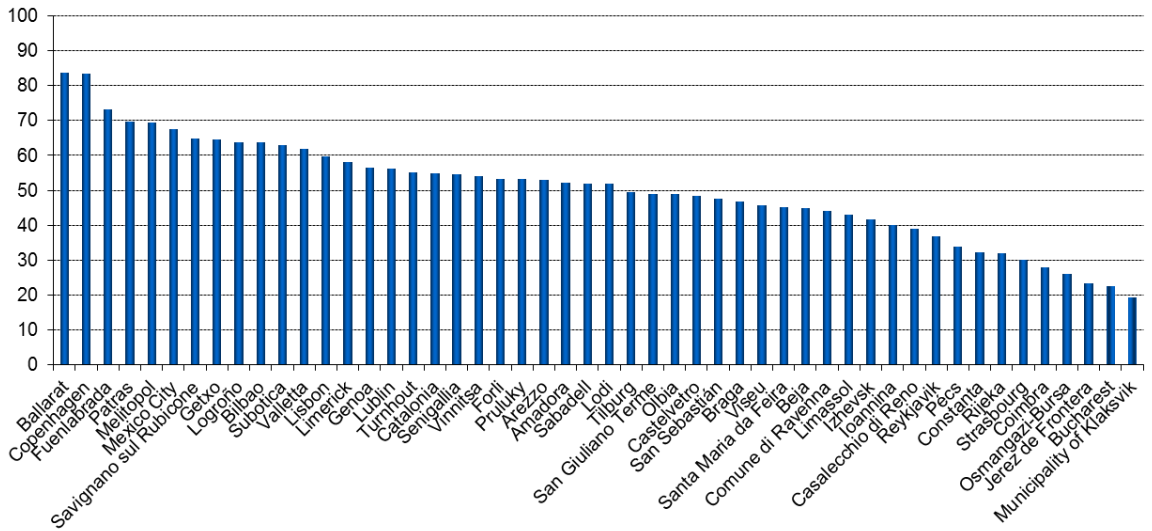
Taking into account the above-mentioned differences between the cities and a growing number of new cities willing to join the Intercultural Cities Index, it has been decided to compare the cities not only within the entire sample, but also according to specific criteria. Two of these have been singled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

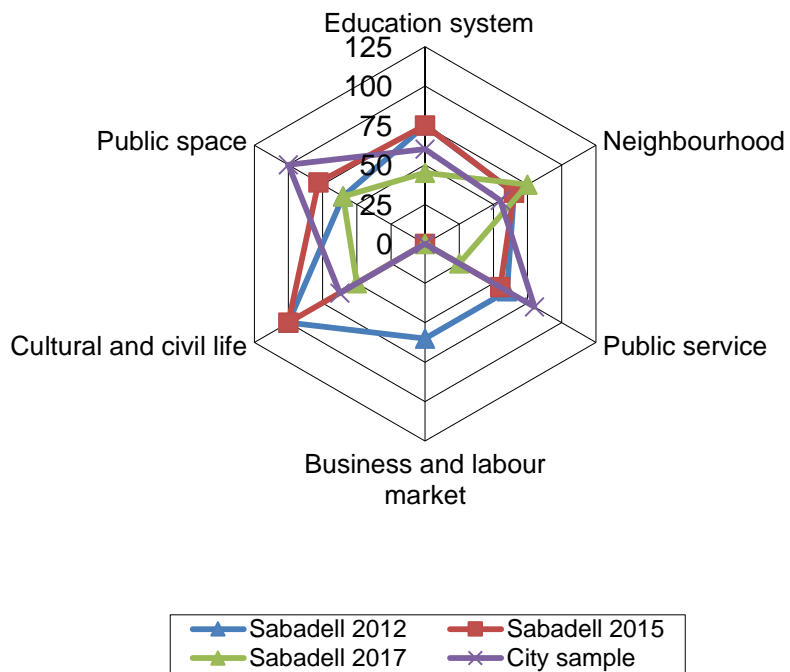
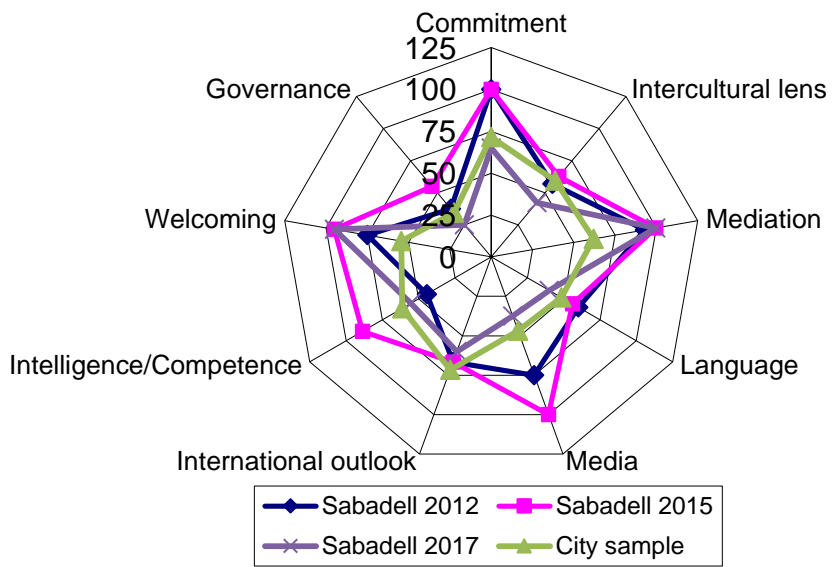
According to the overall index results, **Sabadell** has an aggregate intercultural city index of **62%**.

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



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





Sabadell– An overview

Sabadell is a Catalan city, co-capital of the Vallés Occidental region and has a population of 207.540 registered inhabitants. Situated only 26 kilometers from Barcelona, it is the fifth largest city of Catalonia. During the 19th and 20th century it was the pioneer in the industrial revolution of the textile sector in Catalonia, converting itself in the most important wool city of the Spanish state and gaining the nickname “the Catalan Manchester”.

In 2017 its estimated population was 210.099 inhabitants. The majority ethnic group living in Sabadell is made up of Spanish people (89.36% of the total population). In the questionnaire the city mentioned that there is no ethnic minority group that represents more than 5% of the total population. However, they highlighted a presence of Roma population, according to an estimate made in the year 2009, which represents about 9,000 people (approximately 4%) of the total population.

The percentage of non-nationals resident in the city is 10.64%. The percentage of foreign-born nationals is 13.50% but there is no data regarding the percentage of people who are second or third generation.

Economically, the city had an average GDP per capita of 21.100 euro/person in 2015.

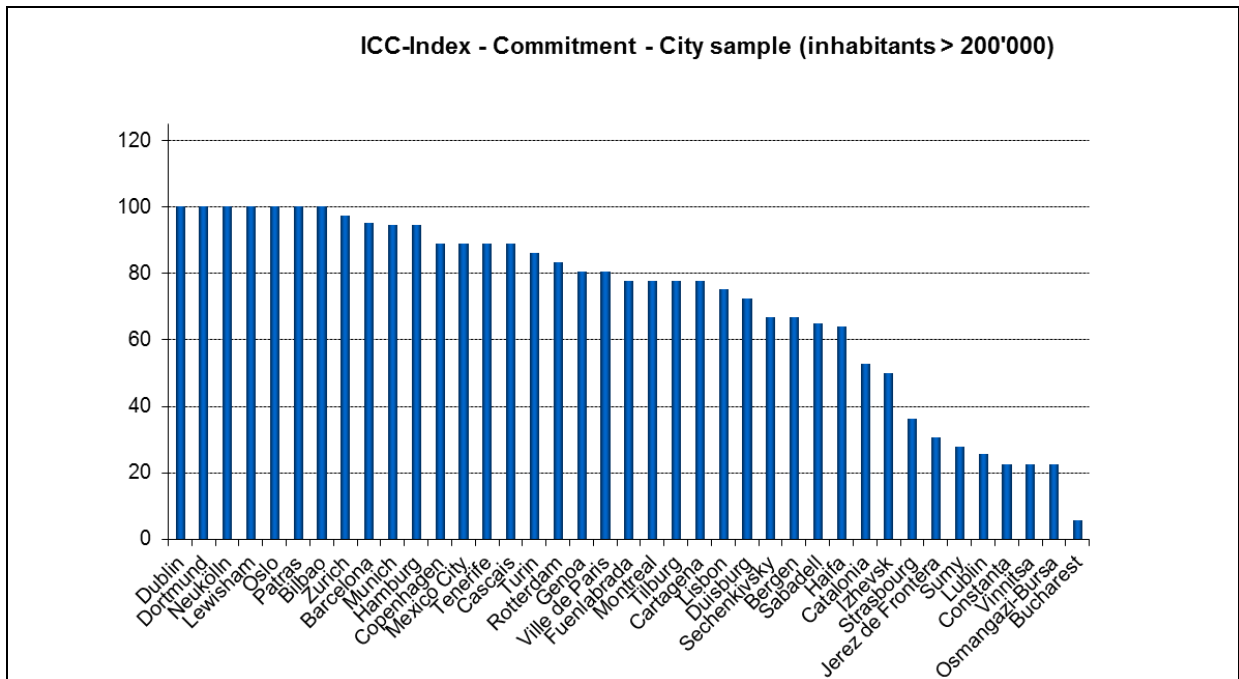
The city has set up a department with leading responsibility for intercultural integration, namely the Department of Civil Rights and Citizenship.

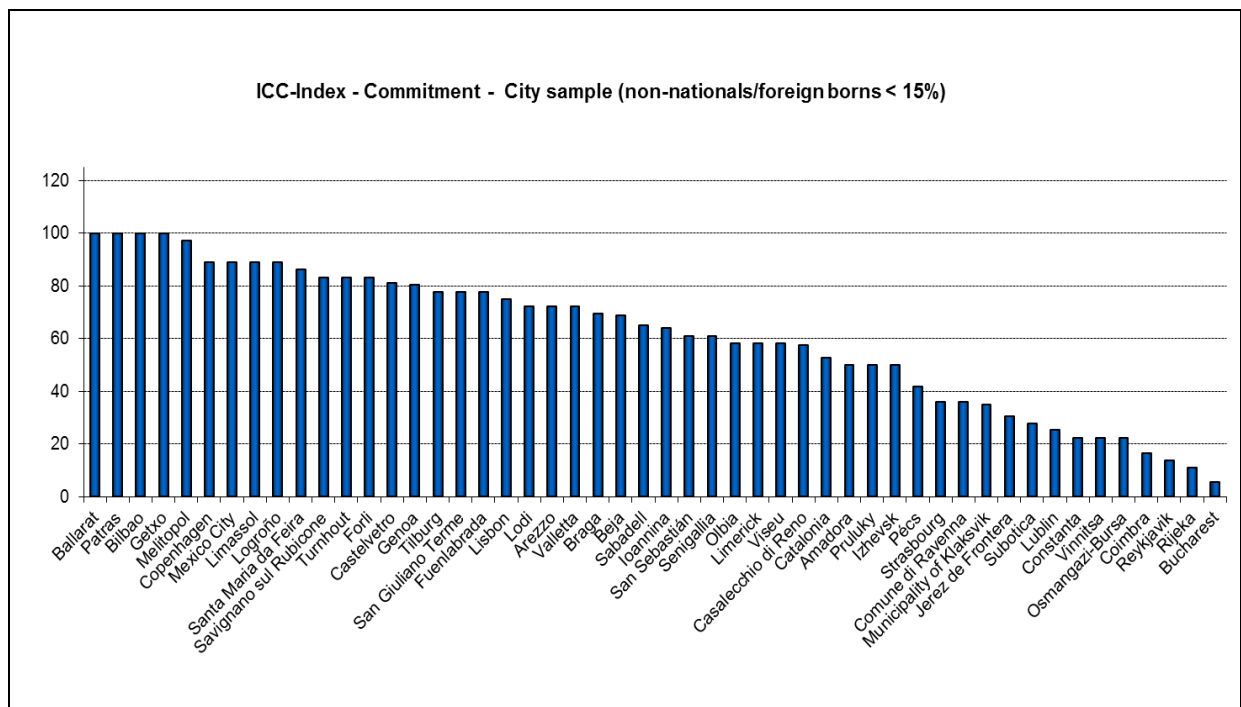
Regarding the employment in public administration of people who are not citizens of Spain, the following requirements have to be fulfilled: one has to be national of any of the Member States of the European Union or of the states to which that, by virtue of international treaties signed by the European Union and ratified by Spain, the free movement of workers is applicable. The spouse may also be admitted, regardless of their nationality, provided they are not separated by the law. Also their descendants, regardless their age as long as they are not separated by law.

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.





Sabadell’s rate in the field of commitment corresponds to the **95%**, slightly lower than the city sample result of 71%. The result is slightly lower than in 2012 and 2015, when the city achieved 100%.

Sabadell has **formally stated** its participation in the Intercultural Cities network and often official speeches and communication make clear reference to the city’s intercultural commitment. Moreover, the city has set a **webpage** where it is possible to consult news on intercultural initiatives and activities.

However, **the city has not adopted an intercultural integration strategy** but, within the Civil Rights and Gender Councillorship a subdivision named “Diversity & Interculturality” has been created. This department manages diversity-related programmes (Roma, beliefs, anti-rumours strategy, racism and xenophobia, Human Rights programme, etc.). In addition, a subdivision managing the Reception and welcoming of new citizens was created some years ago.

Sabadell also mentioned in the questionnaire the existence of a Mandate Plan 2016-2019 (Axis 1- The Social Rights: Cohesion and Equity). **In this mandate, the City Council is deploying a series of actions** focusing on increasing social cohesion. They aim the following:

- Education for all and life-long learning
- Proactive social action
- Housing
- Quality public health
- Defense of civil rights

- Production and access to culture
- Diffusion of sport

The city mentioned that it **adopted an action plan** which they call "**Transversal Plan for Civil Rights**" (extended) but they did not provide any further information. It also mentioned that **it adopted a budget** for the implementation of the action plan. There is **no evaluation and updating process** for the intercultural strategy/action plan. The city **does not have a dedicated body or a cross-departmental coordination structure** responsible for the intercultural strategy or intercultural integration.

The city **systematically involves people** of diverse backgrounds in **policy formulation** and co-design and it **takes steps to honour** residents or organisations that have done exceptional things to encourage interculturalism however it did not provide any example.

Recommendations:

Sabadell might wish to draw inspiration from the "*Plan Barcelona Interculturalidad*", written by the Barcelona City Council, aiming at adopting an intercultural point of view to address the challenges of diversity, bringing political strategies together to meet the challenges of coexistence. The intercultural lens is based on three principles:

- The **principle of equality** encourages respect of the fundamental values and democratic principles, while promoting equal rights. It discourages discriminations and inequalities based on cultural or ethnic differences.
- The **principle of recognition** highlights the need to recognize and appreciate diversity. Moreover, this principle goes beyond the mere passive tolerance as it emphasizes the enrichment that derives from sociocultural diversity in every field: economic, social and cultural.
- The **principle of positive interaction** encourages mutual understanding and dialogue to strengthen the sense of belonging - the foundation of cohesion.

