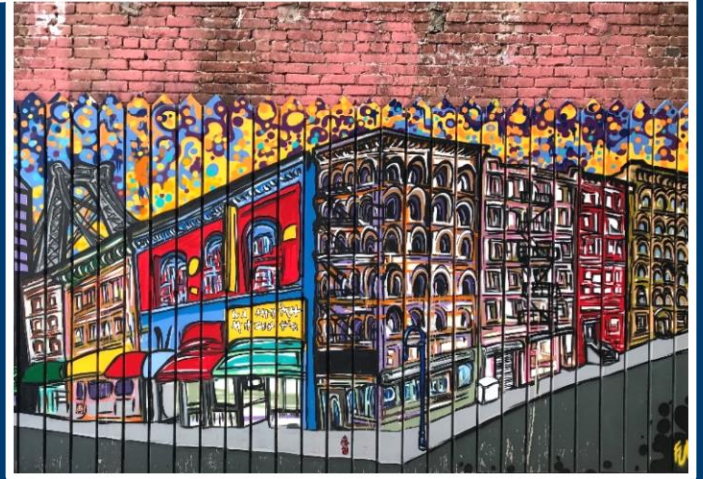


Salt



Diversity, Equality, Interaction

**BUILDING BRIDGES,
BREAKING WALLS**



www.coe.int/interculturalcities



Salt
INDEX ANALYSIS

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INTRODUCTION

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.

While this report is being written (December 2019) 136 cities embraced the ICC programme and approach, and 101 (including Salt) have analysed their intercultural policies using the Intercultural City Index. The respective reports can be found here: <https://www.coe.int/en/web/interculturalcities/index-results-per-city> .

Among these cities, 24 cities (including Salt) have less than 200,000 inhabitants and 32 (including Salt) have more than 15% of foreign-born residents.

This document presents the results of the Intercultural City Index analysis for Salt, Spain 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 and to enhance participation. It encourages greater mixing and interaction between diverse groups in the public spaces.

METHODOLOGY

The Intercultural City Index analysis is based on a questionnaire involving 73 questions grouped in 12 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 the following (including the two new indicators in yellow below):

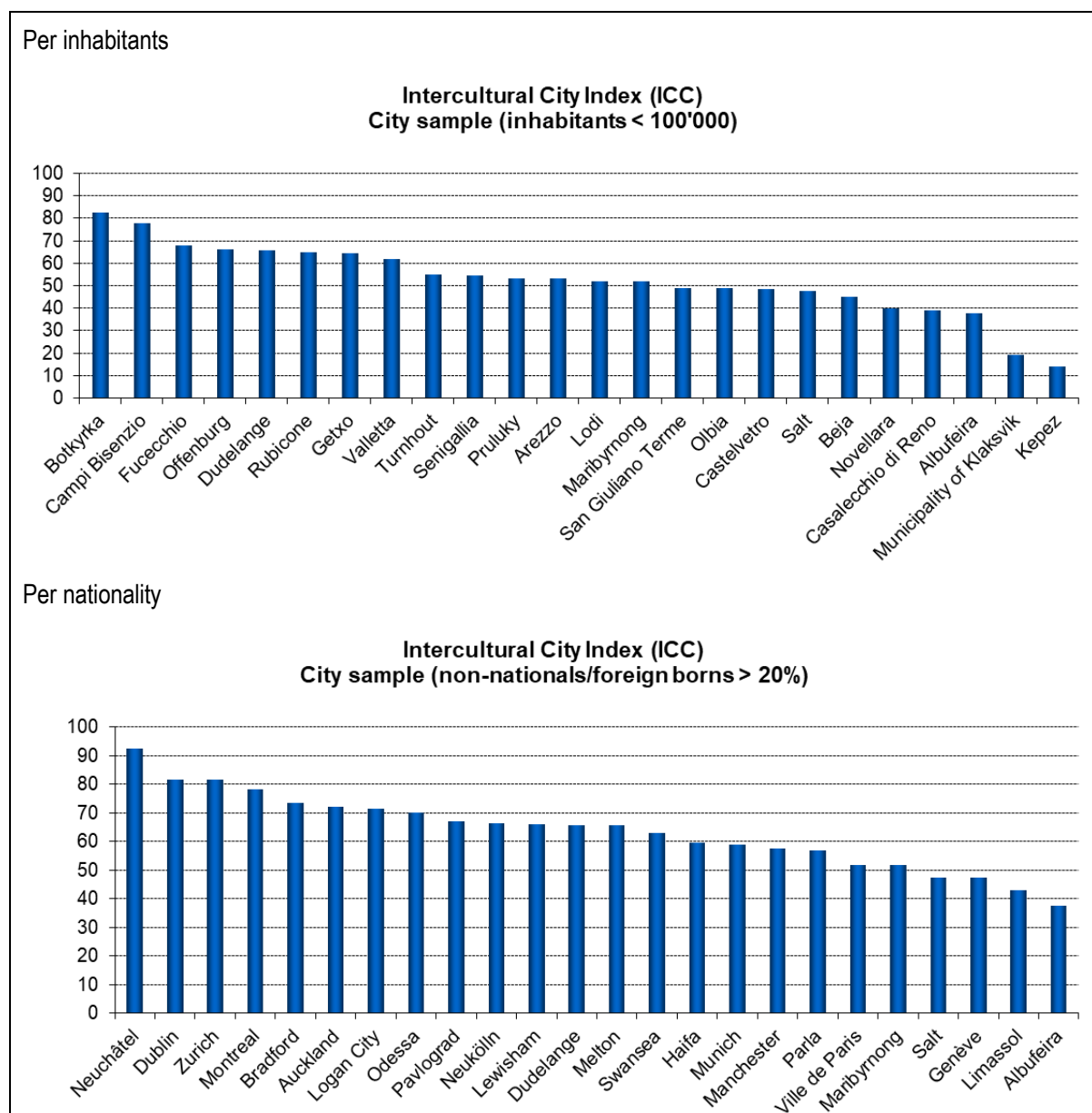
1. Commitment	
2. Intercultural lens	Education
3. Mediation and conflict resolution	Neighbourhoods
4. Language	Public services
5. Media and communication	Business and the labour market
6. International outlook	Cultural and social life
7. Intercultural intelligence and competence	Public space
8. Welcoming newcomer	
9. Leadership and citizenship	
10. Anti-discrimination	
11. Participation	
12. Interaction	

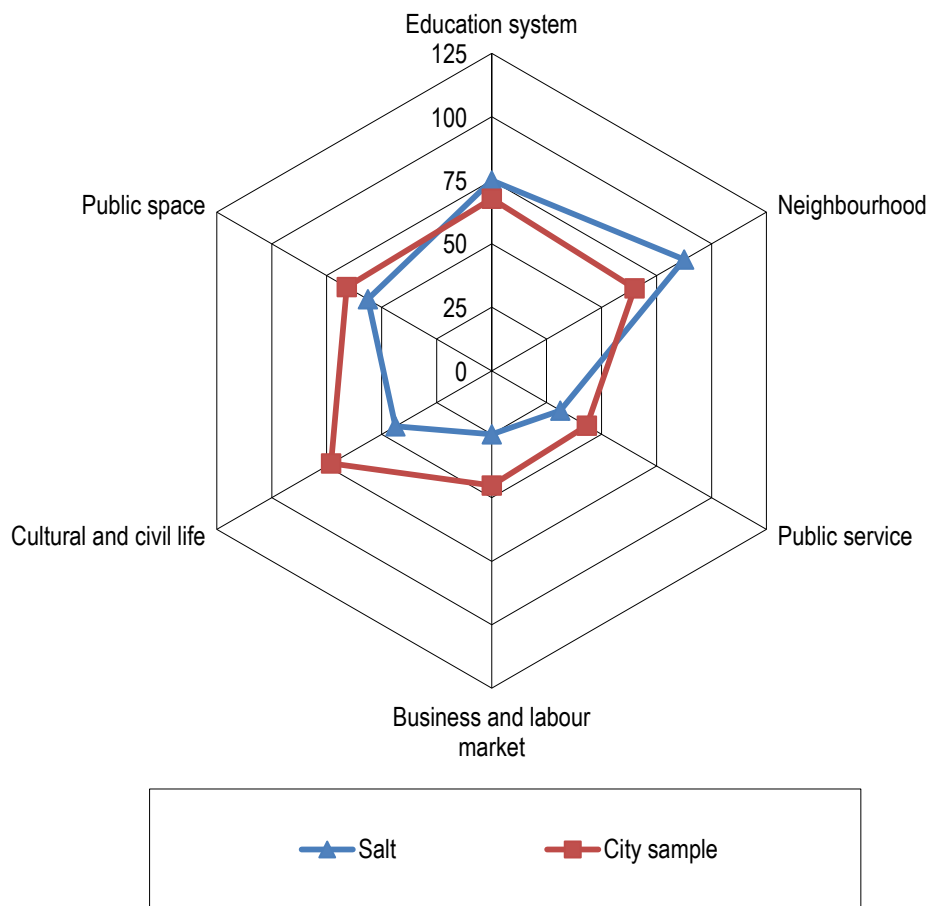
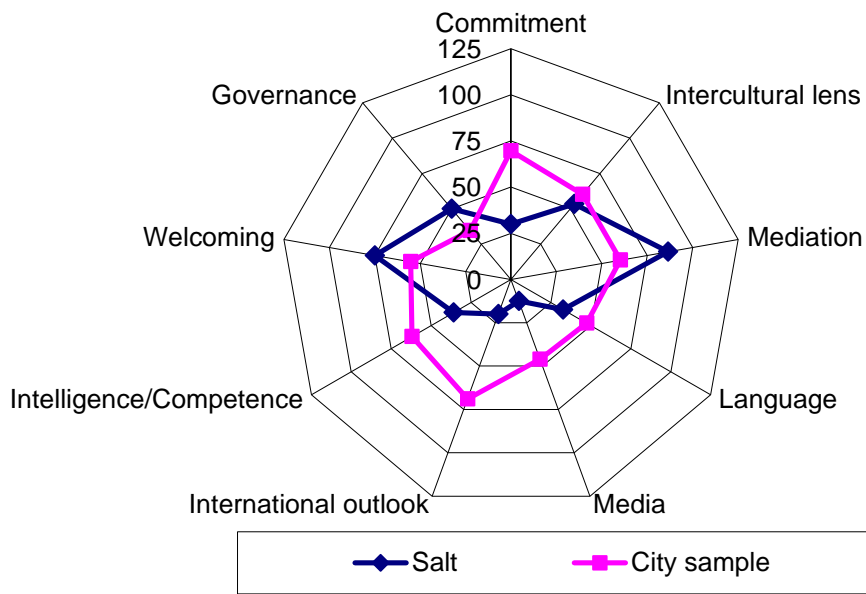
The comparison between cities is strictly indicative, given the large difference between cities in terms of historical development, type and scale of diversity, governance models and level of economic development. The comparison is based on a set of formal criteria related to the intercultural approach in urban policies and intended **only as a tool for benchmarking/benchlearning**, 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 (below 100,000 inhabitants, between 100,000 and 200,000, between 200,000 and 500,000 and above 500,000 inhabitants) and the percentage of foreign-born residents (lower than 10 per cent, between 10 and 15 per cent, between 15 and 20 per cent and higher than 20 per cent). It is believed that this approach would allow for more valid and useful comparison, visual presentation and filtering of the results.

So far, 10 cities have used the index containing the new indicators in their evaluations, including Salt. Thus the city will be compared to the entire sample for all the indicators, and to the new sample for the new indicators relating to participation and interaction.

According to the overall index results, Salt has an aggregate intercultural city index of 48 (out of 100 possible points). The details of this result will be explained below.





SALT: AN OVERVIEW

Salt is a municipality of Catalonia, in Spain. The municipality of Salt is located at an altitude of 83.7 meters above sea level, bounded on the east by the city of Girona, with which it forms an urban continuum and a densely populated residential area. Its population has been strongly increased in recent years, going from the 22.472 inhabitants of the year 2001 to the 31.630 residents in 2018.

Salt had an important tradition as a textile industry city, which explains the population growth in the last century. Currently the predominant economic activity are services and trade, while industry plays a less important role. The gross disposable household income was 11.5 (thousands euros) in 2016, below the Catalan average (67.8%).

The extension of the municipality of Salt is of 6,56 square km, even so only half of this territory is urban, while the other half is part of a natural area of special protection known by the name of the Devesas de Salt, space located between the fluvial course of the river Ter and the old channel known as "Sèquia Monar", one of the oldest in Catalonia. It should be noted that in just two square kilometres of residential space, more than 80 nationalities live together. In addition to residents of Spanish nationality, Salt has become a great mosaic of cultures, since 37,8% of the population is of foreign origin. 3.14% of inhabitants (1,018 people) are from other EU countries, that represents 7.74% of all foreign population. Romanian nationals are the main nationality among the EU residents (67.7%). Among the non-EU main countries of origin we would highlight Morocco (14,51%), The Gambia (4,94%), Honduras (4,71%) and Mali (2,6%). According to the Padrón (municipal register of inhabitants), around 7% of the registered population, 7% are undocumented.

Questions related to new citizenship, living together, inclusion and participation are managed by the Unit of Integration and Living Together, under the Area of Social Action and Housing.