This plan marks the guidelines and defines the purposes of the city and the methodologies to achieve these aims. The ultimate goal is to incorporate the principle of interculturality as a fundamental variable in present and future municipal policies. From this starting point, the construction of the plan has been developed through three major steps. The first step points out a definition of concepts and objectives of the plan, combined with an analysis of Barcelona current situation. The second step completes the participatory process within the Town Hall and the civil societies: an in-depth research has been led to investigate citizens' opinions about diversity. The last step collects and analyses the data and transforms the information gathered into actions and proposals. Since the intercultural strategies are an on-going process, it is positive that Barcelona is keeping evaluating and updating the plan.

Interestingly, Cascais' integration strategy programme, included in the *Plano Municipal de Integração de Imigrantes*, aims to help migrants to integrate in the Portuguese society. Cascais, in fact, has a long tradition in welcoming foreign populations from all over the world and thanks to this positive attitude, its inhabitants are strongly committed in improving minorities' quality of life.

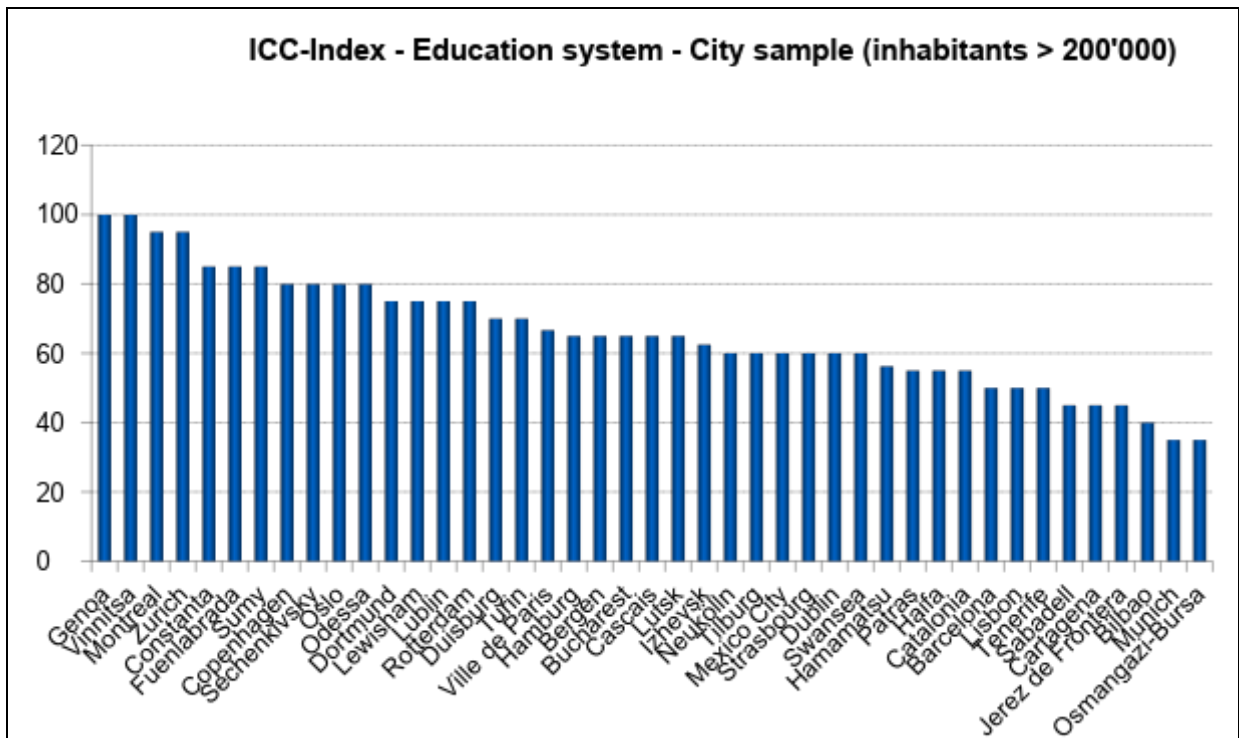
Moreover, the municipality of Cascais has been innovating the integration policies, trying to ensure conditions for all to feel integrated and welcomed. For instance, since 1998, the community promotes original projects encouraging immigrant entrepreneurship.

EDUCATION

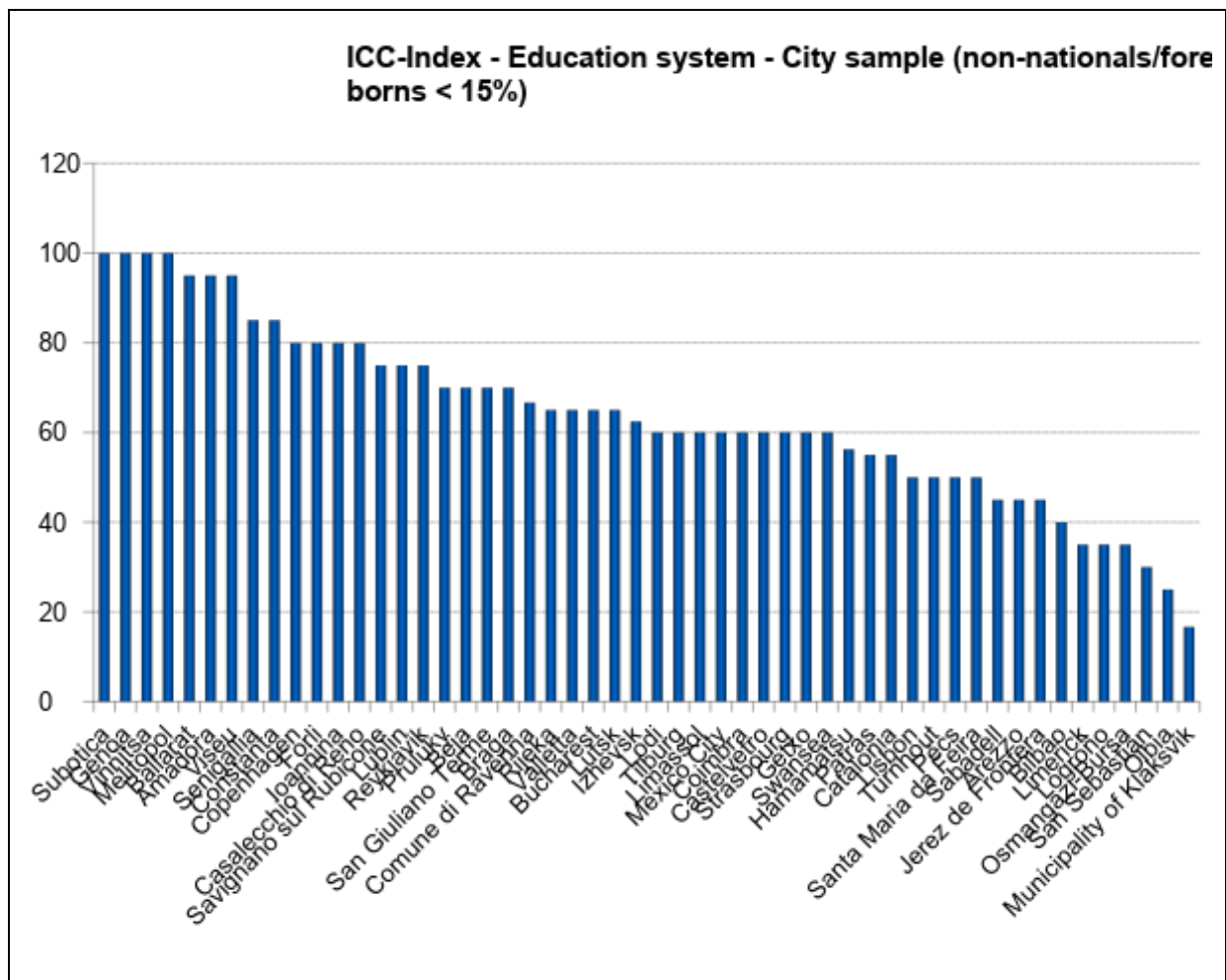
through intercultural lens



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.⁵



⁵ 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://highered.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html).



Sabadell’s education policy indicator reaches **55%**, **lower** than the city’s sample **67%**, and remarkably lower than the results achieved in the past (75%).

In **most** schools, children **are of the same ethnic background**, but **teacher’s ethnic backgrounds never reflect the** composition of the population.

Positively, **some schools** are trying to enhance **parents’ participation** in the education system. For instance, there is a center organised as a part of the MUS-e program, which promotes coexistence through theater, music and dance. This project contemplates the participation of the families, facilitates the collaboration of parents in the development of the work of the students and organises joint workshops where parents and children participate.

Education is stated as one of the main priorities within the Sabadell Mandate Plan 2016-2019: “The reduction of educational inequalities, especially those existing between the neighborhoods, will be the first objective of the Plan for educational success in our city. It will be necessary to act within the framework of planning the educational model, but also in building a catalog of active policies for balanced schooling, as well as in the detection of needs and prevention.”

Therefore, **intercultural projects are often carried out** by schools: for example through the **programme MUS-e**, which promotes interaction through theatre, music and dance. This project also fosters the inclusion of parents,

collaboration in the development of the work of the students and joint workshops parents and children.

In addition, the intervention of **3 mediators** (from Maghreb, Sub-Saharan region and a Roma girl) in education centres facilitates the children's access to schools and its continuity, as well as accompanying families and professionals in the education field.

Sabadell also works with youngsters in high schools. For example they have been working on the project "**Coexistence Rap**" where students, supported by singers, have to elaborate their own rap songs, to express their emotions and reflect on themes such as values, racism, discrimination, rumors and stereotypes.

A policy is being prepared to increase ethnic/cultural mixing in schools. A plan is being developed to educationally refund an area of the city. It entails, for example, the reduction of the ratio of homogeneity throughout all schools and aims at the orientation of families in the choice of schools in order to promote a balanced distribution of students with specific educational needs.

Recommendations:

The city should try to make sure that **teachers' ethnic backgrounds mirror pupils'**, which is **not happening** at the moment.

An example in this sense can be offered by the **Johannes Learning Centre** in Stavanger. Although originally all the staff were Norwegians, 40% are now of minority background. The school has developed from being only concerned with using and teaching Norwegian to bilingualism and multilingualism, with mixed staff. To achieve this they introduced a policy of hiring former students and appointing people with bilingual skills, wherever there was a need. As a consequence, the school has achieved much better results.

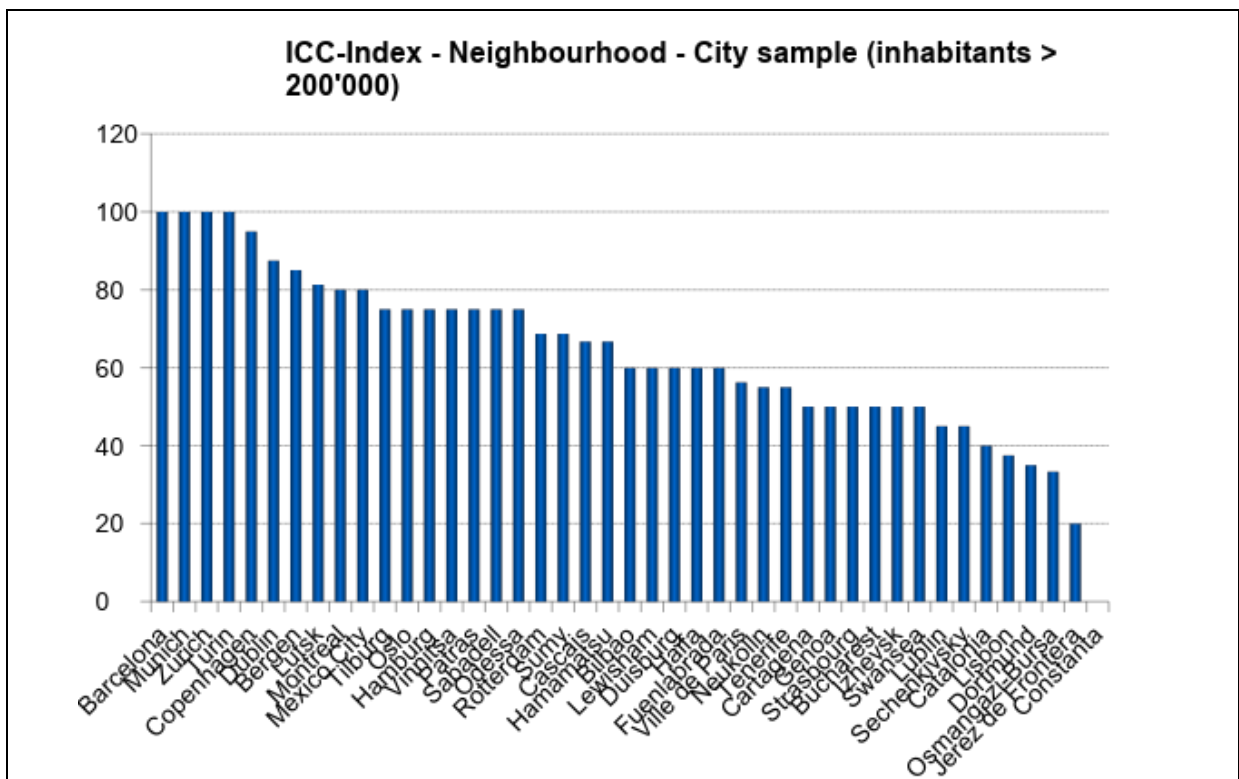
Efforts should not be taken only in some schools if the city wants to achieve meaningful participation of parents. In this regard, Sabadell could look up to schools in the Italian city of Turin that has allocated vegetable gardens that students can cultivate with the help of their parents. Schools activities are important because they are a meeting point for parents coming from different countries, with different cultural background, to get to know the other members of the community.

NEIGHBOURHOOD

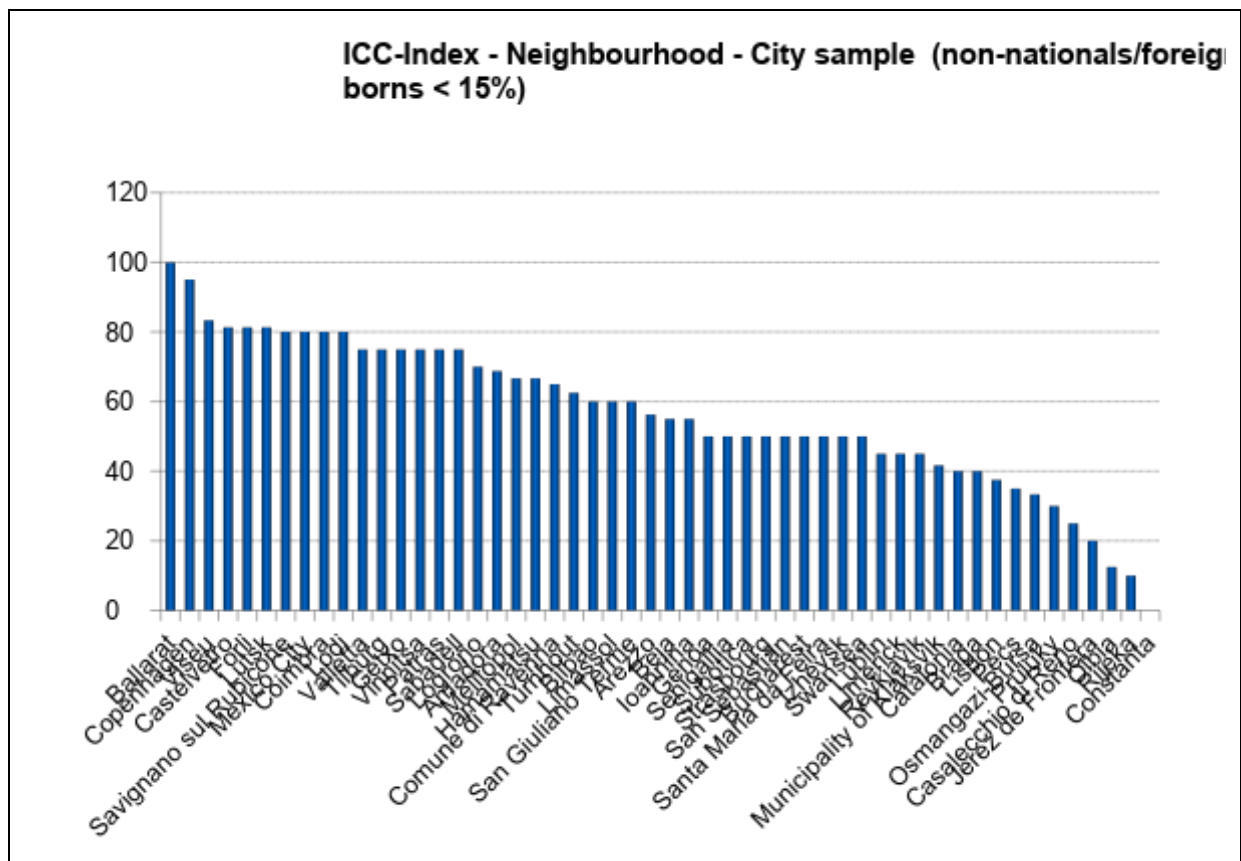
through intercultural lens



An intercultural city does not require a "perfect statistical mix" of people and recognises the value of geographical proximity and bonding between people of the same ethnic background. However, it also recognises that spatial ethnic segregation creates risks of exclusion and can act as a barrier to an inward and outward free flow of people, ideas and opportunities. ⁶



⁶ By "neighbourhood" we understand a unit within a city which has a certain level of administrative autonomy (or sometimes also certain political governance structures) and is considered as a unit with regard to city planning. In larger cities districts (boroughs) have several neighbourhoods. The statistical definition of "neighbourhood" varies from one country to another. Generally, it includes groups of population between 5,000 and 20,000 people on the average.



Sabadell’s neighborhood policy indicator reaches **75%**, **higher** than the city sample’s rate **63%** and of the results achieved in the past (65%).

As the questionnaire states, Sabadell is divided into 7 districts, all of them with the exception of district 6 (which has a slightly lower percentage of 76.36%) have more than 80% of the population of the majority ethnic group. There are **no areas** where people from minority constitute the majority of the residents.

Sabadell **does not have any policy to increase the diversity** of residents in the neighborhoods. However, the city mentioned that it **takes specific actions** to mix citizens from different areas. For instance, the city offers civic facilities in all districts of the city.⁷

Positively, the city also **has a policy to encourage** people from different backgrounds to meet and interact in the neighborhood. This is done through the District Municipal Councils. District councils are created under the provisions of articles 58, 59, 60 and 61 of Law 8/1987, of April 15, Municipal and Local Government of Catalonia. District councils are municipal advisory and informative bodies aimed at the participation of citizens in matters related to their districts and guaranteeing the representation of the interests of the various neighborhoods of the city. The territory of Sabadell is divided administratively into 7 districts, each of which has its District Municipal Council. They organize monthly ordinary sessions. They are also hold a Plenary of the District Council composed of: councilors of the City Council, neighborhood representatives, through political organizations, and citizen associations. Likewise, it is the will of

⁷ <http://www.sabadell.cat/ca/ccivics>

the City Council to invite other bodies that operate territorially to have representation in the district councils.

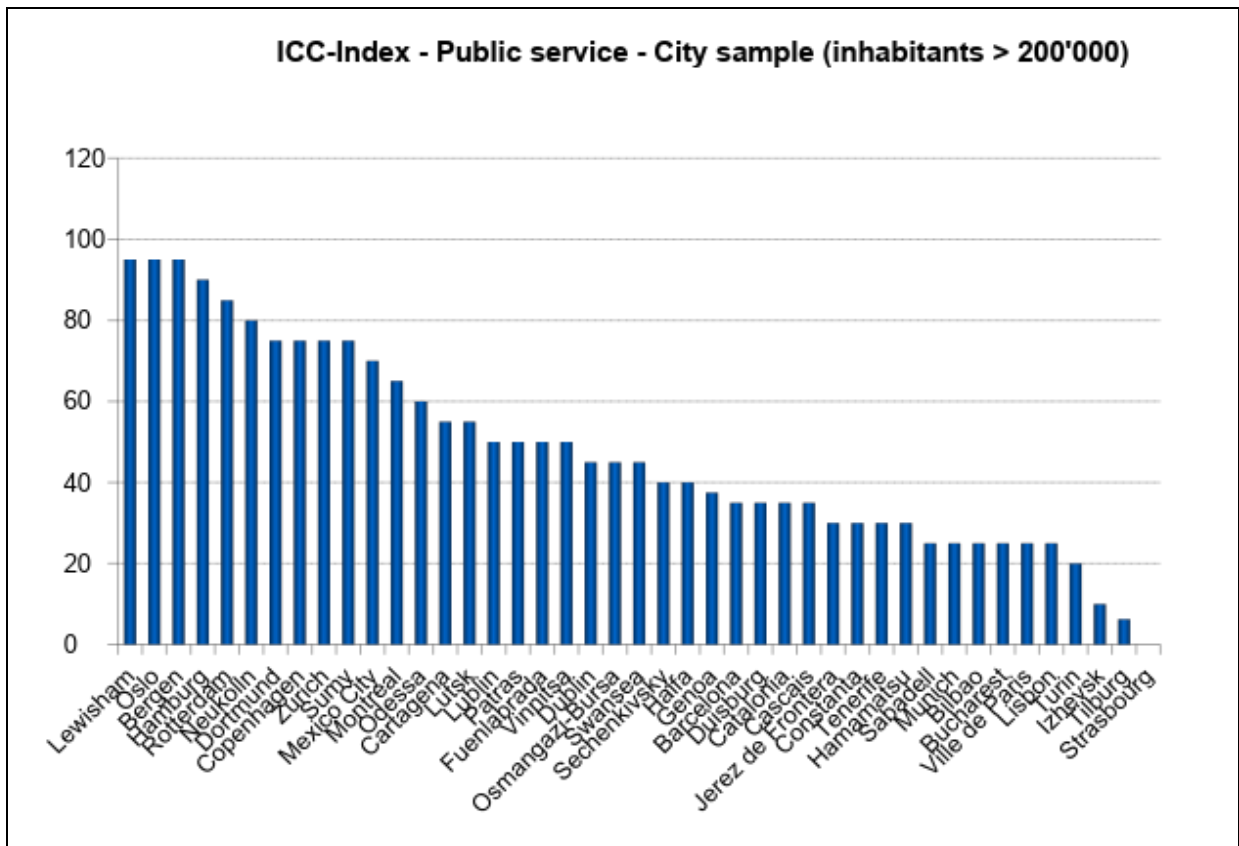
Sabadell also **encourages people from different ethnic groups to meet** and interact through the activities organized by entities / NGOs in neighborhoods that favor interaction between people of different origins facilitating also their meetings by providing them venues of meeting.

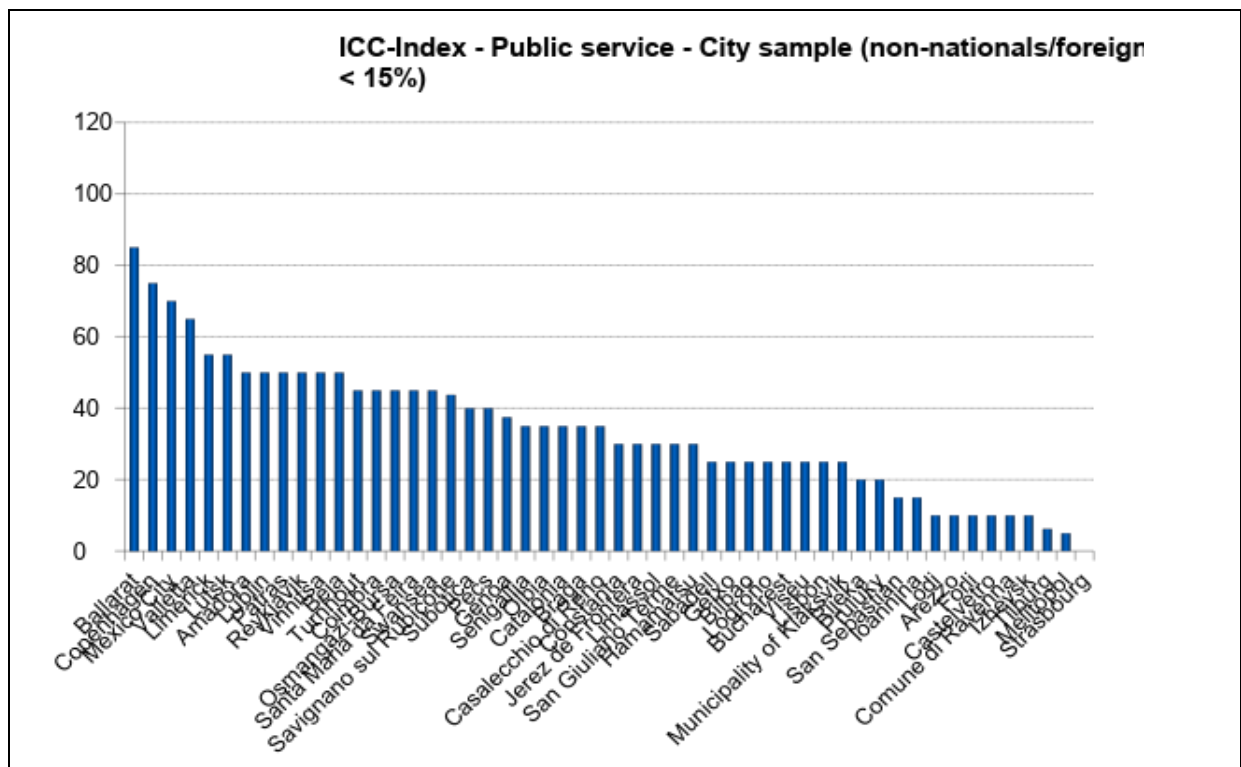
PUBLIC SERVICE

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.





Sabadell’s public service rate is the **25%, lower** than the city sample result of **42%** and of past scores (60% in 2012 and 55% in 2015).

The ethnic background of public employees **does not reflect** the composition of the city’s population and the municipality **does not foresee** any recruitment plan to ensure adequate diversity within its workforce, **nor does** it encourage diverse workforce in private sector enterprises.

Some of Sabadell’s **services are tailored to meet the needs** of the ethnic/cultural background of its citizens: as school meals, sport facilities which provide sections for women or special time for practicing sports.

In the past the city has marked the existence of the European initiative (Charter for Diversity in Europe) that was based on a letter/code of commitment that companies and institutions in the same country, regardless of their size could voluntarily sign.

The city was also providing a wider range of services tailored to the different needs of the population.

Recommendations:

The city could enrich the range of provided services by offering funeral/burial services.

Sabadell might also find inspiration in the city of Bergen (Norway) that to encourage intercultural mixing and competences in both public and private sectors, has developed a project called “*The Future Workplace and the Global Future*”: a specific recruitment strategy to ensure that the ethnic background of public employees mirrors the composition of the city's inhabitants.

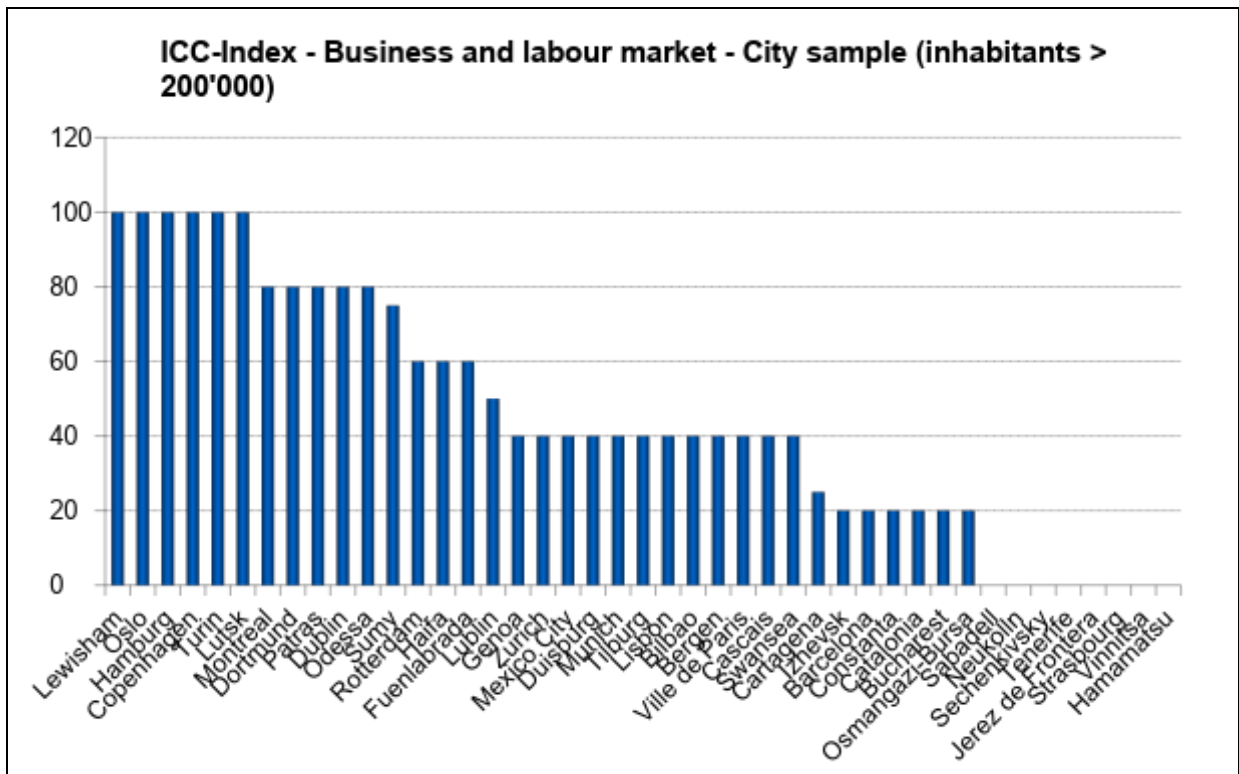
The city of Stavanger has also designed a recruitment plan aiming specifically to increase the migrant/minority representation at the higher hierarchical levels: the external publishing on Inkludi.no (a Norwegian recruitment services with main focus on jobseekers from minorities) is mandatory for consultant and managerial positions. Furthermore, if there are qualified applicants with a minority background, minimum one must be summoned to interview.