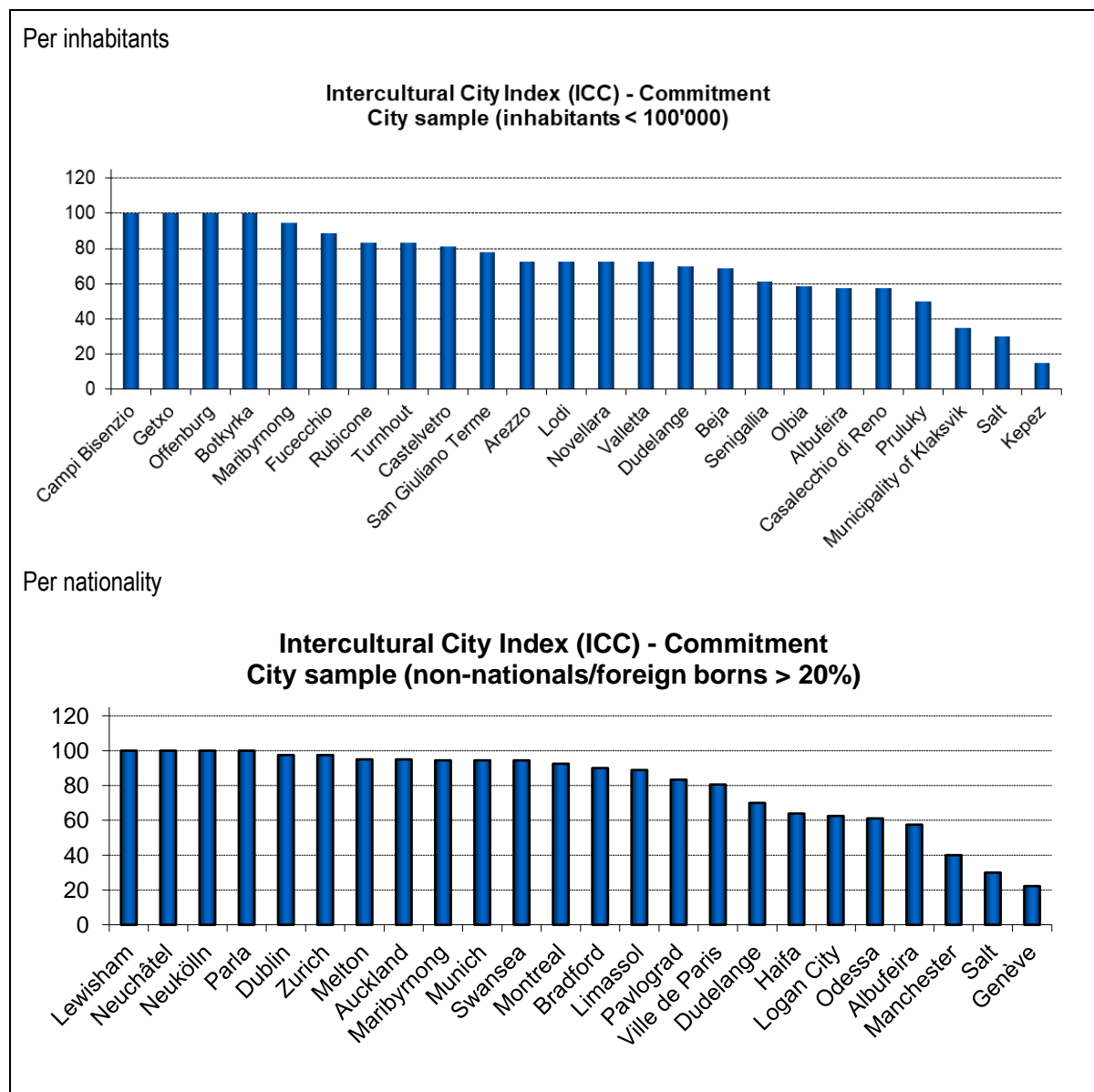
Despite the complexity and the challenge of managing this social, cultural and religious diversity, there is a peaceful coexistence among all this diversity of origins. However, the proposal of the city intends to go further and reach a living together supported by the intercultural approach.



COMMITMENT

For intercultural inclusion to occur, city authorities need to send out a clear and well-publicised message emphasizing their commitment to intercultural principles, i.e. diversity, equality and interaction. Ideally, a majority of elected officials and senior policy officers will have a clear understanding of these core principles and their implications for policy-making. City authorities also need to initiate an institutional process to translate the principles of interculturality into concrete policies and actions. Most importantly, an intercultural city actively seeks to include residents of all nationalities, origins, languages, religions/beliefs, sexual orientations and age groups in the policy-making process. The authorities also highlight and nurture any intercultural practices that may already exist in the city.

Salt achieved a rate of 30, which is considerably lower than the city sample's achievement rate of 70.



Although the city has a local strategy with intercultural contributions and an intercultural action plan, these instruments don't have specific budget neither evaluation instruments. Institutional declarations rarely state the intercultural approach and there is a lack of a formal structure to cross-cutting the intercultural approach in all the municipal departments. Since 1998, the city has an annual local award to people and institutions committed with the city. In 2018, and for the first time, the prize was awarded to a local entity composed by Senegalese and Gambians nationals to stress its commitment to the local development and living together.

Good Practices

Since 2010, Salt has been involved in a project lead by Obra Social La Caixa and called ICI-Intervención Comunitaria Intercultural (Intercultural Community Intervention) that encourages social interaction and harmony in zones with great cultural diversity to build a more cohesive, unifying society. The project aims to produce a model of social intervention that can be applied to the different locations where it operates and that helps to promote intercultural harmony in society, improving the living conditions of the whole population. To achieve these goals, the ICI project work with the public administration and social entities, involving the whole community in its development. Further information on the project could be found at [this link](#).

Recommendations

Promoting a local strategy with intercultural contributions and an intercultural action plan are strong steps forward to achieve a more intercultural commitment in the city. Nevertheless, these instruments should be accompanied by specific budget and evaluation mechanisms to be fully implemented.

Including the intercultural approach, emphasizing the advantages of diversity and promoting equality and equity, valuing diversity and interaction in public statements should be further developed. Political representatives in Salt should include more references to these topics in their public declarations, to improve their commitment to the intercultural perspective.

A more formal structure to cross-cutting the intercultural approach in all the municipal departments could be explored, or improving informal mechanisms to collaborate inside the municipality.

INTERCULTURAL LENS: THE CITY THROUGH AN INTERCULTURAL LENS

Although the formal functions cities and other local authorities assume vary considerably from one country to another, all cities have the primary responsibility for maintaining social cohesion and preserving the quality of life in the city. The policies designed to achieve these goals will therefore be re-conceived and re-configured in order to assure they provide adequate service to all residents regardless of their nationalities, origins, languages, religions/beliefs, sexual orientation and age group. This is most notably the case for policies concerning education, neighbourhoods, public services, business and the labour market, cultural and social life, and public space.

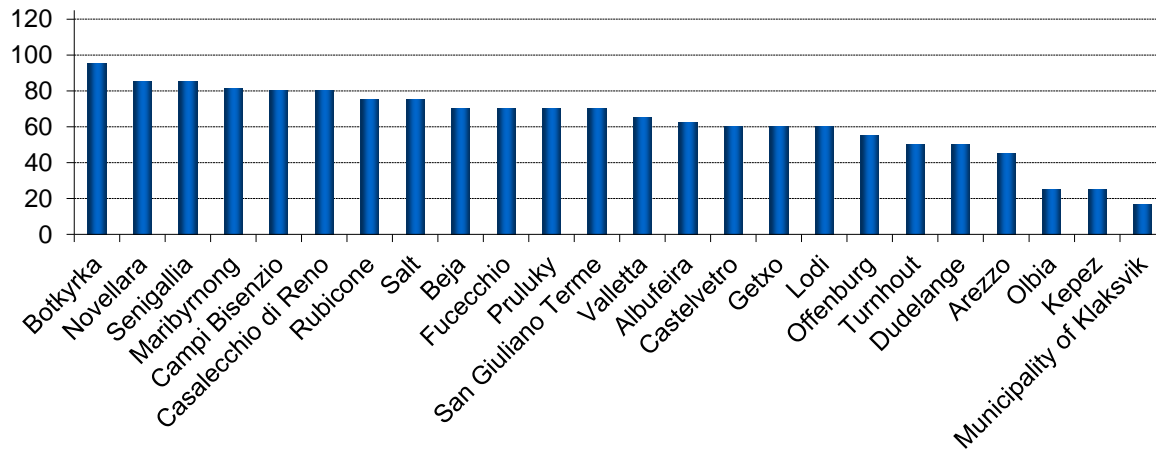
Education

Formal education and extracurricular activities have a powerful influence on how children will perceive diversity as they grow up. Schools therefore have a strong potential to reinforce or, on the contrary, challenge prejudices and negative stereotyping. Although school programmes are defined primarily at the national or regional level, local schools can look at alternative and innovative ways of providing opportunities for children of different cultures to build trust and mutual respect, and create thereby favourable learning conditions for all pupils, irrespective of their nationalities, origins, languages, sexual orientation or gender identity, religions/beliefs. From the intercultural perspective, cultural and other diversities, including multilingualism are treated as positive opportunities and are nurtured accordingly. Intercultural schools also consider parents of pupils with migrant/minority backgrounds on an equal basis as other parents. They take steps to ensure that all parents overcome any reluctance they may have in engaging with the school and give them in this way the possibility of playing the educational role usually expected from parents.

Salt's score in the field of education is 75, higher than the city sample result of 68. Not all schools reflect the diversity in the city, but most of them implement some intercultural projects to promote peaceful and respectful living together. The city has limited competences on hiring professors and promoting the role of migrants' families in the parenthood associations but is taking in consideration different actions to promote a better mixing in schools.

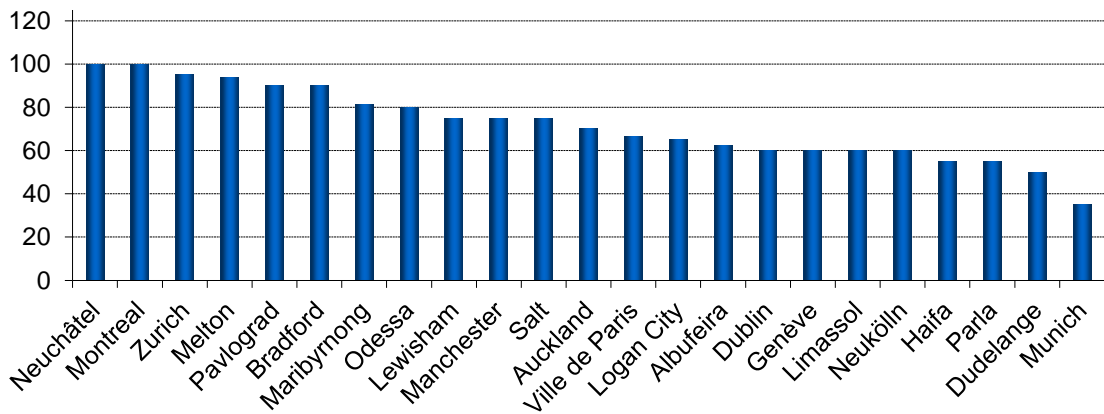
Per inhabitants

Intercultural City Index (ICC) - Education system City sample (inhabitants < 100'000)












Per nationality

Intercultural City Index (ICC) - Education system City sample (non-nationals/foreign borns > 20%)



Good Practices

Since 2010, the municipality of Salt develops the programme “Juguem? Després de l’escola” (We play? After school), that seeks all the children of Salt have the possibility to participate in extracurricular activities and to get in touch with the cultural and associative life of the city. In 2018, more than 500 children have participated in this extracurricular programme. The programme is part of a broaden initiative called “Juguem?” (We play?) that promotes activities in public places and squares, in the educational leisure times and in promoting safety for children in playing in all around the city. In the “Let’s Play? After school”, subsidized extracurricular activities carried out by Salt organizations are offered to children and youngsters so that children and young people join standardized activities outside of school hours (regardless of the socio-economic level of the family), and that they know and link to entities of the city. The programme is included in a broader pilot project called “Education 360” (participates for other administrations) that aims to correct the inequalities existing outside the school time, especially after school, to grant access to all students to extracurricular activities.

BÀSQUET mixte	TEATRE	FUSIÓ DE BALLS	NATACIÓ	FUTBOL NET	PERCUSSIÓ	CIRC	DEFENSA PERSONAL PER A NOIES	CUINA
								
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INSTITUT VALLVERA	Coma Cros Sala Cos	Coma Cros Sala Cos	Uesport Fisid na Municipal	Camp futbol Salt	INSTITUT VALLVERA	Coma Cros Nau 10	Coma Cros Sala Cos	Cuina Biblioteca Massagan
Dimarts i dijous 16.30h a 18.00h	Dijous 17.15h a 18.30h	Divendres 15.45h a 17.00h	Divendres 15.45h a 17.00h	Dilluns i dimecres 17.30h a 19.30h	Dijous 17.00h a 18.15h	Dilluns 17.30h a 18.30h	Dijous 16.00h a 17.15h	Dilluns 16h a 18h

In the 2018 Local Education Plan (see [this link](#)), diversity in the classrooms is identified as an opportunity, that should be better developed with actions that promote better understanding and mixing.

Recommendations

Although competences are limited, the city is looking for creating a policy to increase ethnic/cultural mixing in the classrooms.

Further efforts should be done to improve the participation and involvement of parents with minority backgrounds in every school.

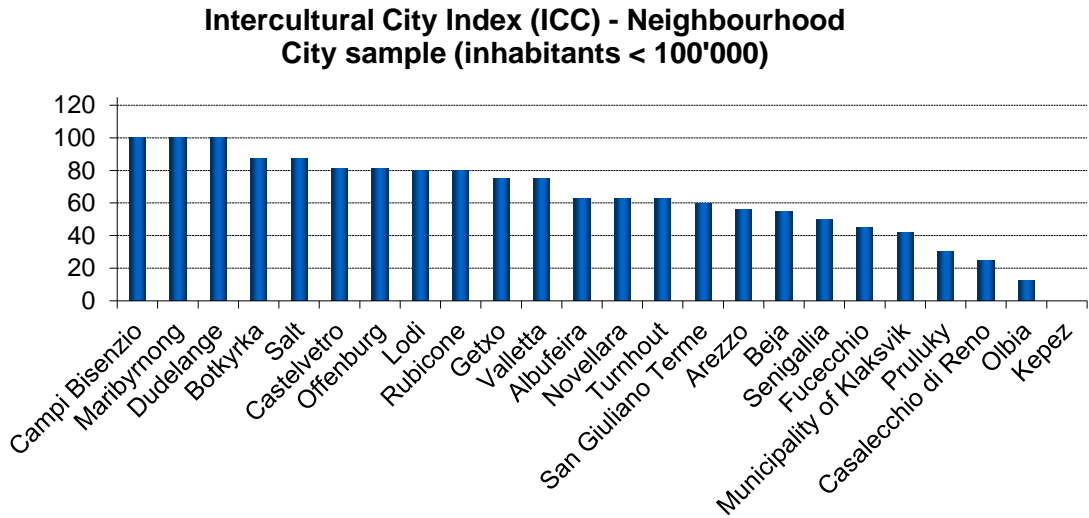
Neighbourhoods

Within a city, districts, neighbourhoods, or other territorial sub-units, can be more or less culturally/ethnically diverse. People are indeed free to move and settle in the neighbourhood of their choice. To be intercultural, a city does not require a 'perfect' statistical mix of people in all neighbourhoods. It will however make sure that ethnic concentration in a neighbourhood does not convert into socio-cultural segregation, and does not act as a barrier to the inward and outward flow of people, ideas and opportunities. In particular, the intercultural city ensures the same quality of public service delivery in all the neighbourhoods and plans public space, infrastructures, social, cultural and sport activities to encourage intercultural and socio-economic mixing and interaction.