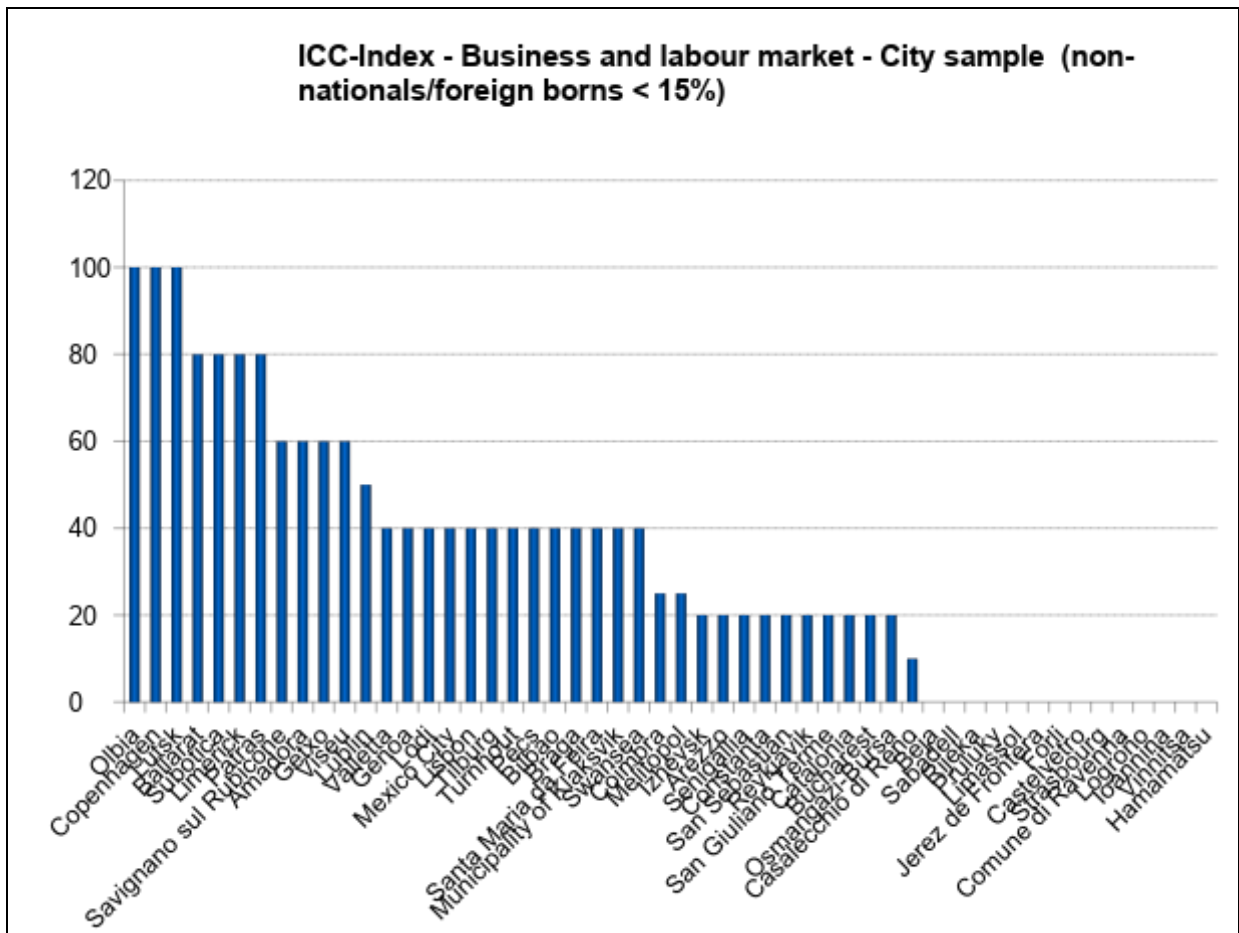
BUSINESS & LABOUR

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.





Sabadell has achieved the score of **0%**, compared to the city sample’s result of **43%**. The result is in line with past scores.

According to the answers given to the Index questionnaire, the City **does not have** a business umbrella organisation having as an objective the promotion of diversity and anti-discrimination, **nor a charter or another binding document** against discrimination in its own administration and services.

Also, Sabadell **does not yet encourage** “business districts/incubators” to involve an adequate percentage of migrant/minority entrepreneurs, nor business from ethnic minorities to move beyond the ethnic economy and enter the mainstream economy. Finally, the city **doesn’t prioritize** in its own procurement of goods, companies with a diversity strategy, as the national regulations **do not foresee it**.

Recommendations:

We encourage the Sabadell City Council to improve its business and labour market policies by introducing the following initiatives: setting up an umbrella organisation to promote diversity and non-discrimination in the workplace; signing a binding document, such as a charter, to outlaw discrimination in employment; incite businesses from ethnic/cultural minorities to move beyond localised/ethnic economies and enter the mainstream economy and higher value-added sectors; encouraging ‘business districts/incubators’ to facilitate the

mixing of inhabitants from different cultures; and, lastly, prioritising local companies with a diversity strategy in their procurement of goods and services.

On the above points, we draw Sabadell's attention to a number of valuable practices developed by other Intercultural Cities.

As regards the institutional framework, the Chamber of Commerce of Lodi embraces the role of an umbrella organisation promoting diversity and nondiscrimination in employment.

In Barcelona legislation authorises local businesses and institutions to sign a charter to acknowledge their commitment to the fundamental principles of equality, respect and inclusion for all people in the workplace and in society, regardless of their background. The charter also stipulates that a workforce from a diverse cultural, demographic and social background will bring benefits to the organisation.

In terms of fostering minority-owned businesses, the experience of London is particularly illustrative since this city was a pioneer in establishing a comprehensive 'business case for diversity'. The London Development Agency argues that companies which embrace the city's diversity will see economic advantage, i.e. through expanding the skill base of their workforce, extending their markets both at home and (through diasporic links) internationally, and expanding their product lines through supplier diversity initiatives.

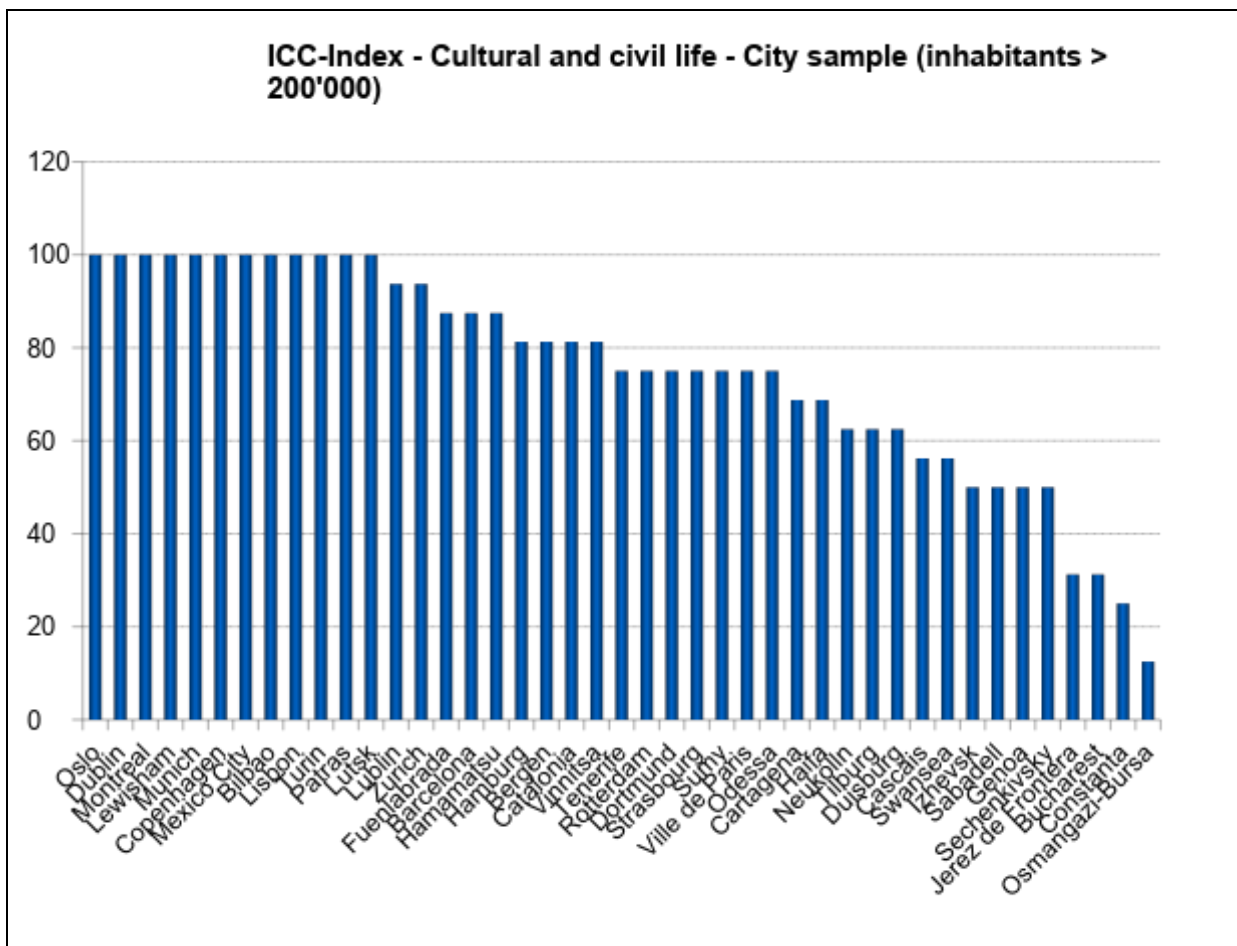
Moreover, in order to prioritise companies with a diversity-based procurement strategy, the City Council of Zurich adopted guidelines for procurement of goods which include the core ILO labour standards (e.g. non-discrimination). In this spirit, in Copenhagen "hard" and "soft" clauses have been included in the procurement contracts since 2006. "Hard" clauses require that the supplier recruit a certain number of unemployed, trainees or people in "supported employment". "Soft" clauses require that the supplier weave diversity management practices into his/her human resources. By the end of 2009, 420 contracts with social, majorly soft clauses were signed. In September 2010 it was decided to use hard social clauses, in particular, with regard to trainee employment. By December 2011, 15 contracts with hard social clauses were signed with 55 full-time trainee positions. An increased use of hard social clauses is hoped to be achieved in the coming years.

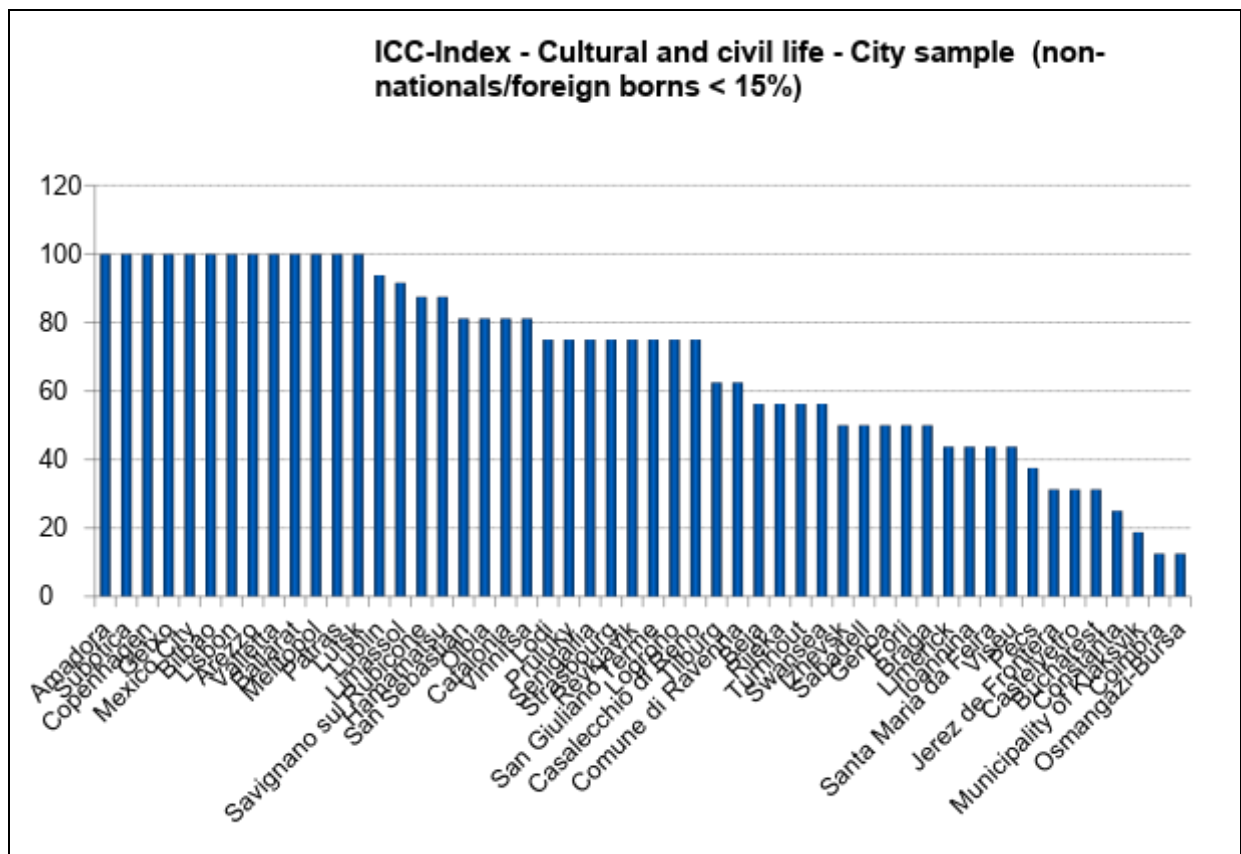
CULTURE & CIVIL LIFE

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.





Sabadell’s achievement for cultural and civil life policy corresponds to **50%**, **lower** than the city sample achievement of **75%**. **The result is also remarkably lower than the past 100%.**

Interculturalism is **not** used as a criterion when allocating **grants to associations**. On the other hand, city **encourages cultural organisation to deal with diversity**. For example, there is a funding line targeting reception, integration and awareness raising programmes in relation to newcomers.

The city is **regularly proactive in organising events** and activities in the field of arts, culture and sports aimed at encouraging people from different ethnic background to mix. This is, for example, the case of the **Festival of Interculturality in the neighborhood of Can Puiggener**, organised jointly by the City Hall and neighborhood entities.

Furthermore, the city **regularly organises public debates and campaigns** on the subject of cultural diversity and living together, for instance: the campaign “Ventilem els armaris”, they have a web page “Creencias y convicciones” and a Human Rights program.

Recommendations:

While interculturalism is not always a criterion in allocating grants, some cities like Barcelona have a special budget that allows initiatives to be funded if they promote interculturalism. The “Headline Y” in the municipal budget is called “Promoting interculturalism and living together”.

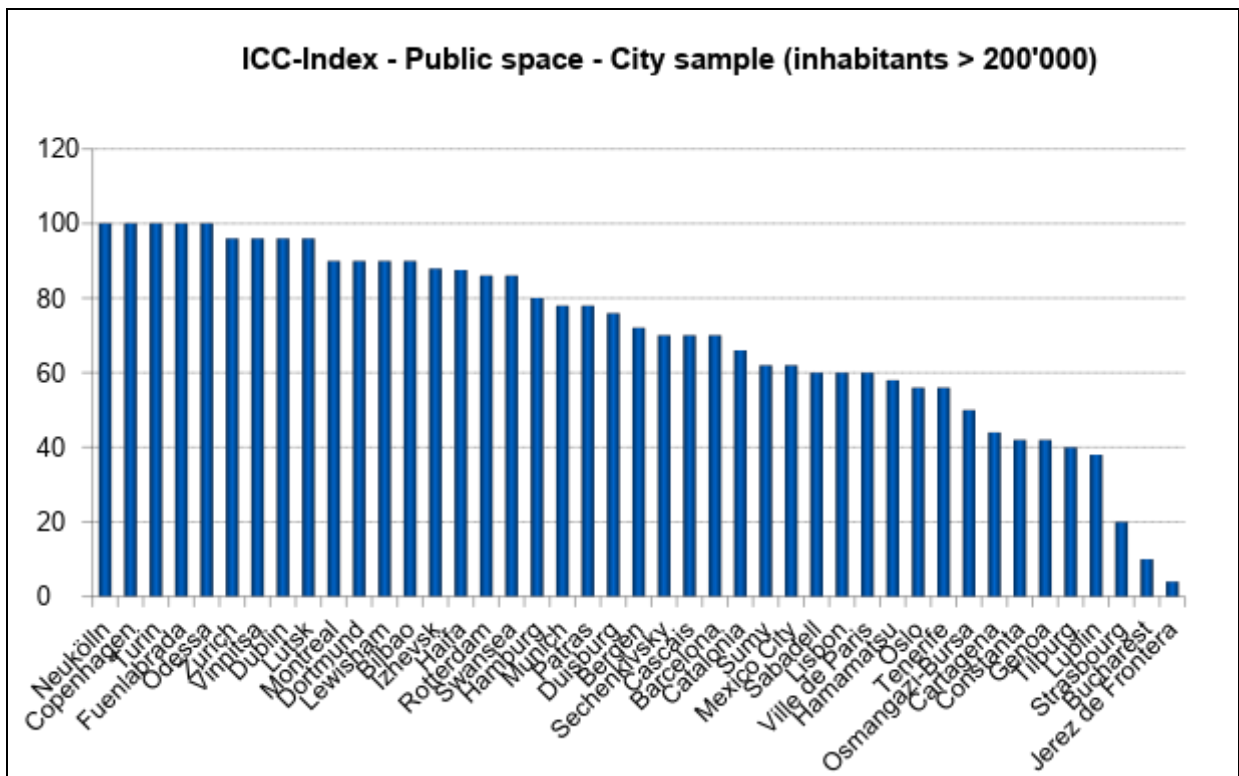
The Melton municipality is also a good example of how interculturalism is used as a criterion when allocating grants to associations. The Council's Grants Program, in fact, provides funding to community individuals, groups and organisations to support them to lead projects and initiatives that provide a community benefit. To access funding, applications are mostly submitted jointly by members of different communities working together on the project.

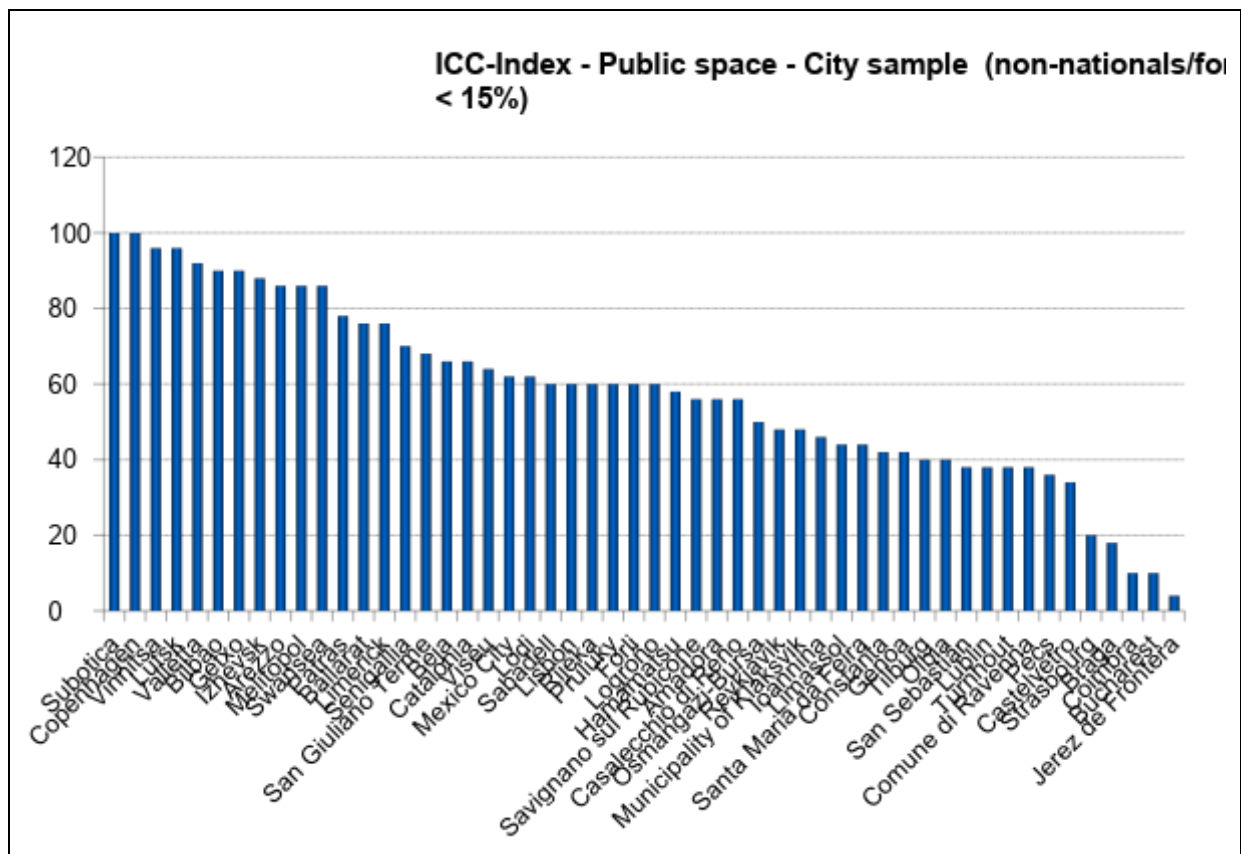
PUBLIC SPACE

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 Sabadell’s public space policy reaches **80%**, lower than the city sample’s rate of **65%**. The result has visibly increased since 2012.

As the questionnaire points out, Sabadell’s municipality **encourages intercultural mixing** by providing necessary assistance to libraries and museums, playgrounds, squares and other public spaces.

The city authorities **always take into consideration population diversity**, especially in the design of new public buildings, in order to reach comfort for everyone and allow them to be proud of their origin. The city **involves people** with different ethnic/cultural background in taking decisions regarding public spaces, budgets or construction/management of public buildings. The city provided as an example the participatory process CONSTRUINT CIUTAT - PRESSUPOST 2017 and the rehabilitation of MASIA DE CA N'ORIAN.

Recommendations:

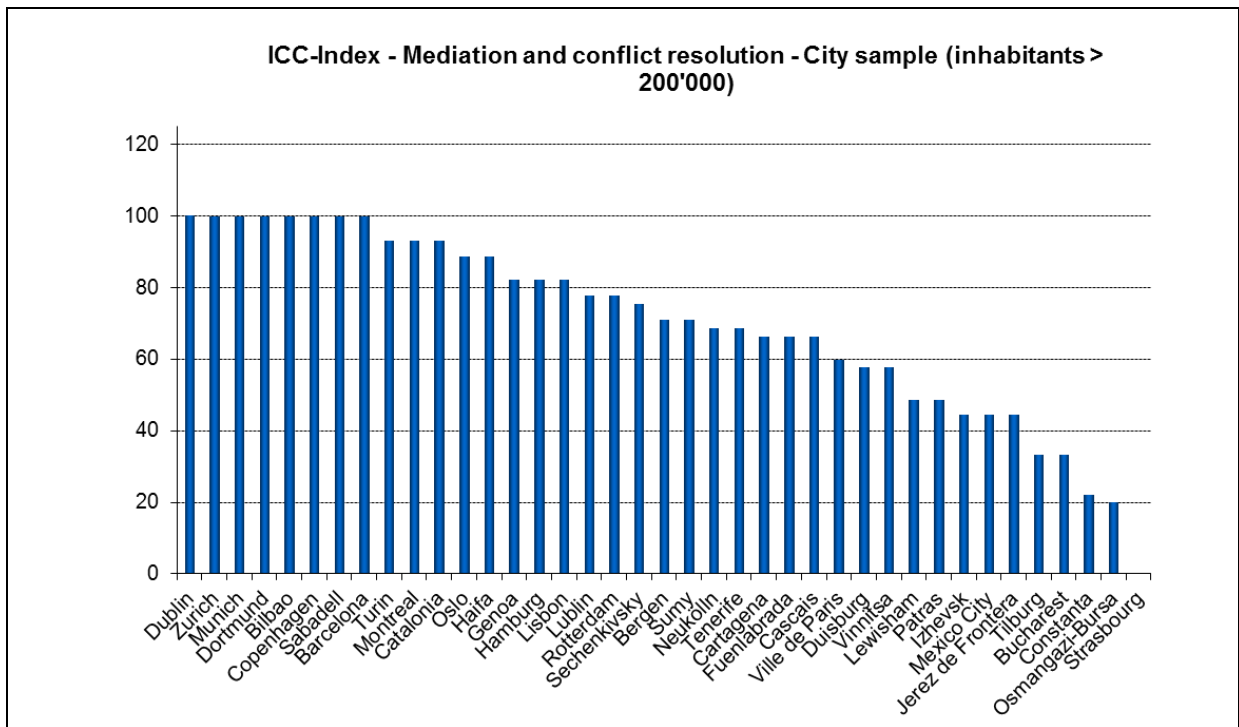
Across the city, **there are several areas** dominated by **one minority ethnic group**, and, surprisingly, there are areas in the city which can be defined “**dangerous**”. Perhaps the city might wish to undertake an in-depth study and analyse the causes of such a definition. The revitalisation of disadvantaged areas is an important step in the development of interculturality and the city of Loures (Portugal) has taught us a very good method, transforming the neglected neighborhood of Quinta do Mocho in a Public Art Gallery. It happened in in October 2014, when over 2000 artists and residents, 25 NGOs and 43 private companies painted breath-taking frescos on 33 buildings. The aim of this 3 days’

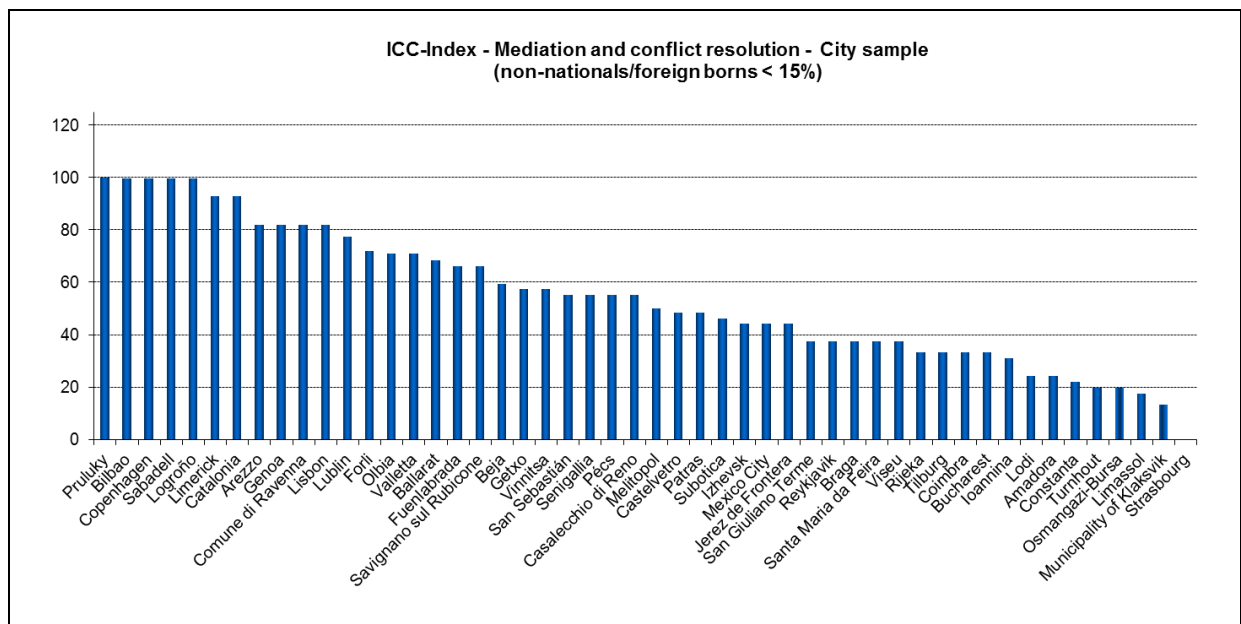
intervention, known as "O Bairro I o Mundo" (the neighborhood and the world), was to change the image of the "stigmatized" neighborhood which used to be considered dangerous, destroy prejudices against the residents from diverse backgrounds, increasing their self-esteem and foster the sense of belonging to the neighborhood.

MEDIATION and conflict resolution



The optimal intercultural city sees the opportunity for innovation and greater cohesion emerging from the very process of conflict mediation and resolution.





The rate of achievement of Sabadell mediation and conflict resolution policy is **100%**, **higher** than the city sample's rate of **62%**. This result has also been stable since 2012.

Sabadell public service organisations **are currently providing professional service** for mediation devoted only to intercultural issues and a generalist municipal mediation service which also deals with cultural conflicts.