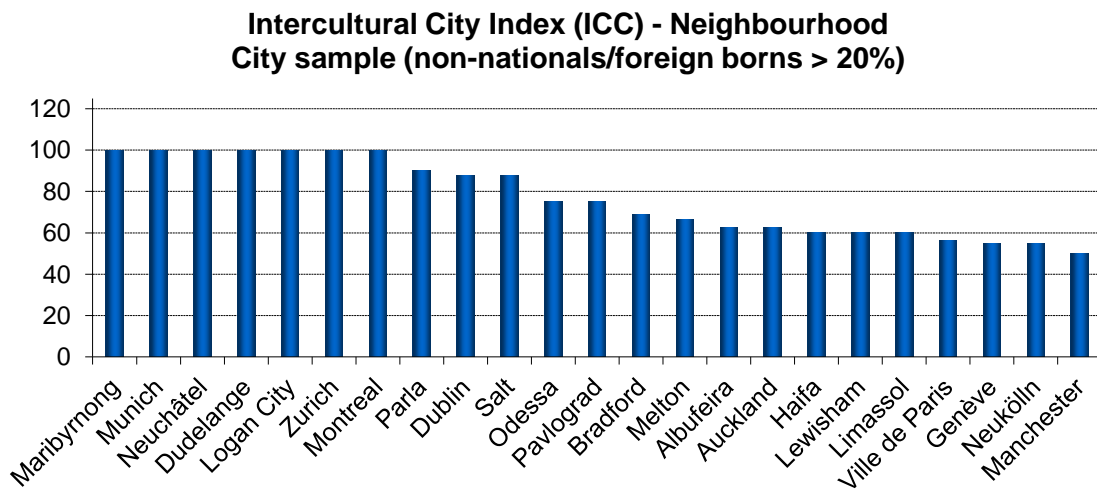
Salt's score in the field of neighbourhood is 88, higher than the city sample result of 65. As most of the neighbourhoods in the city are mixed and diverse, there is no local action developed in that sense. The city promotes the interchange and contacts among different neighbourhoods mainly through activities for young people. The 'Juguem?' programme (see Education) also promotes activities for children and youngsters in different public spaces, playgrounds and squares. The programme generates activities and, as they happen in public areas, it also implies dialogue and communication with different neighbours, as well as business and economic activities that are also there. Activities are programmed for the municipality during the summertime in different neighbourhoods to promote the interaction between citizens. The programme also includes an initiative called "Safe Itineraries" the aim is to create a network of safe itineraries within the municipality so that the schoolchildren can circulate safely, going back and forth from the school.

There are also occasional activities to promote interaction between neighbourhoods, and the traditional fairs of the city are developed in different neighbourhoods (not just in the old quarter) to share the past of the city and promote sense of belonging among all citizens.

Per inhabitants



Per nationality



Good practices

"Salt obert per vacances" (Salt open in vacation) is a program of leisure activities (cultural, environmental, festive, etc.), for the nights of the month of July, programmed for the municipality and designed for all ages. The activities are balanced in terms of subjects and localization, to promote a broaden participation of all citizens, in different public spaces of the city, promoting the good use of the spaces, as well as the encounter between neighbors.

The municipality has developed the Neighbourhood Council of the city (Consell de Barri de Salt), in which neighbours meet with politicians and local experts to dialogue about different topics. It serves as a space for social cohesion and meeting, as well as to facilitate the participation of local residents in the municipal action.

The "Juguem?" (We play?) programme also includes an initiative called "Safe Itineraries" the aim is to create a network of safe itineraries within the municipality so that the schoolchildren can circulate safely, going back and forth from the school.

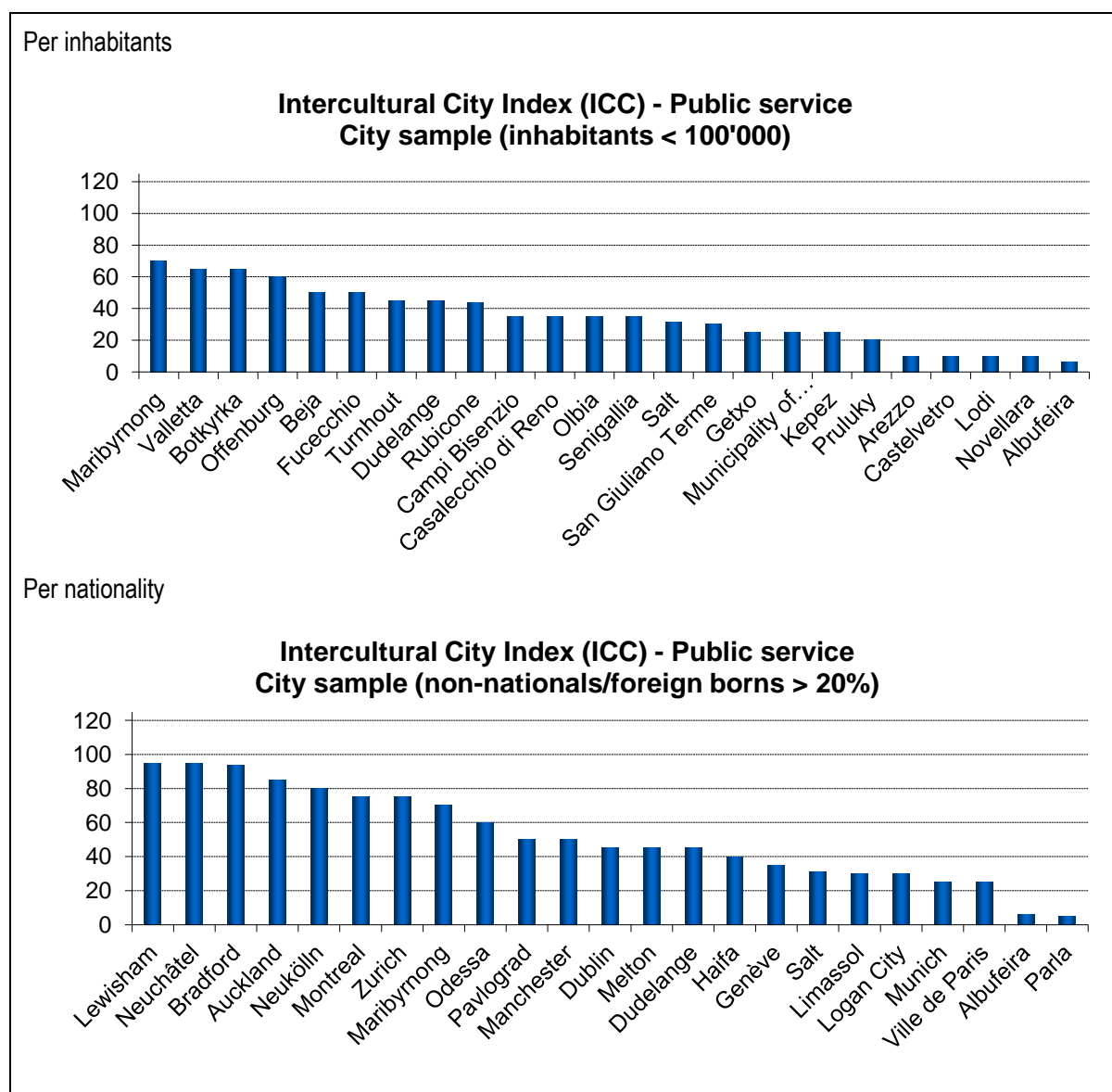
Recommendations

The “Juguem?” programme is perceived for some neighbours as an action only devoted to migrant children. Some correction measures should be developed to correct these misperceptions, as the programme has been proved as a strong tool for interaction and peaceful living together.

Public Services

As their very name implies, public services work for the benefit of the public as a whole. If the population is diverse, public services will be more efficient in delivering adequate benefits and information if city officers, at all levels of seniority, are as diverse as the population in general. This requires much more than simply ensuring equal opportunities to access public service employment. When taking action to encourage a diverse municipal workforce, an intercultural city acknowledges that a ‘one size fits all’ approach to public services and actions does not guarantee equal access to public benefits. The city also recognises that residents with migrant/minority backgrounds should never be treated as passive consumers of public benefits but can contribute actively by suggesting new ideas and innovative solutions to public problems.

Salt achieved a rate of 31, which is lower than the city sample’s achievement rate of 43.



Public officers show the diversity of origins in the city only in the lower positions, and there is no public policy to improve the hiring and presence of minorities in the local staff. The city hasn't designed any kind of action to also promote this diversity in the private enterprises and firms of the municipality, although due to the city's context, most of them have diverse staff.

The city provides different services for national minority groups, mainly focused in providing different menus in public schools and promoting interreligious dialogue.

Good practices

The city has an intercultural mediator (although is expected to increase the number in 2020) that works in six main areas: (1) identification and mediation in conflicts in public spaces; (2) Prevention in coordination with the housing mediator through the project "We should talk" focused in resident communities to solve problems that could emerge with noises, use of common spaces, etc. (3) Mediation in the project "Juguem (in neighbourhoods and public spaces); (4) Collaboration in the "Safe Itineraries" project (coordination and follow-up with shops and businesses); (5) Coordination with Social Services and (6) Participation in the Community Plan.

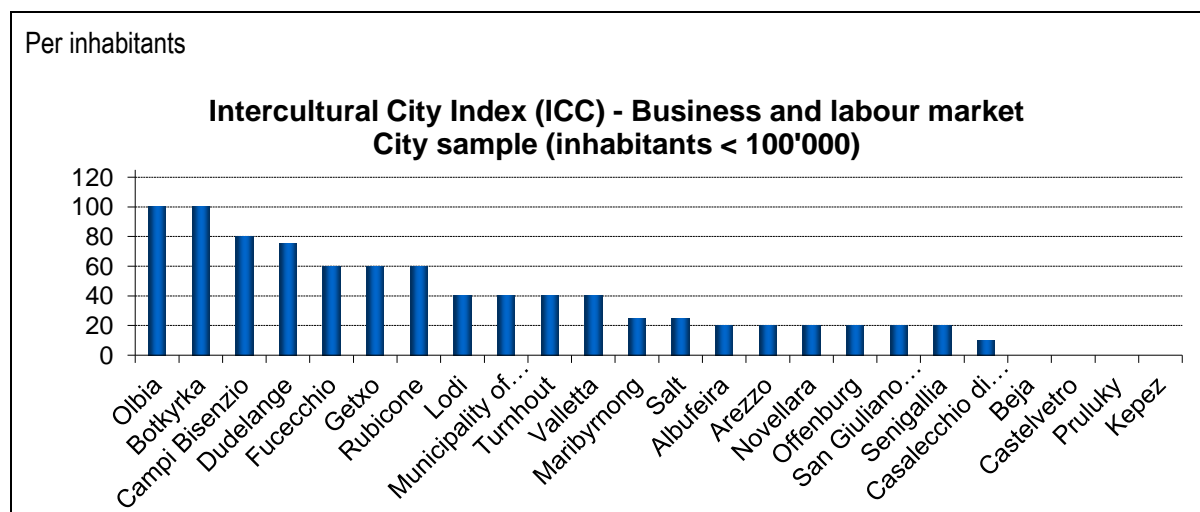
Recommendations

The municipality of Salt should take action to diversify workforce and intercultural mixing in the private sector, especially by promoting instruments to fight against discrimination and vulnerabilities. It could be also interesting to explore a local recruitment plan to ensure an adequate rate of diversity within the municipal workforce.

Business and the labour market

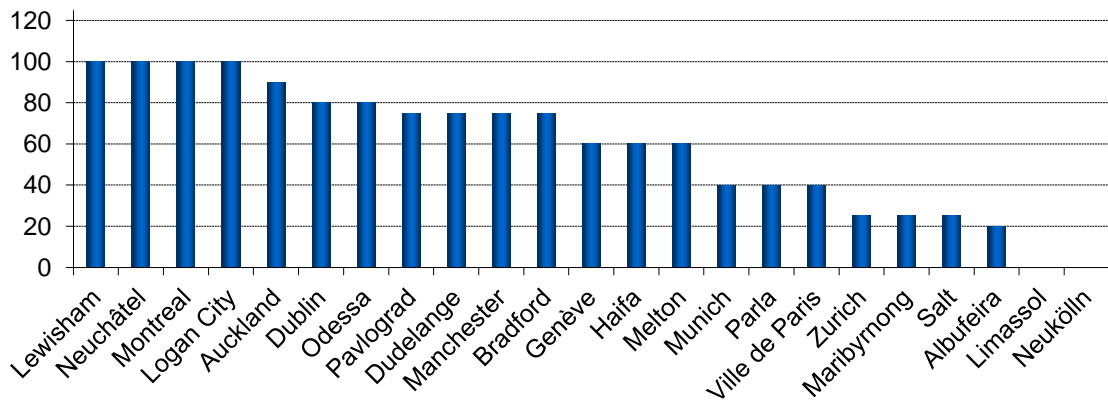
Access to the public sector labour markets is often restricted by national or regional legislation. When this is the case, the private sector may provide an easier route for people with migrant or diverse backgrounds to engage in economic activity. As a result, private companies and activities tend to offer much more diverse working environments than the public sector. Research has also proved that it is cultural diversity in private companies, and not homogeneity, which fosters creativity and innovation. By constantly highlighting the diversity advantage in business, and partnering with their chambers of commerce and entrepreneurs, cities can influence how diversity is perceived in the private sector in such diverse sectors as shops, clubs, restaurants, industry, technical services and science.

Salt's score in the field of business and the labour market is 25, lower than the city sample result of 45.



Per nationality

Intercultural City Index (ICC) - Business and labour market City sample (non-nationals/foreign borns > 20%)



The city has developed a programme to help business from ethnic/cultural minorities to move beyond localised economies and enter to mainstream economy. The SALT XEF project is an initiative in this direction (see good practices). The city lacks a business umbrella organization which promotes diversity and anti-discrimination in employment and has not taken any steps to have a charter against discrimination in the workplace.

Good Practices

The Project SALT XEF is a local initiative to promote the gastronomic entrepreneurship of the city. Supported by the Economic Promotion Unit of the municipality, SALT XEF offers a space to young entrepreneurs to prepare, cook and sell different products. The space promoted by the municipality is located in the municipal market to facilitate the access of patrons to this initiative. The initiative has helped young people to start a business and, at the same time, to show up to all citizens the richness and diversity of the Salt's gastronomy.

Recommendations

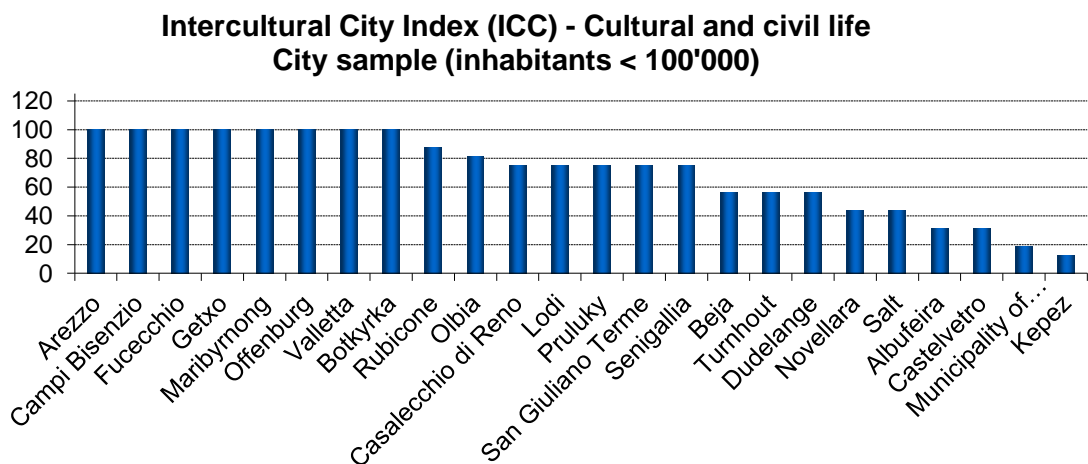
The city should develop an action to promote diversity and non-discrimination in the labour market and to encourage businesses to involve more diverse profiles in their workforce. In that sense, the municipality could help those companies with intercultural characteristics with a charter that benefits diverse suppliers' in local procurement.

Cultural and social life

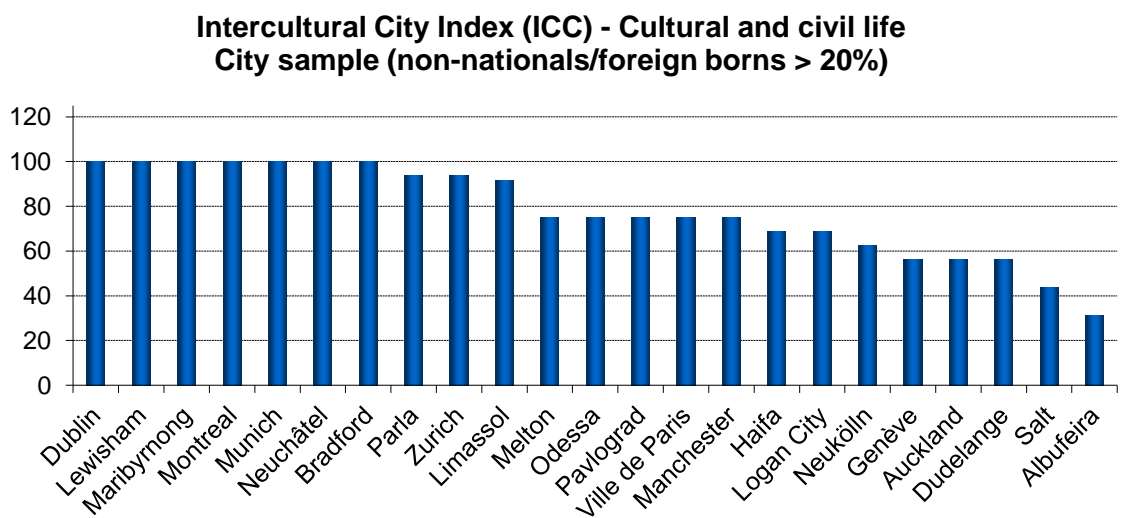
Whereas people living in a city may have different migrant/minority or other backgrounds, they very often share the same interests and satisfaction when engaging in leisure activities, especially in the fields of arts, culture and sports. Such activities are sometimes structured along ethnic lines. That is quite understandable when they aim to preserve folklore traditions or the language and history of countries of origin. What is problematic is when cross-cultural leisure activities are organised along ethnic lines, for example when a football team only accepts players from one ethnic group. The intercultural city can encourage cultural openness through its own activities and by introducing intercultural criteria when allocating resources to artistic, cultural and sports organisations.

Salt's score in the field of cultural and social life is 44, considerably lower than the city sample result of 73.

Per inhabitants



Per nationality



The city organises different cultural and social events in which diversity and intercultural approach are considered, but not in regular basis. The initiative of “Salt open on vacations” is one of this annual events that includes an intercultural perspective, as it is the Fira Degustasalt (Tasting Salt Fair) organised by the Association of Neighbours of the Centric Quartier, that offers gastronomical tastes of all national communities living in the area. Paying attention to the gastronomical dimension was decided as it is a good opportunity to meet and learn about all neighbours. The Fair also includes activities for children, conferences and cultural activities.

The city doesn't include the intercultural dimension as a criterion when allocating grants and funds to associations and initiatives.

Good practices

Since 2010, there is a “Taula de Diàleg Interreligiós” (Roundtable for Interreligious Dialogue in Salt). This initiative is formed by a member of the local unit dealing with integration issues as well as by representatives of all religious communities with worship places in Salt (Catholics, Evangelists, Muslims, and Sikhs). The Roundtable promotes knowledge of religions and faiths (an "inter-religious" calendar is edited annually) and develops different actions to increase interaction among different religions in the city. Facilitating religious events such as the Eid Al-Fitr, the

Eid al Adha or the Khalsa celebration is part of the local commitment with pluralism and respect of beliefs. In 2018 the focus of work shifted to the public recognition of the different religious practices through several public actions and by involving local youth who practice different religions (there was a representation of Catholics, Muslims, Evangelists, Sikhs, witnesses of Jehovah and Agnostics). The diversity of participants and the news that explained the activity in different media and local press were also positively assessed. The activities related to the celebration of the Week of Religions promoted by the “Taula de Diàleg Interreligiós” are a good example to mix and interact. During a whole week, different activities and actions are promoted to strengthen knowledge and dismantle misperceptions about faiths and beliefs. In 2019, the Roundtable organised a week full of activities, including guided visits to different places of worship, and presentations of the religious practices of the members of the different religious communities. Sharing how different religious approach common aspects of life (for instance, the mourning processes) have been useful to overpass differences and recognise common challenges. Information on the 2019 activity is recollected in this video.



Similarly, the Degustasalt Fair is also an opportunity to promote knowledge, interaction and participation among neighbours in the Central Quartier.

Recommendations

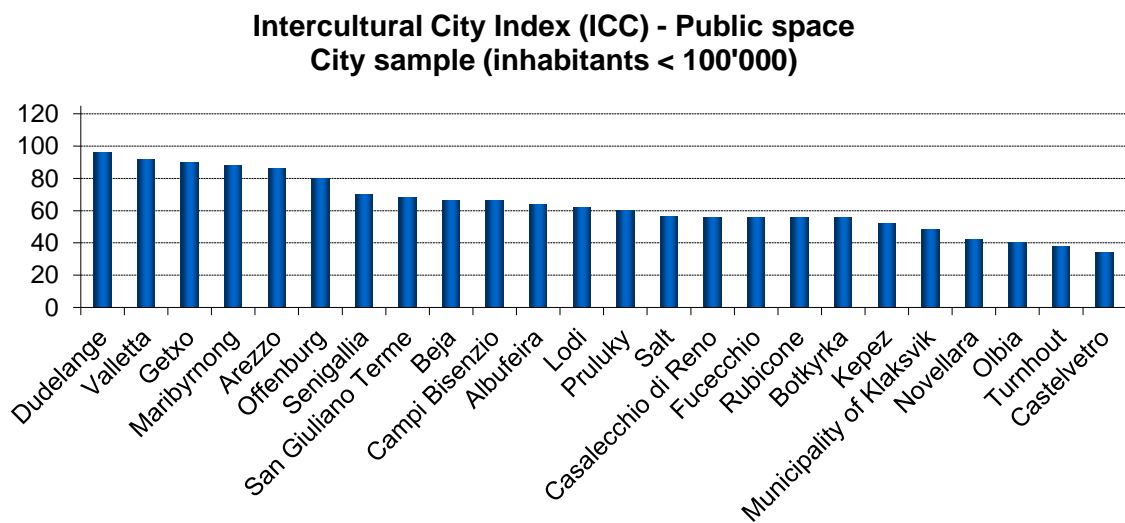
The city should include the criterion of interculturalism when allocating funds and grants for social entities in the city. At the same time, the city may explore the possibility of open a website collecting all activities and events promoted in the framework of intercultural dialogue and social participation, to avoid dispersion and lack of knowledge of all the work done in this area.

Public Space

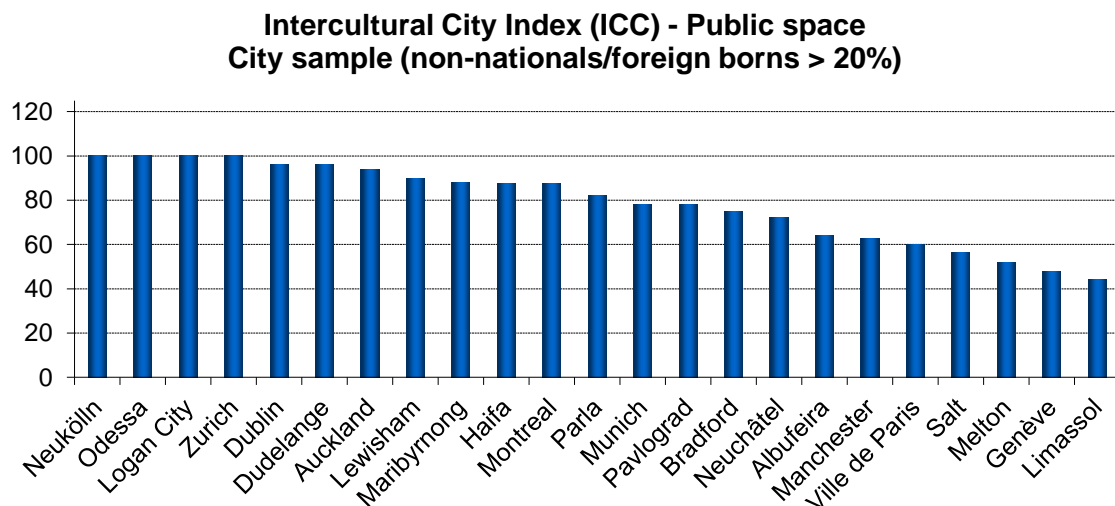
Public spaces (streets, squares, parks, etc.) and facilities (public buildings, day centres, schools, health centres, etc.) are places which most citizens are obliged to use. They offer the possibility of meeting people of different nationalities, origins, languages, religions/beliefs, sexual orientations and age groups. For encounters between diverse people to actually occur, such spaces and facilities should be designed and animated in a way that all residents feel comfortable when using them. Conversely badly-managed spaces can become places of suspicion and fear of the “other”. When this is the case, the intercultural city actively engages with all the people concerned, firstly to understand the local context from their perspective, and secondly to identify solutions largely support by them.

Salt achieved a rate of 56, which is lower than the city sample’s achievement rate of 66.

Per inhabitants



Per nationality



The city is developing different actions to promote mixing and interaction in different public spaces (see the initiative “Juguem?” in Education and Neighbourhood sections), and it also includes several activities in public libraries. In the general library lu Bohigas and the children’s library Massagan, there are specific activities to promote cultural diversity through readings. Furthermore, actions to improve reading and writing competences are provided in this library.

Occasionally, the design of a new local infrastructure has been done through public participation, and strategies have been designed to facilitate the participation of different groups. Initiatives of remodelling such as the implemented in Plaça de la Llibertat and Parc Monar, that have been done taking into consideration the new arrival citizens, could be a good step forward in improving social participation in urban design.

Being a tiny and crowded city, there are no areas in Salt that seem to be dominated by one ethnic group and where other people feel unwelcomed, and there are no areas with reputation of dangerous. Intercultural mediators have pointed out some feelings of discomfort expressed by some neighbours, mainly adults and elderly, but children have proven been more adapted to contexts of diversity.

In any case, the city has a multisectoral policy to intervene in different neighbourhoods to avoid conflicts and promote living togetherness. There are actions mixing surveillance, social work and communication, and are not related to ethnic groups but to cross-cutting questions impacting in the level of comfort of each neighbourhood.

Good practices

The municipality of Salt has different local mediators that are in the streets to identify situations and to facilitate dialogue if any conflict is detected. Tarda Oberta (Open Afternoon) is an action to tackle with young people who spend their free time after school in the streets. Mediators are in direct contact with these youths to establish a connection and to analysis and detect if there are any specific situations that should be responded.

The Juguem project also has a working dimension to guarantee the safety of children and youth population in the streets of the city (Safe Itineraries, see Neighbourhoods), promoting safe routes and generating spaces of confidence and trust among children and the neighbouring shops and local businesses.



Recommendations

Salt is a city with an important youth population, so most of the local actions are targeting this group. Children and young population have different opportunities to mix, to solve conflicts and to interact in an intercultural framework, but different actions could be also developing targeting adult and elderly populations.

Intercultural participation, especially regarding new infrastructures or local services could be further encouraged and promoted. Good examples have been set already in the city (Plaça de la Llibertat, Plaça dels Peixos) and should be reinforced.