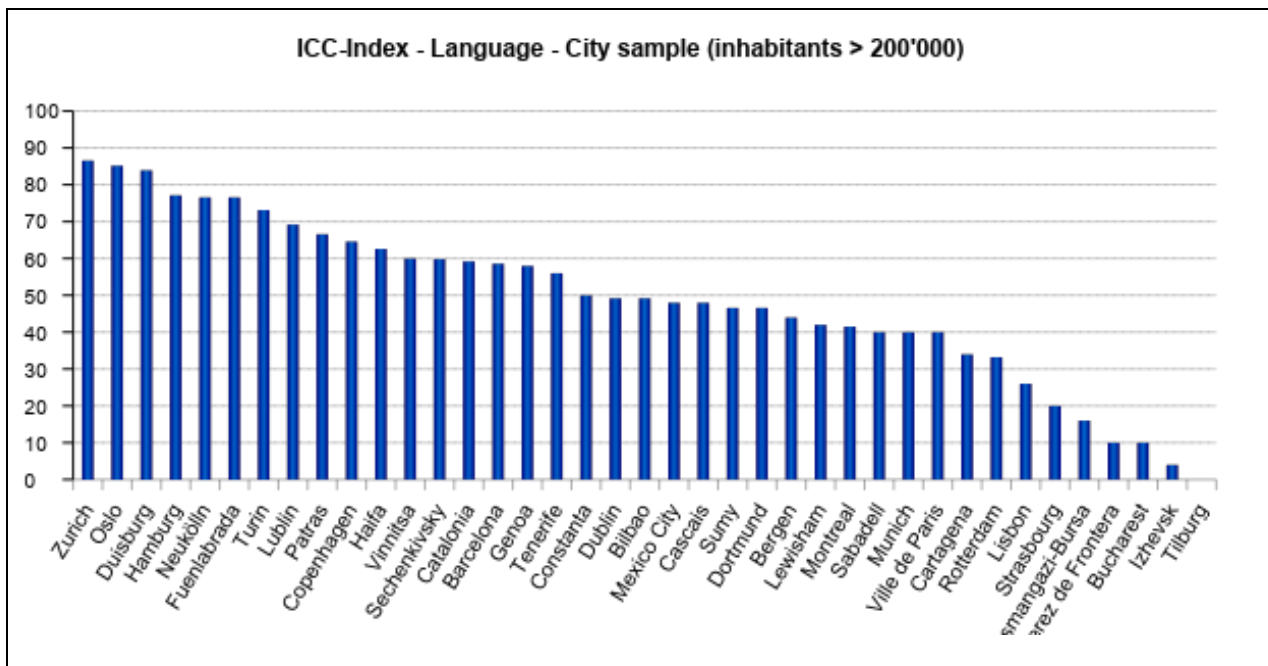
It is extremely positive that Sabadell **has established an organisation** to deal specifically **with inter-religious relations**. As the questionnaire explains, in the city there is the "Taula of Beliefs and Convictions", a table where representatives of different confessions and convictions that exist in the city can meet. It is the venue where the different actions on interreligious aspects are developed. There is also a website where different pieces of information regarding religious diversity are provided.

Intercultural mediation is provided in specialised institutions such as hospitals, police, youth clubs, mediation centres, retirement homes, the city administration for general purposes and in the neighbourhoods, on the streets, actively seeking to meet residents and discuss problems.

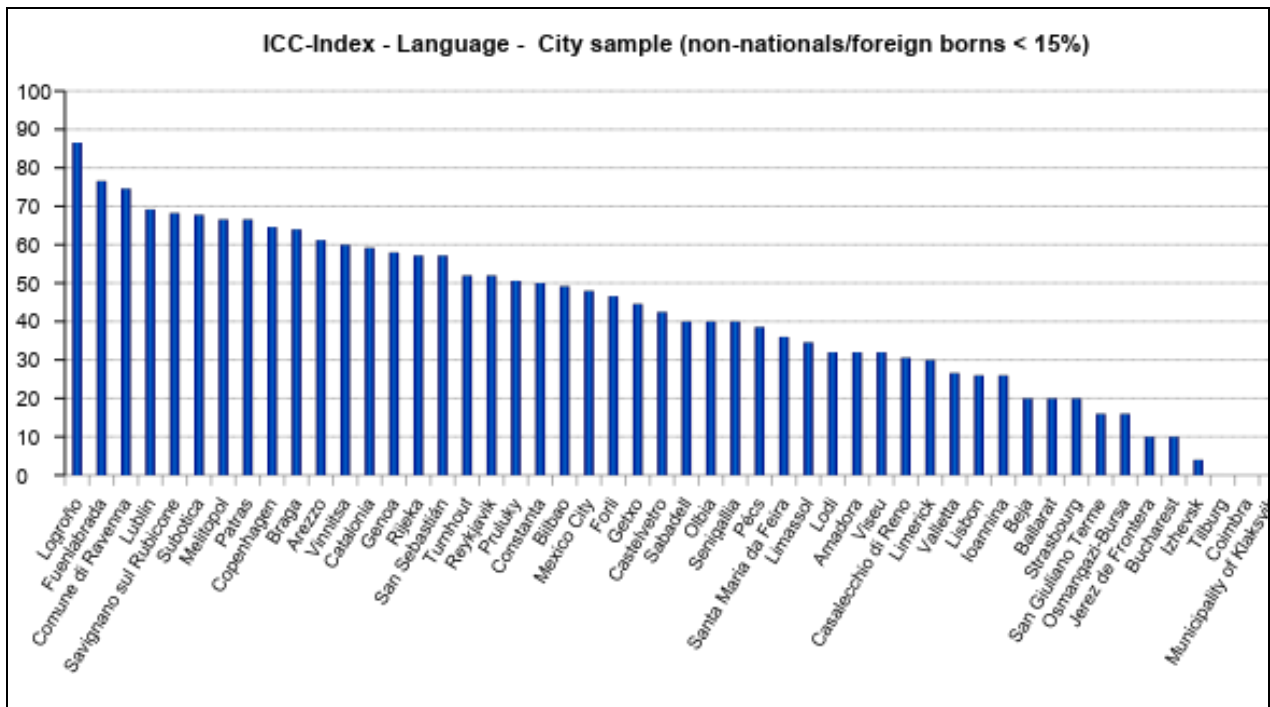
LANGUAGE



The learning of the language⁸ 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 is prepared to adopt these languages.



⁸ 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://higherred.mcgraw-hill.com/sites/0072435569/student_view0/glossary.html)



Sabadell’s language policy rate is **60%**. This result is **higher** than the cities’ average score of **48%**. It is the same result that the city has achieved in 2012 and 2015.

Sabadell **provides specific language training** in the official language for specific groups and **provides support for private sector** institutions providing language training in migrant/minority languages.

The Council **does not advocate** locally for minority print and online media sources, radio programs, and TV programs that cater for culturally diverse residents. However, the city **supports projects** seeking to give positive image of migrant/minority languages; an example in this regard is Festa dia Africa – part of the project Cantem África.

Recommendations:

We invite Sabadell to build upon its existing language initiatives, for instance by providing financial support to minority newspapers/journals and radio programmes. For instance, city of Arezzo is working on this issue: the weekly newspaper Piazza Grande has a Romanian column. Moreover, the channel Tele San Domenico (TSD) shows the news in several languages.

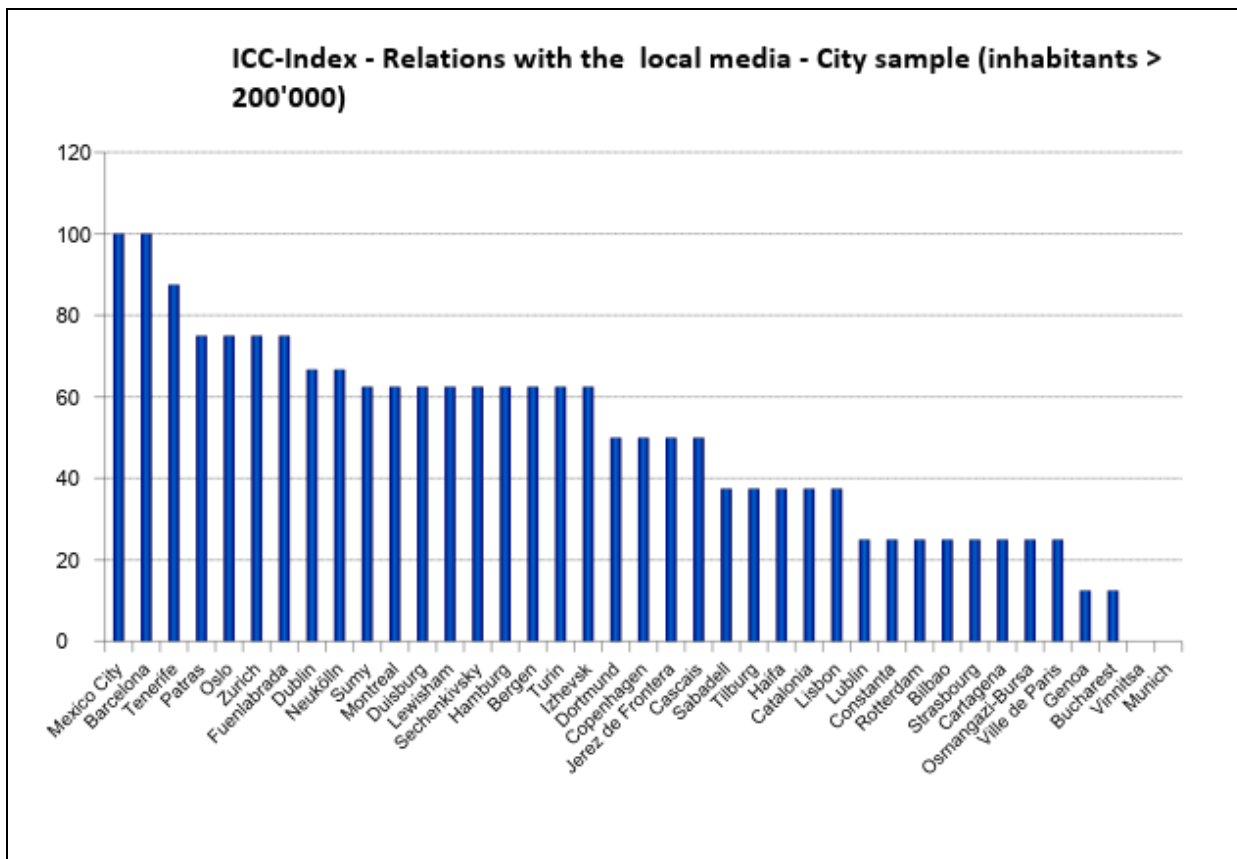
Instead, Ballarat has established a collaboration with the 99.9 Voice FM – Ballarat Community Radio. Today, the radio station offers a weekly radio program to be conducted by the Multicultural Ambassadors in minority languages. Newspaper columns, radio and/or TV programmes in a minority language would hugely benefit interculturality, facilitating integration and reinforcing the feeling of belonging.

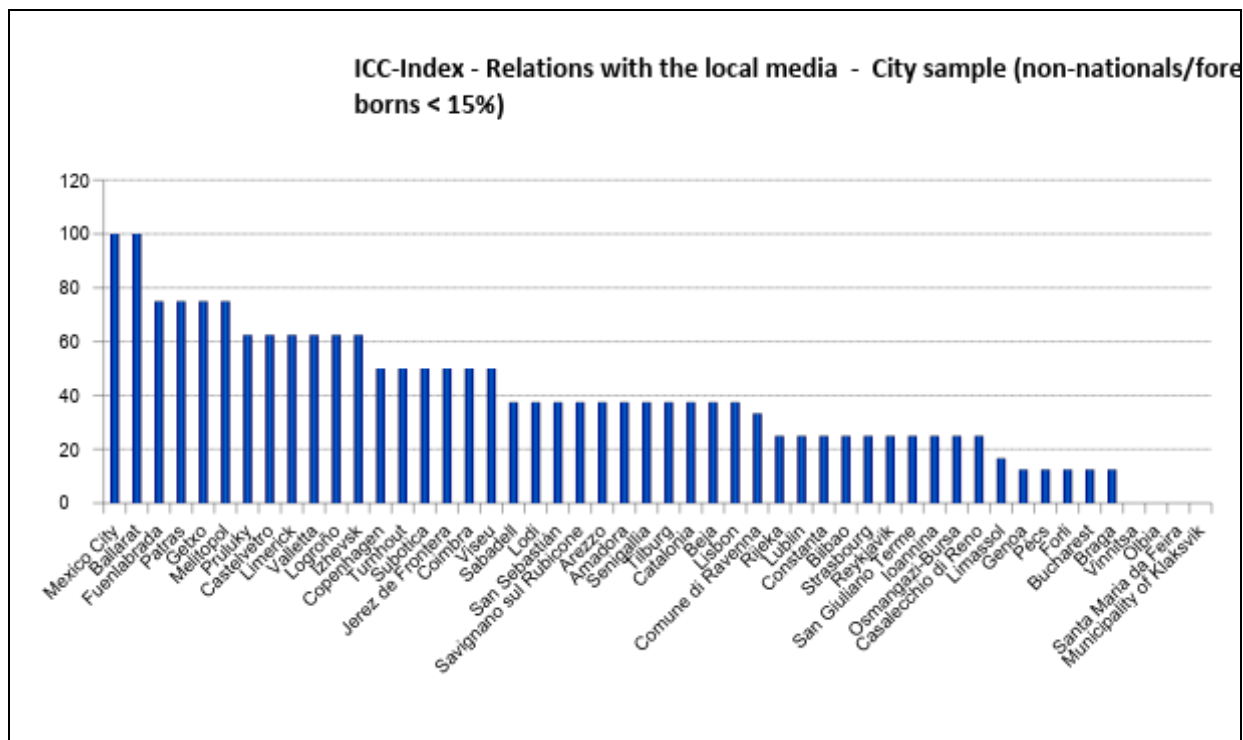
Sabadell could consider the introduction of a mother-tongue day, a day to celebrate minority languages. As an example, in the city of Barcelona, during International Mother Language Day, the Barcelona Language Centre of Normalization organizes a literary competition based on autobiographies called "*Les llengües de la meua vida*" (The languages of my life). The aim of the competition is to share the impact languages have on people's lives and the linguistic value of diversity, the cultural richness associated that derives from learning a new language.

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.





Sabadell achieved the score of **63%** in the field of media policy. Considerably **higher** than the city average result of **47%**, but lower than the past results (75% in 2012 and 100% in 2015).

The city undertakes some actions to improve the visibility of migrants/minority in the media. For example, Sabadell mentioned in the questionnaire the **existence of campaigns** which may include media participation.

Furthermore, **the city's communication department is instructed to highlight diversity** as an advantage regularly and in various type of communication. The City highlighted that information and instruction regarding diversity is planned by the Civil Rights Department. The policies regarding diversity being transversal, they have an impact on the Communication department as well.

Still, Sabadell **is not supporting** advocacy, media training and mentorship for journalists with a minority background and **does not monitor** the way in which media portray minorities. Both answers were positive in the past.

Recommendations:

Even if the efforts of the city are considerable, some examples from the ICC network might be useful to point out. The International Cultural Network in Stavanger has held a course for immigrants wishing to learn how to write contributions to newspapers. The municipality is also monitoring every incident where migrants occur in an article or otherwise.