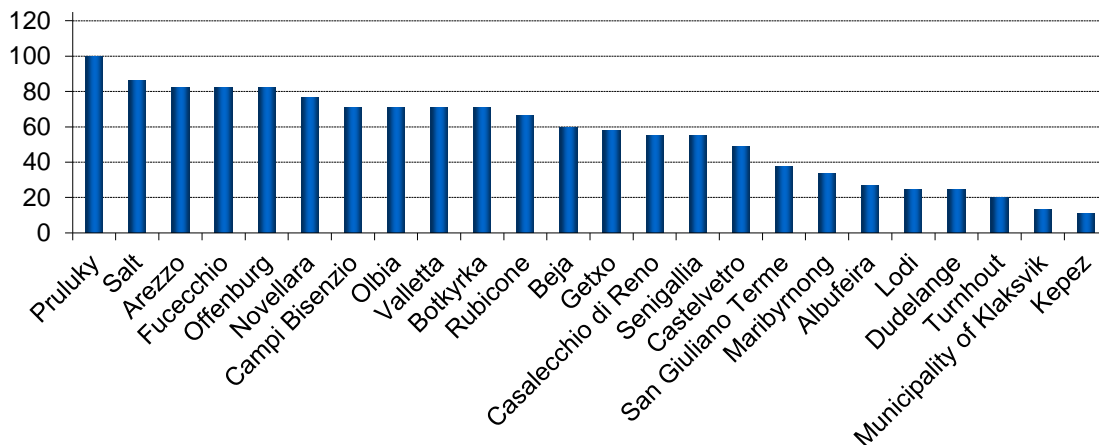
MEDIATION AND CONFLICT RESOLUTION

In diverse societies there is always the potential for misunderstanding and conflict over values, behaviour or resources. In cities, where people with different cultural backgrounds and socio-economic statuses live together in close proximity, such tensions are natural and indeed part of everyday life. Instead of denying, ignoring, or repressing conflict, the intercultural city seeks to anticipate, identify, address and resolve issues to the satisfaction of all protagonists without compromising the principles of human rights, democracy and the rule of law. The intercultural city views conflict as a normal feature of free, dynamic and communicative communities and sees the very process of conflict mediation and resolution as an opportunity for innovation and sustainable social cohesion.

Salt's score in the field of mediation and conflict resolution is 86, considerably higher than the city sample result of 60.

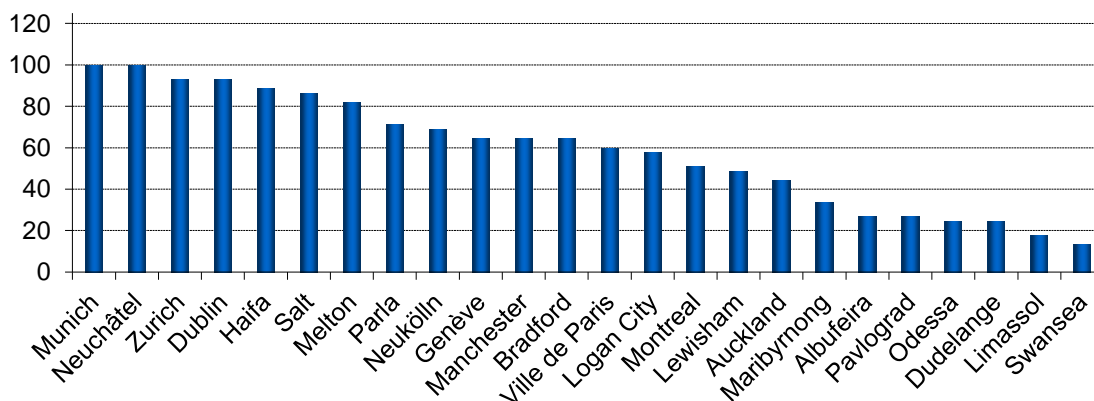
Per inhabitants

**Intercultural City Index (ICC) - Mediation and conflict resolution
City sample (inhabitants < 100'000)**



Per nationality

**Intercultural City Index (ICC) - Mediation and conflict resolution
City sample (non-nationals/foreign borns > 20%)**



The city has a municipal mediation system which deals with all kind of conflicts and situations. Intercultural mediation is provided in different services of the city such as youth clubs, libraries, etc. Local police usually use mediation as a tool to avoid the escalation of conflict, although they haven't been trained specifically in the intercultural approach.

Housing and irregular occupations are hot topics in Salt, due to its dimensions and population. The local office on housing offers a mediation service for all owners' communities that have problems with common elements in the building (such as cleaning services, elevators, etc.). There is also a public fund to help some of these communities to face the common expenses.

Complementary, a team of public mediators are in the streets in order to identify and intervene in case of conflict or to prevent the degradation of coexistence.

Finally, the Roundtable of Interreligious Dialogue, an initiative which includes local authorities and social and religious entities, is the instrument to facilitate interaction and dialogue between different religious and faiths. The Roundtable was created in 2010 and has a very active role in the intercultural life of Salt.

Good practices

The mediation mechanism in the local office for housing is a good example of public intervention focused in a (controversial) topic rather than in a cultural one. The service aims to find solutions to different owners' communities by providing resources and intercultural mediation tools.

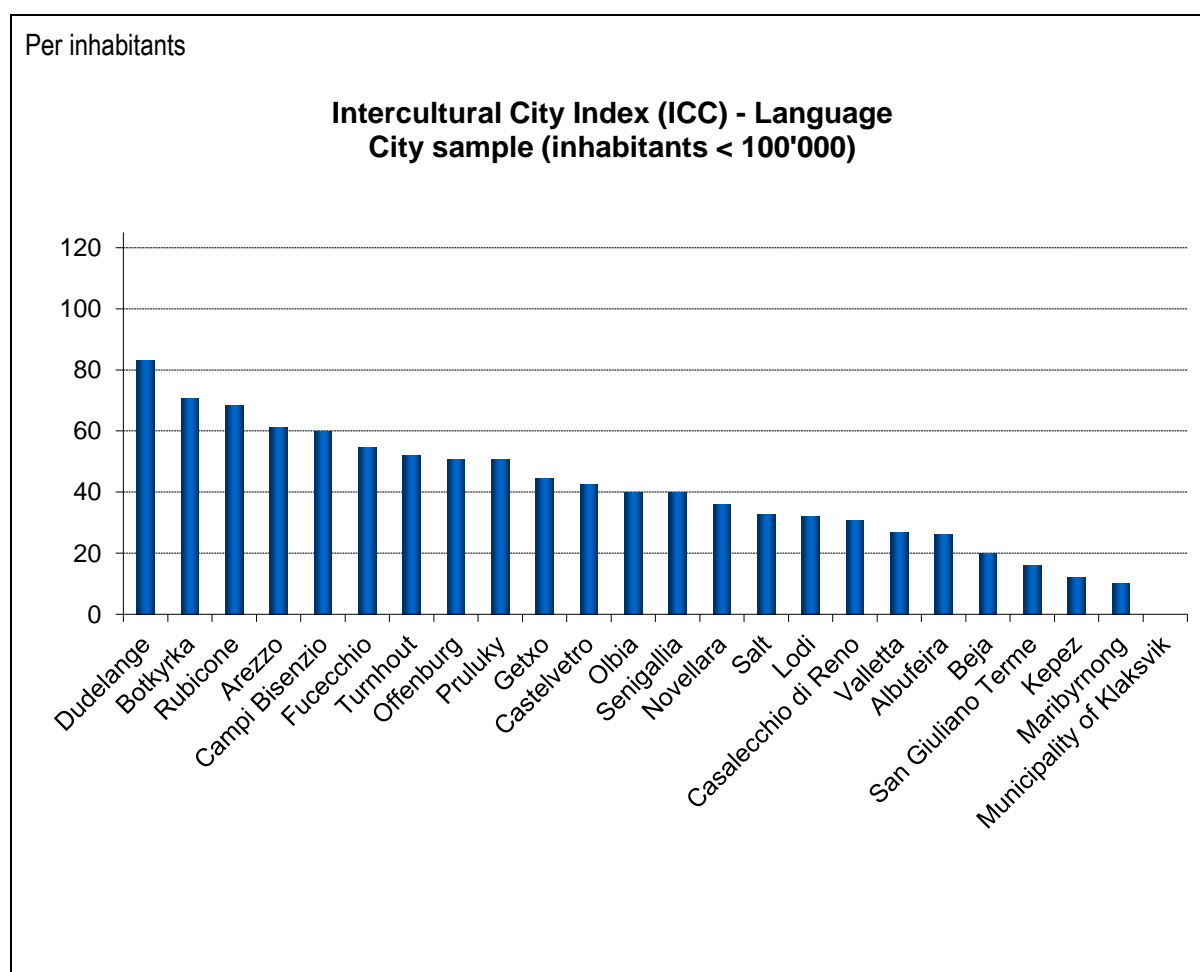
Recommendations

It could be interesting to provide local police with specific training in intercultural mediation, as part of their daily role is already based in mediation.

LANGUAGE

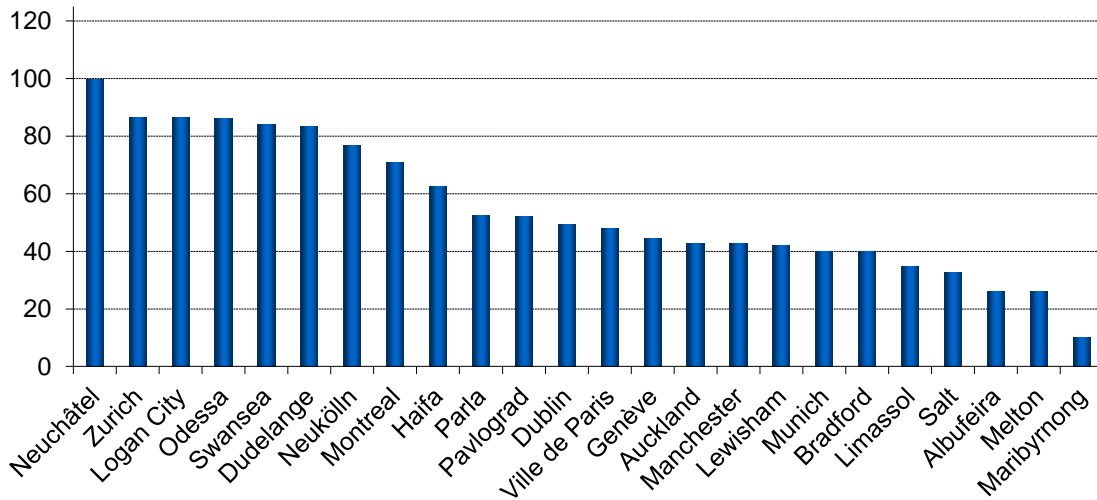
The provision of courses and other facilities for people with migrant backgrounds to learn the receiving country's language(s) is important to ensure social and economic integration. It does however need to be supplemented with activities which highlight the value of other languages, and enable people with migrant origins not only to preserve and transmit their languages to their children and other members of the community, but also to take pride in them as a heritage enriching the local community. An intercultural city promotes multilingualism as a resource for education, business, tourism, cultural life, etc. It underlines the value of all languages present in the city, for instance by giving opportunities to diverse language speakers to express themselves in their mother tongue in public and at cultural events and by promoting all events that offer opportunities for linguistic exchanges and mixing.

Salt's score in the field of language is 33, lower than the city sample result of 47.



Per nationality

Intercultural City Index (ICC) - Language City sample (non-nationals/foreign borns > 20%)



The city provides specific language training for adult people without knowledge of the official languages, and for illiterate citizens through the Local School for Adults. A specific programme has been developed to work with women who lack language skills and cannot participate in ordinary courses due to their timetables. The project is called “Xarxa de Tallers amb Families” (Network of Working Groups with Families) and is also an instrument to offer social networks to women who work at home.

The city offers the local radio to all citizens, and some of the programmes are led by migrants’ residents.

Good Practices

“Les Veus de Salt” (Voices from Salt) is an annual event promoted by the Local School of Adults and the Consortium for Linguistic Normalization (a public institution to promote the use of Catalan language), with the collaboration of other social entities such as Caritas, the municipality of Salt and some high schools in the city. The event is an annual poetry reading, in which poems are read in the original language and in their Catalan translation. The event is the final work of a year of work promoting the learning of different languages and Catalan as a common language of understanding.



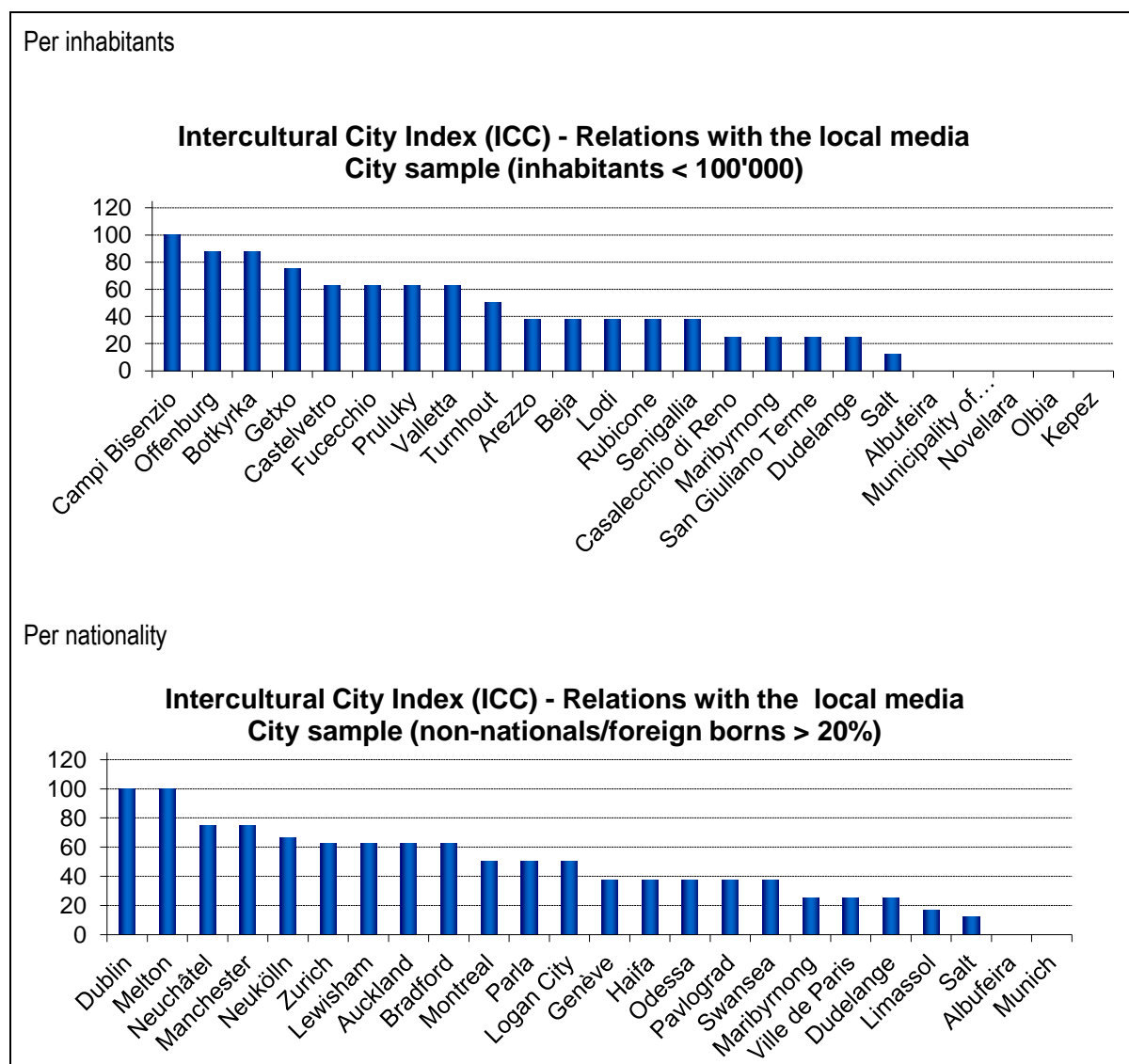
Recommendations

The city could explore the possibility to facilitate the learning of minority languages as part of the regular curricula at schools or in the different municipal learning spaces. Open the learning of minority languages as a regular option available to everyone could enrich the knowledge of the inhabitants of Salt, and it is also a tool to promote the richness of plurilingualism.

MEDIA AND COMMUNICATION

Traditional and social media have a very powerful influence on attitudes towards cultural diversity and other diversities. Much of the information people access is generated by international newsgroups, national media, or by private persons in the case of social media. Nevertheless, there is still much the city authorities can do to achieve a climate of public opinion more conducive to positive intercultural relations. In its communication, an intercultural city constantly highlights the positive contribution of people with migrant/minority backgrounds to the social, cultural and economic development of the city. More importantly, the city partners with local media agencies so that they convey a similar message and cover events occurring in the city in an objective and unbiased way.

Salt's score in the field of media and communication is 13, considerably lower than the city sample result of 46.



Salt is a city with a reputation of being complex and vulnerable, so most of the stereotypes are related to the city itself more than to the migrants' communities.

The city does not have a media strategy to promote a positive image of migrants or minorities in the media, and there is no city's information service to deal with these questions and to promote harmonious intercultural relations. The city doesn't monitor local media to know how they represent migrants or minority groups, nor the social media networks.

Recommendations

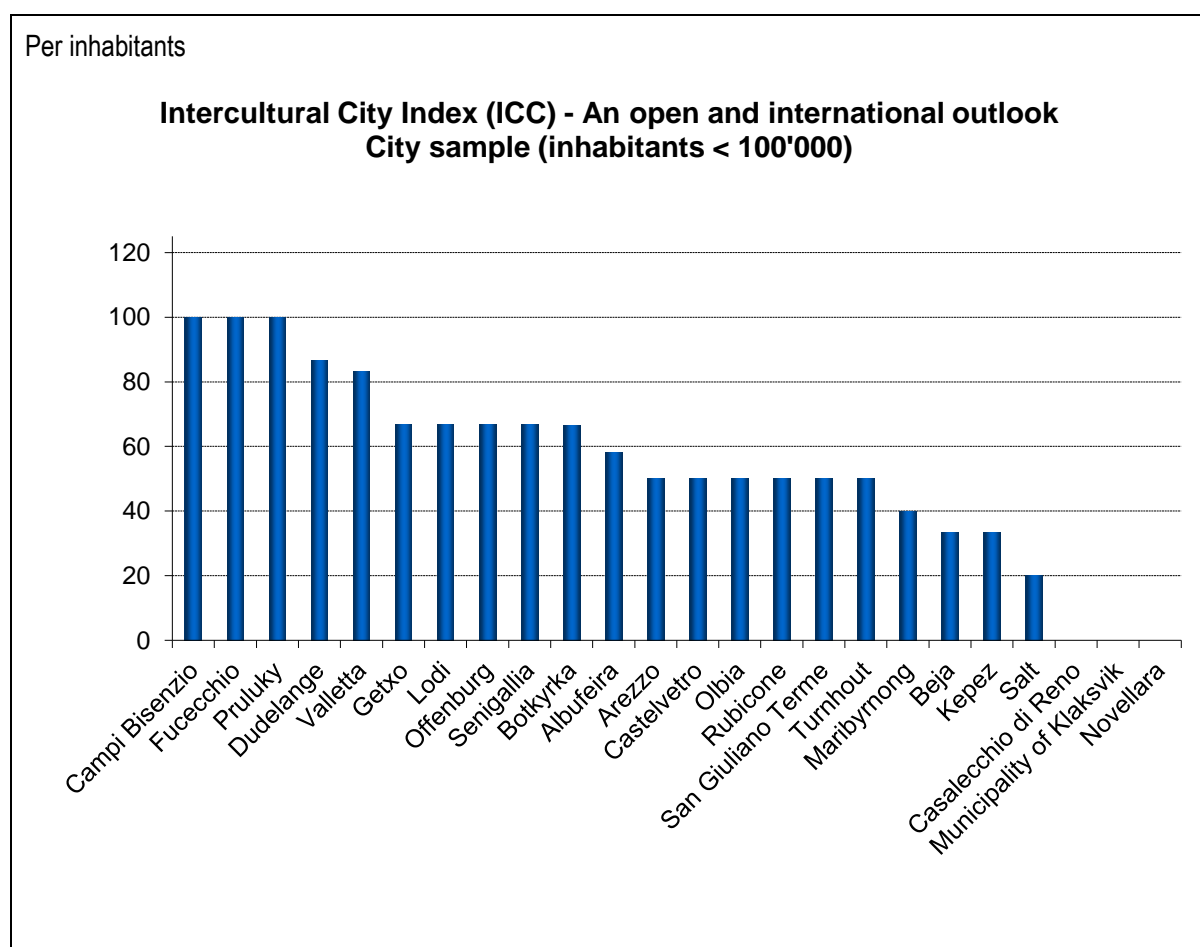
There is a lot of room for improvement regarding media and communication in Salt. The city could develop different tools to monitor how local and national media represent minority/migrant groups, as well as how social media devote these questions. Furthermore, the city could provide support for training and mentorship journalist with minority background.

Finally, the city could develop instruments and tools to fight against stereotypes and prejudices in the city, and to strengthen critical thinking and social cohesion.

INTERNATIONAL OUTLOOK

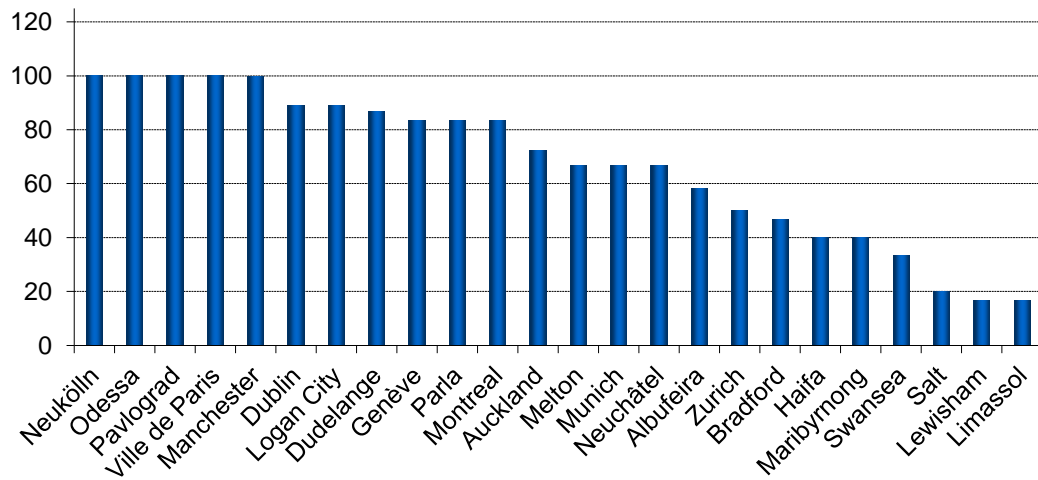
Although cities have little or no competence in foreign policy, they can actively seek to make connections in other countries to develop business relations, exchange knowledge and know-how, encourage tourism, or simply acknowledge the ties the city may have elsewhere. An intercultural city actively encourages interactions with the outside world and in particular with the cities, regions or countries of origin of its inhabitants.

Salt's score in the field of international outlook is 20, majorly lower than the city sample result of 69.



Per nationality

Intercultural City Index (ICC) - An open and international outlook City sample (non-nationals/foreign borns > 20%)



The city hasn't developed any international strategy for the city, nor actions or programmes to interconnect its residents with cities of origin through the role of the Diasporas.

To overpass this situation, in 2018 the municipality of Salt joined the RECI-Spanish Network of Intercultural Cities, and progressively, their municipal officers are networking with RECI and ICC cities in order to share know-how, learn from peer to peer experiences and discuss different intercultural practices.

Recommendations

The city should consider improve its international outlook by promoting actions devoted to strengthening the role and connections of the city at the international level. Working with the diasporas should be a good starting point, developing projects to facilitate the interaction and relations with residents in the city and cities/towns of origin.

INTERCULTURAL INTELLIGENCE AND COMPETENCE

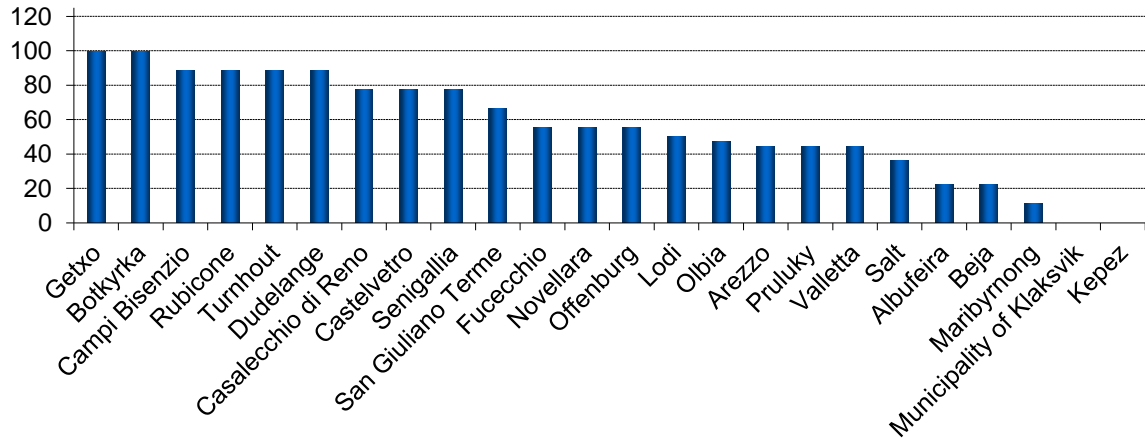
Nobody can be an expert in all the languages and cultures that coexist in contemporary cities. Yet, in an intercultural city, officials have an intercultural "mind-set" which enables them to detect cultural differences and modulate their responses accordingly. Intercultural intelligence and competence require a specific know-how when dealing with unfamiliar situations and not an in-depth and often elusive knowledge of all cultures. Such sensitivity and self-confidence is not commonly-seen. It is a technical skill which can be acquired through training and practice. In an intercultural city, the authorities view such skills as equally important and essential to the good functioning of the city as the other professional and technical skills usually expected from public employees.

Salt achieved a rate of 36 which is considerably lower than the city sample's achievement rate of 62. The municipality is well aware of the need to better understand the demographics of its population, especially because most of the young population has a migrant background.

The city has developed training in intercultural competences for municipal officers, and the intercultural perspective is included in most of the cross-cutting spaces in which the Unit of Integration and Living Together is represented.

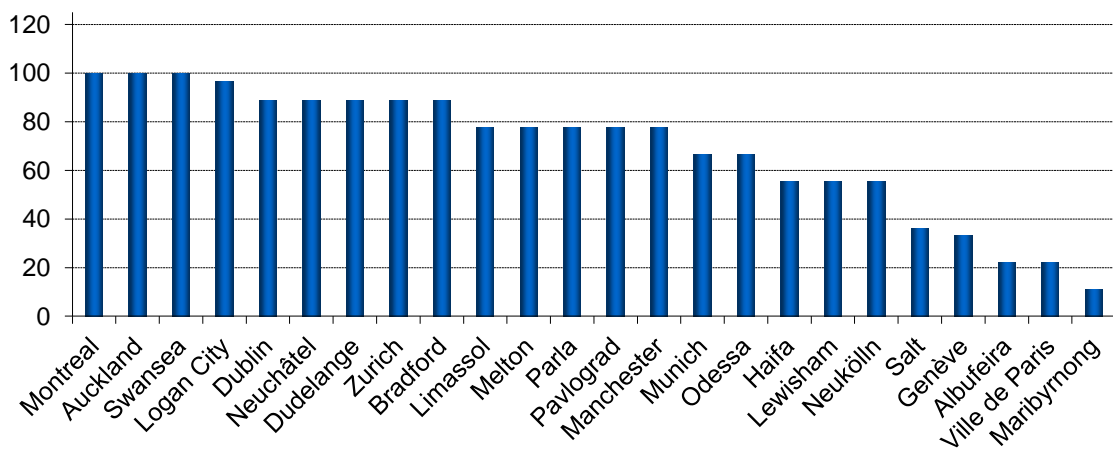
Per inhabitants

Intercultural City Index (ICC) - Intelligence/competence City sample (inhabitants < 100'000)



Per nationality

Intercultural City Index (ICC) - Intelligence/competence City sample (non-nationals/foreign borns > 20%)



Recommendations

Actions and programmes developed under the Unit of Integration and Living Together should be better known and supported by the municipality as a whole. The intercultural intelligence should be further developed in the integral planning of the city, and training sessions on intercultural competences should be mainstreamed.