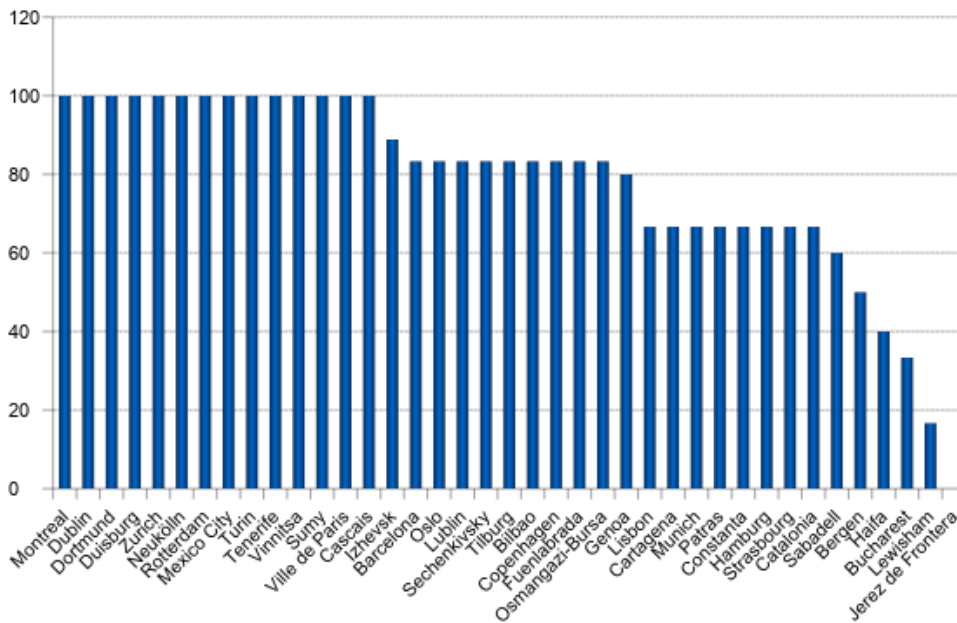
In Cascais, "Tomar Claro" is an Intercultural Prize for Local Journalists whose objective is to promote news/articles on the following themes: interculturalism and identity, sense of belonging to the community, migratory pathways, social integration and education for intercultural citizenship.

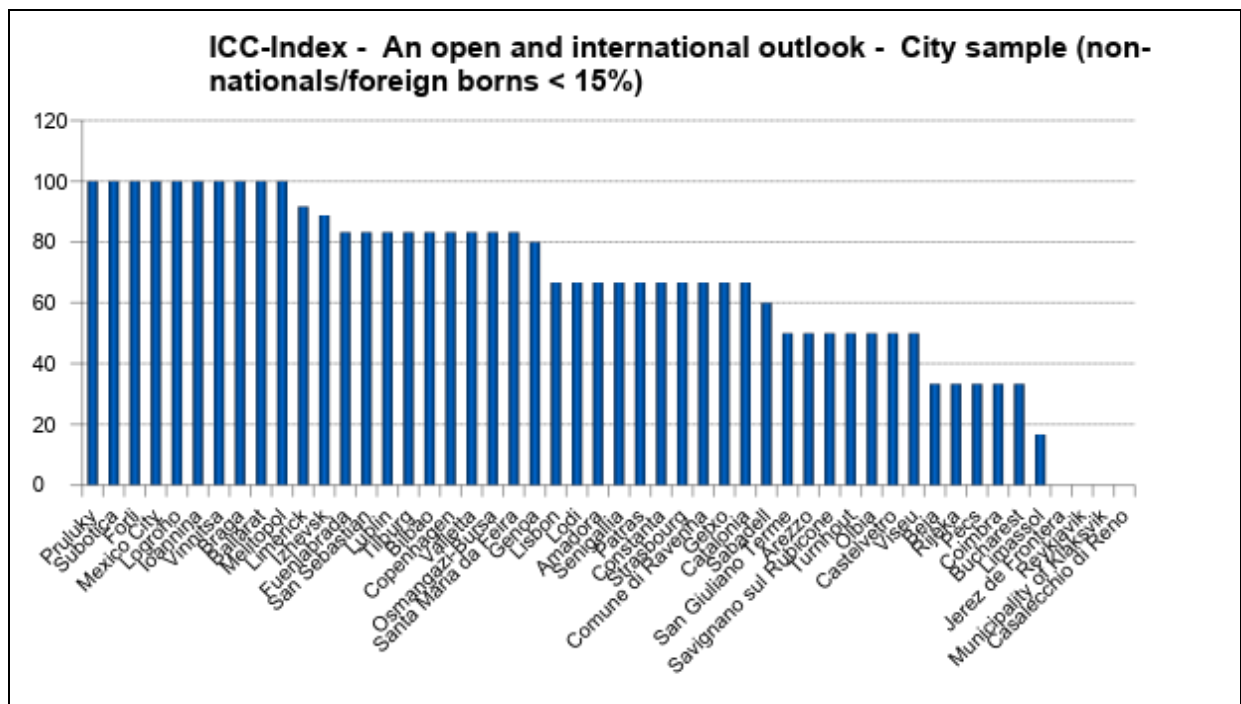
INTERNATIONAL outlook policies



An optimal intercultural city would be a place which actively sought to make new connections with other places for trade, exchange of knowledge, as well as tourism.

**ICC-Index - An open and international outlook - City sample
(inhabitants > 200'000)**





Sabadell achieved the **60%** in the field of an open and international outlook, **lower** than the city sample's rate of 71%, but stable if compared with the previous years.

The city **has adopted** a specific economic policy to foster international cooperation towards sustainability. **It has specific financial provisions** and it also **has an established agency** responsible to supervise and encourage the city to start international businesses, emphasizing how important it is for the city to be open to international connections.

Sabadell **does not enhance economic relations** with countries of origin of its migrant groups through partnerships and business agreements.

The city answered **"not applicable"** at the question whether it encourages universities to attract foreign students and **"no"** at the question whether it encourages them to take part in the city life and to stay after the end of the study.

Recommendations:

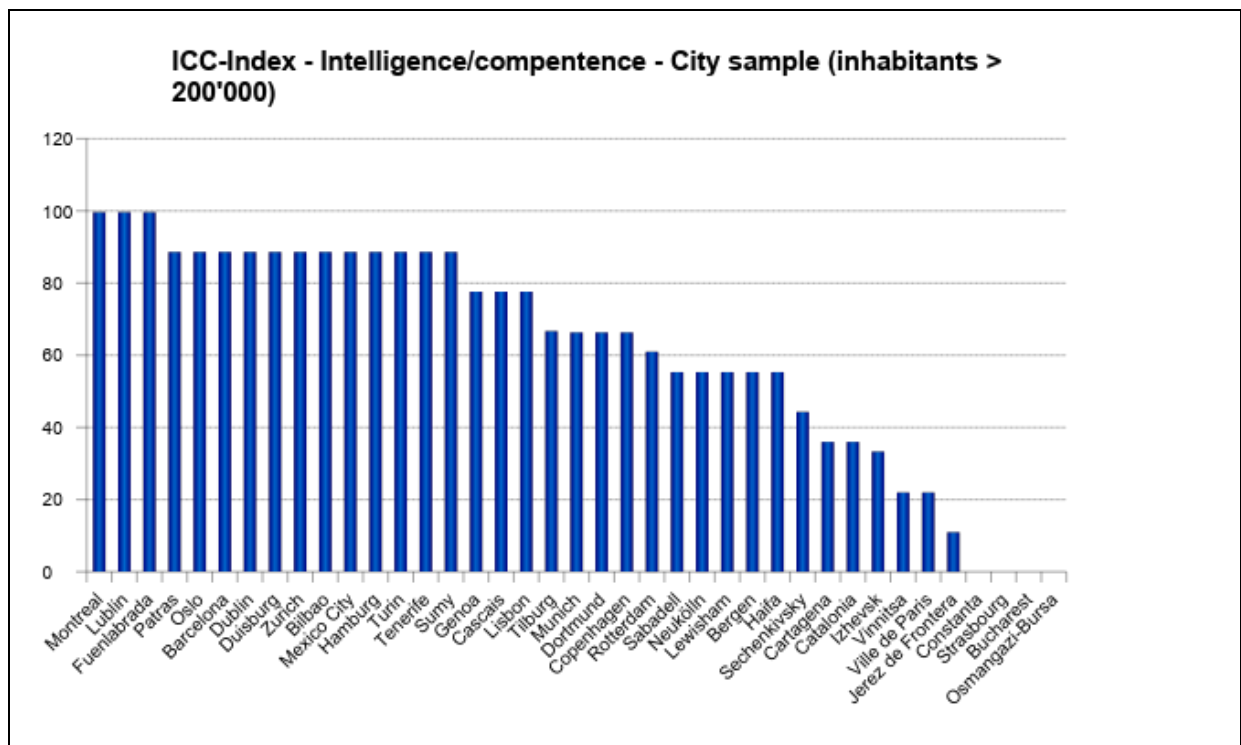
Sabadell could take into consideration encouraging co-development projects with migrant groups' countries of origin, following Tenerife's activities which involved countries in the occidental coast of Africa; such as Morocco, Cape Verde, and Senegal.

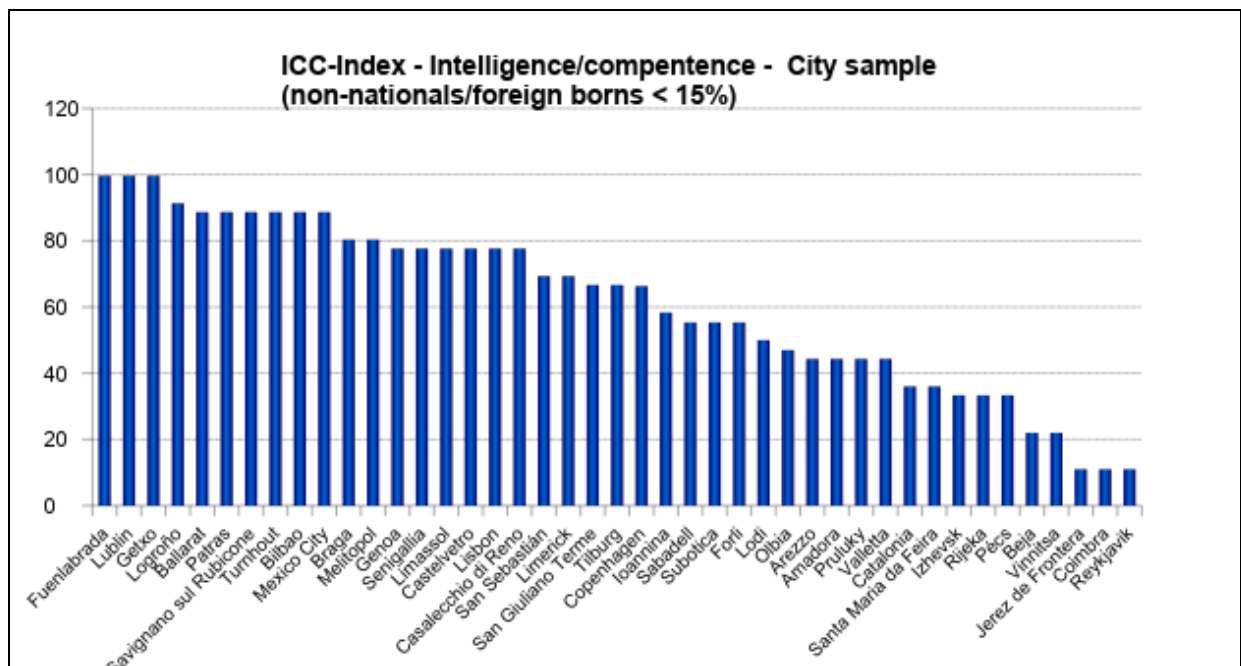
INTELLIGENCE

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 Sabadell in the field of intercultural intelligence competence policy is **55%**, **lower** than the city sample's rate of **61%** and of the 79% attainment rate reached in 2015.

Statistical and qualitative information about diversity and intercultural relations are mainstreamed to inform the city government/council's process of policy formulation but the city **does not organise surveys** to monitor the public the public perception of migrants/minorities (which were instead carried out in 2015).

The **city promotes** intercultural competence of its officials and staff (both in administration, and public services), for example through **interdisciplinary seminars and information networks** and **training courses**.

Recommendations:

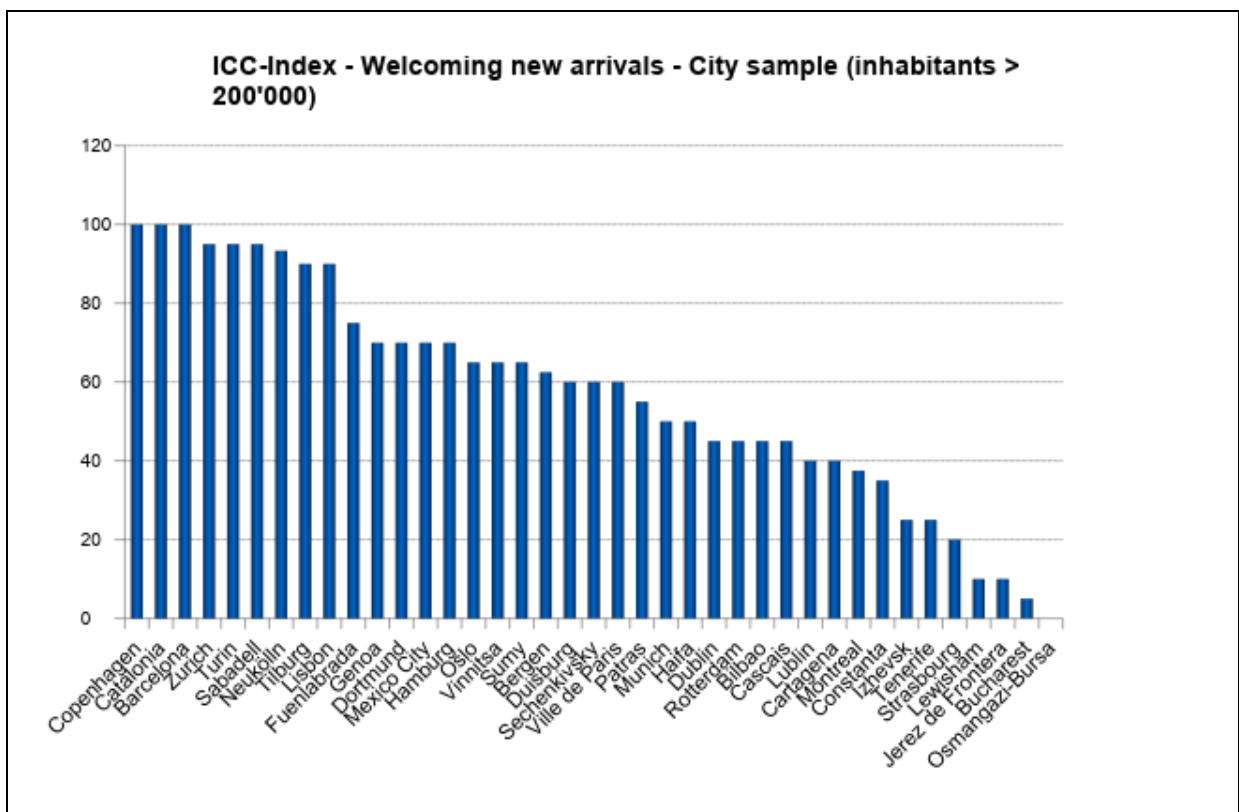
Sabadell may wish to further explore possible intelligence/competence policies by conducting surveys concerning local inhabitants' perceptions of migrants.