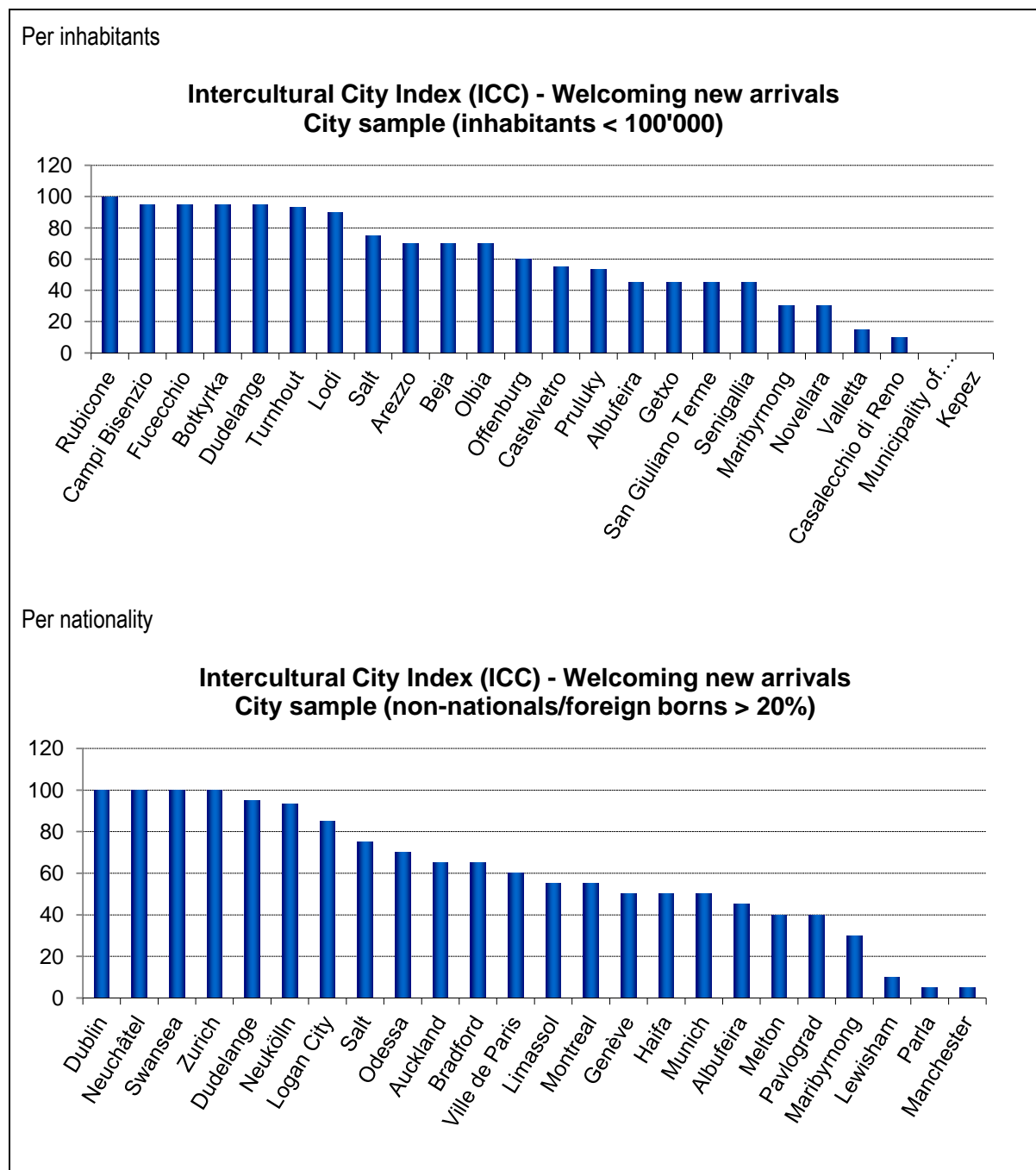
The use of data should be improved, not only to better understand the demographics of the inhabitants of Salt, but also to better comprehend the challenges of living together in a diverse society.

WELCOMING NEWCOMERS

People arriving in a city for an extended stay, whatever their circumstances (expats, migrant workers, spouses, refugees, unaccompanied minors, retired persons, etc.), are likely find themselves disorientated. The less familiar they are with the new environment, the more support they will need to feel comfortable and confident enough to start building a new social and professional network. The way in which the city coordinates and effectively delivers

various support measures strongly conditions their capacity to integrate or, conversely, their tendency to remain confined to a cultural “ghetto”. This also depends to a great degree on whether the rest of the city’s population is open to the idea of welcoming newcomers in their capacity as residents and citizens or, on the contrary, is accustomed to viewing newcomers as outsiders who pose a potential threat. Again, it is the message the authorities convey on diversity, in communication or through concrete actions, that determines to a certain degree attitudes towards newcomers.

Salt’s score in the field of welcoming newcomers is 75, considerably higher than the city sample result of 55.



The city has a Local Office of Welcome and Citizenship (Servei Municipal d’Acollida i Ciutadania) under the Unit of Integration and Living Together. The Office offers welcoming sessions for first arrivals, and informative sessions for people already established in the municipality. These sessions aim to provide a better information about the city, their services, local life, etc. This kind of services are compulsory in Catalonia under a regional law, but Salt

have been developing this kind of actions before this legislation was approved. Today, general information is available in Catalan, Spanish, English, French, Amazigh, Arab, Romanian, Panjabi, Russian, Soninke, Wolof, Mandinka, Bambara and Chinese.

The city also organizes a welcome ceremony for newcomers in which the local authorities are represented.

Good Practices

The Local Office of Welcome and Citizenship is a well-established instrument in Salt, to meet the people living in Salt. The Office works under three main pillars: reception, citizenship and questions related to non-nationals. The first area seeks to facilitate the self-reliance of newcomers as soon as possible. That means helping them to understand the city and to be aware of their rights, duties and opportunities. The second area works from an intercultural perspective to encourage participation and to be part of the Salt's community, by improving their sense of belonging and by improving the identification with the democratic values. The last area is specifically related to those inhabitants that are not nationals and could face some administrative questions related to their condition (work permits, residence permits, etc.). Further information could be find at [this link](#).

Recommendations

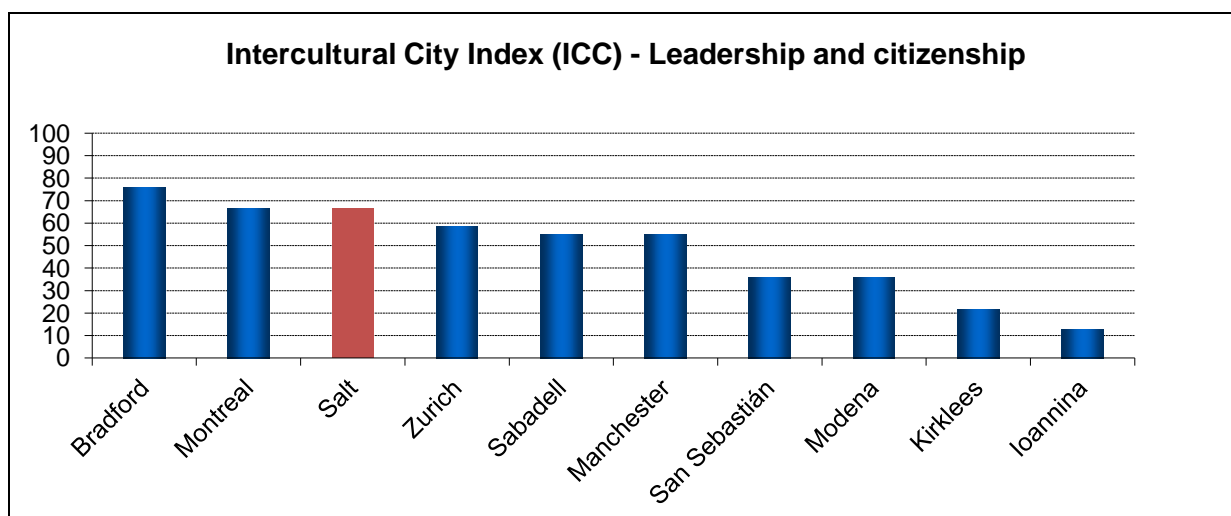
The city could provide further information in its website about its welcome pack and its welcome policies and instruments. The website poorly recompiled all the work developed by the city.

The Local Office of Welcome and Citizenship could explore specific instruments and tools for specific groups such as refugees, that have had a small presence (if any) in the municipality.

LEADERSHIP AND CITIZENSHIP

The most powerful and far-reaching action a city can take to be more intercultural is to open up democratic representation and decision-making to all residents of the city irrespective of their origin, nationality or residence status. Formal political rights at the local level are determined nationally or at the regional level in some federal states. Nonetheless, there is much that a city council can do to influence the way in which diverse groups interact and co-operate around the allocation of power and resources. An intercultural city strives to include all residents in the policy-making process and ensures thereby that public services are provided according to their diverse needs and not according to their cultural or political proximity to public decision-makers.

Salt's score in the field of leadership and citizenship is 67, considerably higher than the city sample result of 48.



Although the Spanish legislation doesn't permit that foreign nationals could vote in the local elections (with the exemption of EU and EFTA nationals, and nationals from countries with a reciprocity agreement), in the elected Municipal Council of Salt, there are persons with a migrant background. Furthermore, the city of Salt has a consultative body to discuss integration and inclusion questions, in which people from different origins participate, as well as experts, trade unions, etc.

The city of Salt hasn't developed yet any action to promote the presence of minority groups in all supervisory bodies in the city, but the city is planning to do it. In the ICI project that the city supports, there is a Diversity and Participation Commission that aims to promote mutual knowledge, recognition and to promote the intercultural principles to strengthen social cohesion. The Commission is currently working with youth population (18-30 years old) and their sense of belonging in Salt.

Most of the neighbours' associations in Salt are working now to incorporate inhabitants with migrant background, to improve social cohesion.

Recommendations

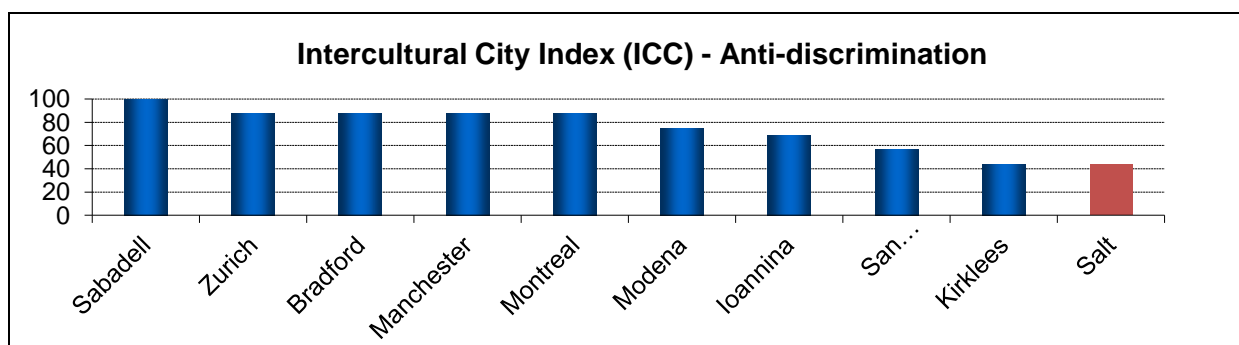
The city of Salt should support the local neighbours' associations to be more inclusive and incorporate residents with different profiles (age, origin, etc.). Linking the inclusive representation to access to public funds is a powerful instrument to promote these changes.

ANTI-DISCRIMINATION

Racism, xenophobia, homophobia, intolerance against certain religious groups, gender discrimination, prejudice and ethnocentrism, are all conducive to discriminatory attitudes and practices. They often subsist in people's minds despite laws proscribing discrimination against persons or groups of persons on grounds of race, colour, language, religion, nationality, national/ethnic origin or sexual orientation. An intercultural city assures every effort is made to ensure non-discrimination in all of its policies, programmes and activities. The city works in partnership with civil society organisations and other institutions that combat discrimination and offer support and reparation to victims. It also communicates widely on the risks discrimination presents for social cohesion, quality of life and the local economy.

Salt achieved a rate of 44, which is considerably lower than the city sample's achievement rate of 74. The city has a "Codi de bones practiques i de bon govern" (Good Practices and Good Government Code) approved in 2014 that includes the fighting against discrimination as a ruling norm in the municipality, and that prohibits any kind of discrimination for reasons of sex, gender, age, origin, etc. The municipality also supports different organizations that promote anti-discrimination work and practices. Thanks to its participation in the ICI project and its membership of RECI, the municipality of Salt is working at national and international level with organizations and projects devoted to fight discrimination.

Beyond these contributions, the municipality doesn't have a local body to monitor discrimination practices and regulations in the municipality, neither to inform or protect victims of discrimination actions.



Recommendations

Beyond some contributions, there is a lot of room for improvement in Salt regarding anti-discrimination. The city could start by creating a set of measures to monitor, identify and fight discriminatory practices, both at the municipal level (internal) and at the local level (external).

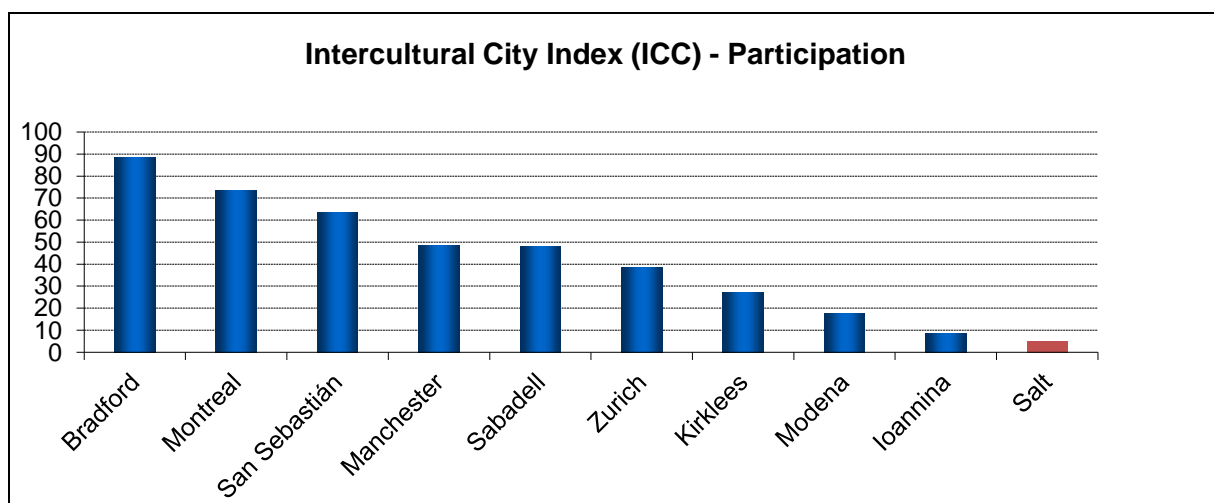
Awareness campaigns about discrimination and how to fight it could be also developed, as well as training sessions for public officials and workers at public services.

PARTICIPATION

Inclusion, power-sharing and participation are the golden keys of intercultural policy-making. A range of studies have demonstrated that inclusive integration policies produce better outcomes in terms of social cohesion, trust in the administration, safety, quality of services, welfare, good governance and economic growth. People with different backgrounds and experiences can bring innovative solutions to common challenges, as well as anticipate problems that might arise. Conversely, when people encounter barriers to participation, or otherwise choose intentionally not to participate, they may, passively, withdraw from social and public life or choose, actively, to live outside prevailing social customs and law. An intercultural city actively seeks the participation of all residents in the various decision-making processes that affect life in the city. By doing so, it increases support, and thereby the sustainability of local policies, while at the same significantly reducing the economic costs of social exclusion and instability.

Indicators on participation have been included in the ICC Index in January 2019. The data so far collected is not yet relevant for statistical purposes. Ten cities have so far replied to this new index chapter.

Salt's score in the field of participation is 5, lower than the city sample value of 42. The city hasn't develop any specific instrument to promote the participation of minority/migrants' residents in defining and designing public actions. Similarly, the city has not taken any measure to guarantee that gender equality is well represented in entities and organizations that work with the municipality.



Recommendations

The city of Salt could develop a set of instruments to facilitate the intercultural participation in public processes. The RECI's Guide on Intercultural Participation could be a useful tool in that sense.

Furthermore, the city should be aware of the need to improve the visibility of the diverse population not just in the municipal bodies, but also inside the social entities and organizations that work with the municipality. Promoting gender equality is also a crucial first step in that sense.

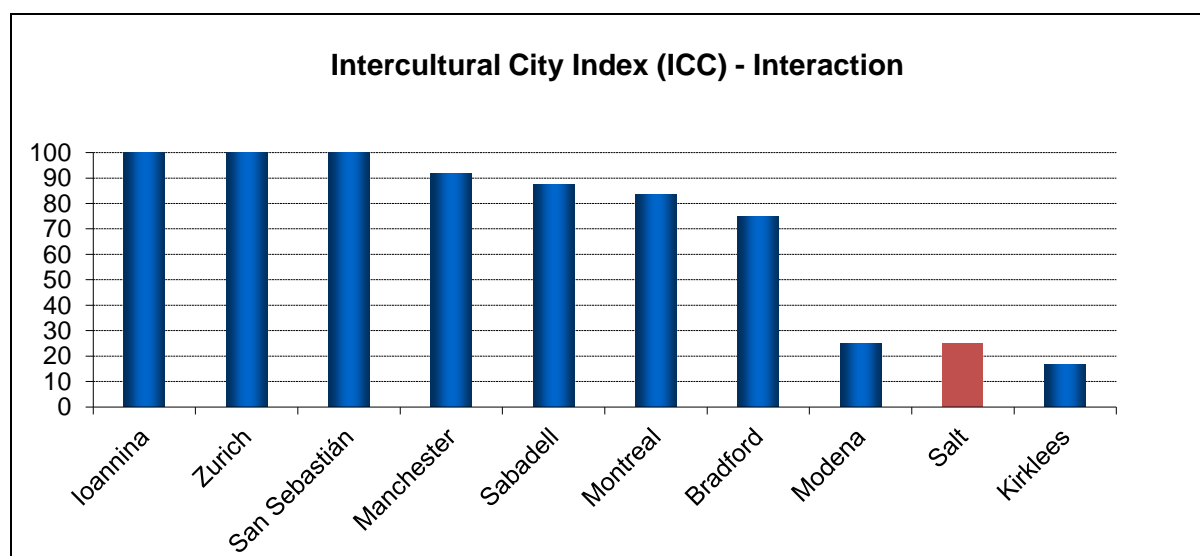
INTERACTION

Interaction between people of all kinds is what gives the intercultural city its distinctive value. Identity is not 'given' in a passive sense, but something which is 'enacted' and defined through interaction. In spite of protective laws, prejudice and discrimination can thrive where there is segregation or a lack of contact and dialogue between people. There is ample evidence to prove that, under certain conditions, the more contact people with different backgrounds and lifestyles have with each other, the less likely they are to think and behave in prejudicial ways. Therefore, an intercultural city develops, in partnership with other organisations, a range of policies and actions to encourage more mixing and interaction between diverse groups.

As mentioned above, indicators on interaction are also new. Salt's score in the field of interaction is of 25, lower than the city sample's value of 70.

The city has contacts with all social organizations and entities that work with diversity, inclusion, anti-discrimination, etc. topics in the city, but not in a regular basis. Similarly, the city has a register of associations (managed by the Unit of Culture), but is not updated regularly.

Finally, the city has no competences in the training of primary/pre-scholar teachers, although are aware that most of them have no specific training in intercultural communication.



Recommendations

The Unit of Integration and Living Together could update its list of contacts with associations and entities to better communicate with them about their work, activities and planning. Furthermore, promoting spaces of interaction could be interesting, not just to introduce and better known the work of every stakeholder, but also to discuss and planning together.

OVERALL CONCLUSIONS

The city of Salt's aggregate intercultural index is 48. In the table below are listing the strengths (what the city does) and the weaknesses (what the city does not yet do).

COMMITMENT	<p>✓</p> <p>✗</p>	<p>-Salt has adopted an intercultural action plan.</p> <p>-Salt has yet to further commit with interculturality at the local level. There is not a policy consultation processes involving people of different ethnic or cultural backgrounds and Salt has not allocated budget for implementation of the intercultural strategy.</p>
EDUCATION	<p>✓</p> <p>✗</p>	<p>-Intercultural projects are often carried out in schools. The 'Juguem' programme is an interesting good practice.</p> <p>-Salt needs to improve the participation and involvement of parents with minority backgrounds in every school as it does not have a plan of action to do so and it relies completely on the parents' initiatives. No educational policy to increase ethnic/cultural mixing</p>
NEIGHBORHOOD	<p>✓</p> <p>✗</p>	<p>- Provides spaces to initiate the dialogue among citizens and authorities.</p> <p>- Promotes activities in public spaces directed towards all children from Salt so that kids from different backgrounds and neighbourhoods can interact and play together.</p> <p>- The "Juguem?" programme is perceived for some neighbours as an action only devoted to migrant children. Some correction measures should be developed to correct this misperceptions, as the programme has been proved as a strong tool for interaction and peaceful living together.</p>
PUBLIC SERVICE	<p>✓</p> <p>✗</p>	<p>- Public officers show the diversity of origins in the city, but only in the lower positions.</p> <p>-Salt does not take action to diversify workforce and intercultural mixing in private sector. It also does not count with a recruitment plan to ensure adequate rate of diversity within workforce</p>
BUSINESS AND LABOUR	<p>✓</p> <p>✗</p>	<p>-Salt offers some spaces so that entrepreneurs can elaborate, expose and sell their products (SALTCHEF).</p> <p>-Salt has not taken action to promote diversity and non-discrimination in the labour Market.</p> <p>- Salt should favour/benefit those companies with intercultural characteristics</p>
CULTURE AND SOCIAL LIFE	<p>✓</p> <p>✗</p>	<p>- The "Taula de Diàleg Interreligiós" (Roundtable for Interreligious Dialogue in Salt) is formed by a member of the local unit dealing with integration issues as well as by representatives of all religious communities with worship places in Salt.</p> <p>- Several programes have been fostered based on culture and social aspects such as Salt Obert Per Vacances, gastronomic fairs with typical world-wide food and conferences and debates related to interculturalism.</p> <p>- The city should include the criterion of interculturalism when allocating funds and grants for social entities in the city.</p> <p>- The city should improve its website on intercultural activities</p>
PUBLIC SPACE	<p>✓</p> <p>✗</p>	<p>-Meaningful intercultural mixing is promoted in public libraries and parks</p> <p>-Activities are mainly directed towards children. No strategies that encompass all members of society from different ages.</p>

MEDIATION	<p>✓</p> <p>✗</p>	<p>- -Generalist municipal mediation service dealing with cultural conflicts provides professional service of mediation. Interreligious dialogue is majorly addressed by Salt.</p> <p>- Improving training on intercultural mediation for specific local officers (such as police or direct attention staff) could be useful.</p>
LANGUAGE	<p>✓</p> <p>✗</p>	<p>- Salt provides specific language training for hard-to-reach groups. Logistical and financial support are given to local minority radio programmes. A good initiative is Veus de Salt.</p> <p>- Improving the learning of minority languages for all community could be positive.</p>
MEDIA AND COMMUNICATION	<p>✓</p> <p>✗</p>	<p>- In certain occasions there is a communication strategy to improve the visibility and image of minorities/migrants. Premi 3 de Març</p> <p>- Salt's communication department does not highlight diversity as an advantage, it is not monitored how migrants/minorities are portrayed in traditional media or social media and it does not engage with local media when migrants/minorities are portrayed negatively.</p>
INTERNATIONAL OUTLOOK	<p>✓</p> <p>✗</p>	<p>- Salt's joined the RECI-Spanish Network of Intercultural Cities in 2018.</p> <p>- Salt does not have policies to encourage international cooperation (it does not even take actions to develop international connections). The foreign youth is not reached out nor acknowledged when they arrive for exchange programmes. Salt does not have an international perspective and it does not even seek to develop business relations with countries/cities of origin of diaspora groups.</p>
INTELLIGENCE AND COMPETENCE	<p>✓</p> <p>✗</p>	<p>- Formations to local experts have been given on intercultural competences</p> <p>- There is not a regular surveying mechanism to question about the perception of migrants/minorities</p>
WELCOMING	<p>✓</p> <p>✗</p>	<p>- Salt organizes public ceremonies to greet all people arriving to the city regardless of origin, it has a designated agency to welcome newcomers and it provides a package of information and support to newcomers</p> <p>- There is not a "specification" of agencies depending on the particularity of the group of newcomers</p>
LEADERSHIP AND CITIZENSHIP	<p>✓</p> <p>✗</p>	<p>- There are elected members of city council foreign-born or dual nationals and Salt has a consultative bodies involving migrants/minorities to voice their concerns.</p> <p>- There is not a standard for the representation with migrants/minorities of boards supervising schools/public administration.</p>
ANTI-DISCRIMINATION	<p>✓</p> <p>✗</p>	<p>- Salt provides financial and logistic support to organisations that advise and support victims of discrimination. Salt participates in regional/national org. to address discrimination and it has a charter proscribing discrimination.</p> <p>- Salt does not have services to advise and support victims of discrimination. There isn't a monitoring mechanism to understand the character and extend of the discrimination in Salt. No anti-discrimination campaigns. Salt has still not carried out a systemic review of rules/regulations to identify discriminatory practices.</p>
INTERACTION	<p>✓</p> <p>✗</p>	<p>- The city has contacts with all social organizations and entities that work with diversity, inclusion, anti-discrimination, etc. topics in the city, but not in a regular basis.</p> <p>- Civil society organisations related to intercultural inclusion are not regularly acknowledge but just once a year for specific projects.</p>

PARTICIPATION	✓	-Salt developed a intercultural dialogue round table: Mesa de Diálogo Interreligioso
	✗	-No measures taken regarding the representation and inclusion of migrant/minority residents in key institutions and organizations. No mechanism to ensure gender equality in decision-making. Salt does not monitor the participation of migrants/minorities in decision-making process. No participatory budgeting or public participation networks have been established.

Salt has been a welcoming city for a long time. But due to its constrictions (a tiny city and crowded city with an important number of economic vulnerabilities), short-term actions have been prioritised. In the last years, Salt have emphasizes its medium and long term perspectives, looking forward to improve its know-how, practices and actions. And also to share its strengths and good initiatives. In view of the above, we wish to congratulate the city of Salt for the efforts taken 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, Salt could enhance the sectors below by introducing different initiatives:

Commitment: The city of Salt may consider including a budget and evaluation measures to its local strategy and intercultural action plan. The city may want to look into a more formal structure to cross-cutting the intercultural approach in all the municipal departments could be explored or improving informal mechanisms to collaborate inside the municipality. We recommend to better include the intercultural approach in public statements.

Public services: The municipality of Salt should take action to diversify workforce and intercultural mixing in the private sector, especially by promoting instruments to fight against discrimination and vulnerabilities. The city may also want to look into a local recruitment plan to ensure an adequate rate of diversity within the municipal workforce.

Business and the labour market: The city may consider developing an action to promote diversity and non-discrimination in the labour market and to encourage businesses to involve more diverse profiles in their workforce. We recommend to define a local charter that benefits diverse suppliers' in local procurement.

Cultural and Social Life: The city may look into including the criterion of interculturalism when allocating funds and grants for social entities in the city. The city may consider creating a website collecting all activities and events promoted in the framework of intercultural dialogue and social participation, to avoid dispersion and lack of knowledge of all the work done in this area.

Media and communication: The city may consider developing tools to monitor how local and national media represent minority/migrant groups, as well as how social media devote these questions.

International outlook: The city of Salt may wish to explore working with the diasporas, developing projects to facilitate the interaction and relations with residents in the city and cities/towns of origin.

Intercultural intelligence: The city should explore how to better incorporate the intercultural approach in the integral planning of the city. The city may want to strengthen training sessions on intercultural competences for all local officials.

Anti-discrimination: Salt may consider to create a set of measures to monitor, identify and fight discriminatory practices, both at the municipal level (internal) and at the local level (external). Promoting actions such as antirumours strategies could also be explored by local officials.

Participation: The city of Salt may wish to develop a set of instruments to facilitate the intercultural participation in public processes.

Salt 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 above for each sector as well as in the Intercultural cities [database](#).

Diversity has become a key feature of societies today and is particularly tangible in urban centres. While people of diverse national, ethnic, linguistic and faith backgrounds have immensely

contributed to post-war prosperity, inequalities related to origin, culture and skin colour persist, and anxiety about pluralism, identity and shared values is often politically instrumentalised. The challenge of fostering equity and cohesion in culturally diverse societies has become more acute. Cities are uniquely placed to imagine and test responses to this challenge.

The Council of Europe and its partner cities have developed and validated an intercultural approach to integration and inclusion which enables cities to reap the benefits and minimise the risks related to human mobility and cultural diversity. A decade after the start of this work, there is growing evidence that diversity, when recognised and managed as a resource, produces positive outcomes in terms of creativity, wellbeing and economic development.

The Intercultural Cities Programme (ICC) invites cities in Europe and beyond to explore and apply policies that harness diversity for personal and societal development.

The Council of Europe is the continent's leading human rights organisation.

It comprises 47 member states, 28 of which are members of the European Union.

All Council of Europe member states have signed up to the European Convention on Human Rights, a treaty designed to protect human rights, democracy and the rule of law.

The European Court of Human Rights oversees the implementation of the Convention in the member states.

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