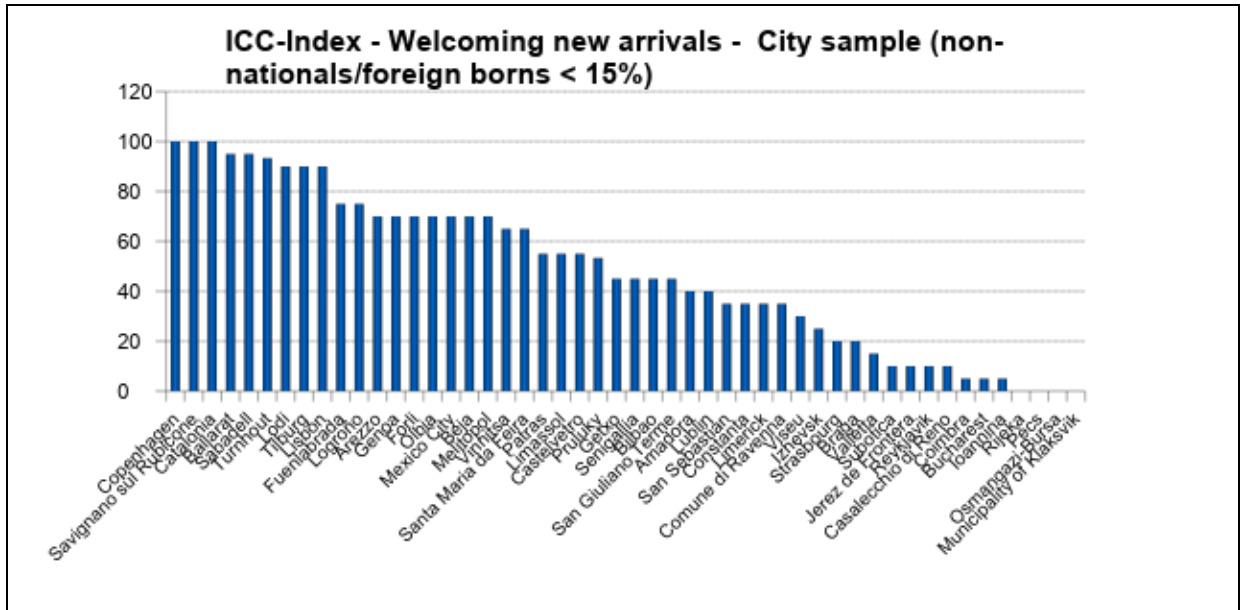
An interesting example is provided by the Swedish city of Botkyrka, where the Multicultural Centre has been commissioned by the Municipality and the Council of Europe to make a study of common rumours which are circulating in the municipality and which impede the development towards an intercultural Botkyrka. This survey is part of the anti-rumours strategy developed by the city.

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-coordinated and delivered effectively will have a significant impact on how the person settles and integrates.





The attainment rate of Sabadell welcoming policy is the **95%** (stable compared with previous years), a **higher** result compared to the 54% of the City's sample.

The **city has established a designated agency** to welcome newcomers.

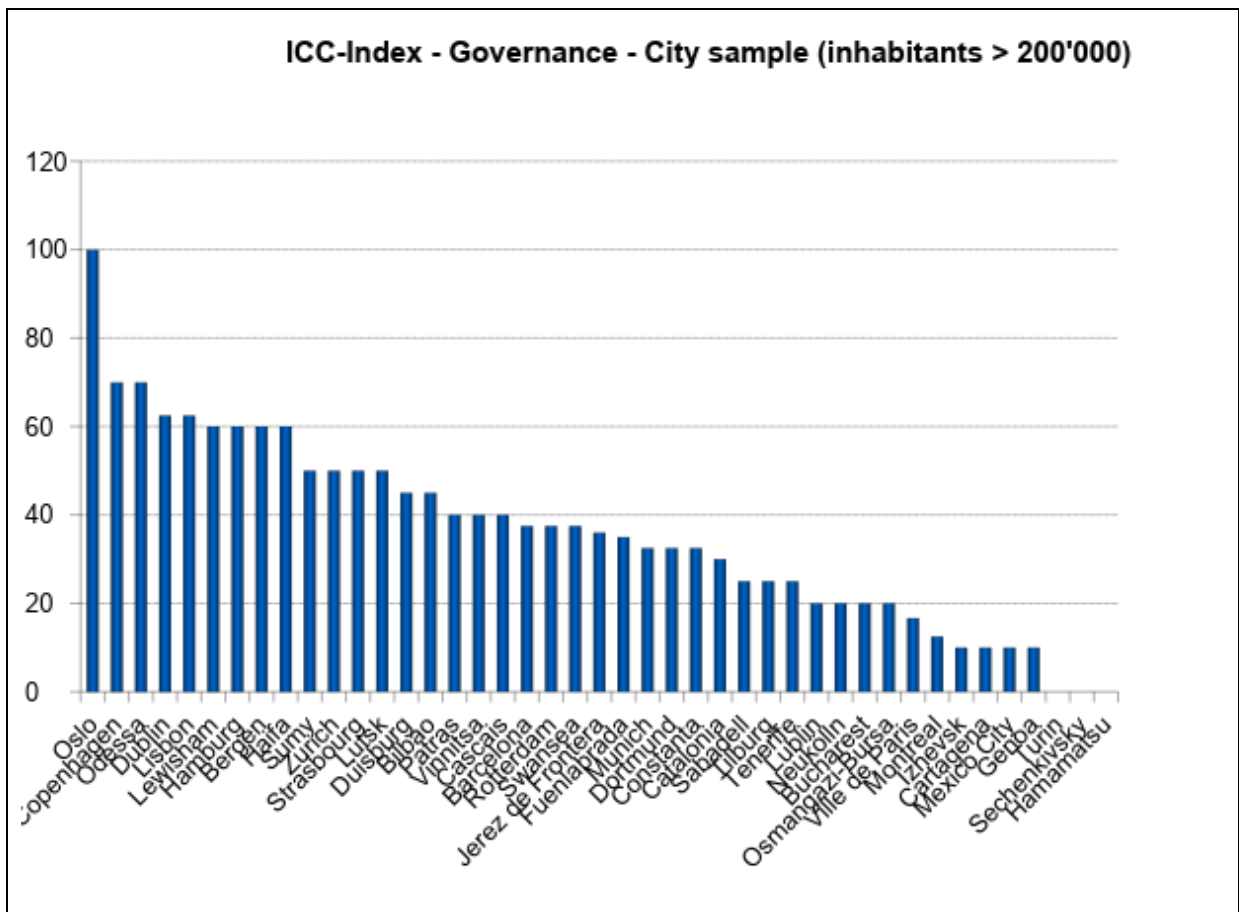
Sabadell also provides a comprehensive city-specific package of information and **offers support** the newly-arrived residents from abroad, particularly to family members, students, refugees and family members.

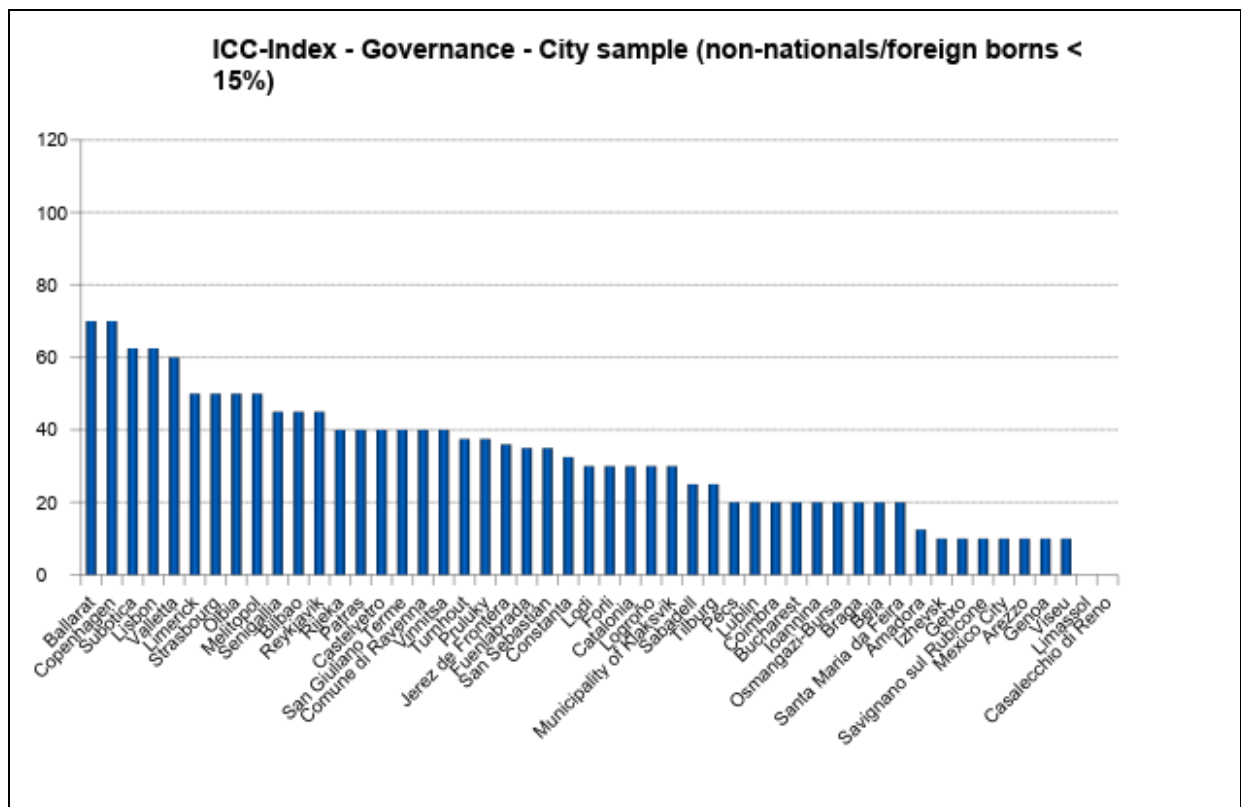
Finally, the city **has established a special public ceremony** to greet newcomers in the presence of officials.

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 Sabadell’s governance policy achievement rate achieved **25%, lower** than the city sample’s result of 34% and remarkably lower compared to the 55% obtained in 2015.

Foreign nationals **cannot vote** at local elections; the ethnic background of elected politicians **does not reflect** the composition of the city’s population.

On the other hand, the city **has an advisory body** representing migrants/minorities.

The questionnaire reveals that a standard for the representation of minority in mandatory boards supervising schools and/or public services is regulated at the regional/national level and that the city only **sometimes carries out initiatives that aim to encourage migrants and minorities** to take part in the **political life**.

Recommendations:

We recommend Sabadell to introduce a standard for the representation of minority in mandatory boards supervising schools and/or public services, but also to reinforce the existing initiatives that aim to encourage migrants and minorities to take part in the political life.

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 that could potentially improve the quality of life. The Councils are a bridge between the citizens, the elected officials and the Mayor.

ANTI DISCRIMINATION



Sabadell **monitors** the extent and character of discrimination and **has a specific service** that advises and supports victims of discrimination. It has also activated judicial actions to combat hate crimes that took place in the city.

Through the "Coexistence Commission", the "Civil Rights Office" and the "Anti-rumour Strategy" the city actively combat in both a preventive and reactive way any form of discrimination (for reason of origin, gender, religion, age, disability, sexual orientation, mental Health issue, etc.) .

Finally, the city **regularly runs anti-discrimination campaigns** to raise awareness on this topic. For instance the program "Ventilem armaris".

CONCLUSIONS



Sabadell has been positioned **41th** among the 93 cities in the sample, with an aggregate intercultural city index of **62%**, between the German city of Erlangen (63%) and the Italian city of Reggio Emilia (61%). Sabadell has been ranked **24th** among cities with more than 200,000 inhabitants and **15th** among cities with **less** than 15% of foreign-born residents.

It is appreciable that the city scored a rate **higher** than the city sample in the following fields: neighborhood policies, mediation, and welcoming.

On the other hand, the **weakest fields** where the city's municipality must strengthen its policies are: commitment, education, public service, business and labour market, cultural and civil life, public spaces, language, relations with the media, international outlook, intelligence competences, and governance.

In view of the above, we wish to congratulate with the City of Sabadell 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: Sabadell may wish to ameliorate this area by drafting and adopting an intercultural integration strategy, by developing an evaluation process and by establishing a dedicated body or a cross-departmental coordination structure responsible for the intercultural strategy or intercultural integration.

Education: The city should also try to make sure that teachers' ethnic backgrounds mirror pupils', which is not happening at the moment.

Public services: Sabadell, in its effort to ensure matching between the composition of the population and of the public employees, should foresee a recruitment plan and encourage diverse workforce in private sector enterprises. The City could enrich the range of provided services by offering funeral/burial services.

Business and labour market: Sabadell may wish to ameliorate its policies in this field by creating an umbrella organisation which has among its objectives to promote diversity and non-discrimination; creating a charter or another binding document against discrimination in its own administration and services; encouraging business from ethnic minorities to move beyond ethnic economies and enter mainstream economy; encouraging 'business districts/incubators'. It may be also interesting to give priority to companies with a diversity strategy in the procurement of goods and services.

Cultural and Civil Life: Interculturalism should be used as a criterion when allocating grants to associations. Sabadell should more consistently encourage cultural organisations to deal with diversity and intercultural relations.

Public space: Across the city, there are several areas dominated by one minority ethnic group, and areas which are defined "dangerous". Perhaps the city might wish to undertake an in-depth study and analyse the causes of such a definition.

Language: Sabadell may wish to ameliorate its language policies by providing financial assistance to minority press, radio and TV programmes.

Media: Sabadell may wish to further explore possible media policies, for instance, by providing advocacy/media training/mentorships for journalists from minority backgrounds and by introducing monitoring mechanisms to examine how media portray minorities.

International outlook: The city may encourage co-development projects with migrant groups' countries of origin.

Intelligence and competence: Sabadell may wish to further explore carrying out surveys including questions about the perception of migrants and minorities.

Governance: Sabadell may wish to improve the representation of minority in mandatory boards supervising schools and/or public services, but also to reinforce the existing initiatives that aim to encourage migrants and minorities to take part in the political life.

Sabadell may wish to consider further examples implemented by other Intercultural Cities as a source of learning and inspiration to guide future initiatives. Such examples are provided in the Intercultural cities database.