



Intercultural cities

The art of mixing

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” The plague of mankind is the fear
and rejection of diversity.

Thomas Szasz

The Intercultural cities: what is it about?

— The Intercultural cities (ICC) is a flagship Council of Europe programme that assists local authorities in designing policies based on the application of a novel diversity management model called intercultural integration. This policy model relies on the notion of “diversity advantage” – treating migrants as a resource for local economic, social and cultural development, and not only as vulnerable groups in need of support and services. Intercultural integration implies a strategic reorientation of urban governance and policies to encourage adequate representation, positive intercultural mixing and interaction, and institutional capacity to ensure equal access to rights and opportunities for all. The Intercultural cities programme offers a comprehensive methodology for helping cities develop their diversity strategies, and a range of analytical and assessment tools, including the very successful Intercultural cities INDEX.

Diversity governance

— Economic, management and psychological research have demonstrated that diversity brings considerable benefits for organisations and cities in terms of increased innovation, productivity and ability to solve problems. The diversity advantage has implications for urban policies since involving people from diverse backgrounds in policy design increases their effectiveness. From a policy perspective, the challenge is to devise and implement strategies for the management of diversity that can help to tap the potential benefits of diversity while minimising its costs.





Intercultural integration: an evidence-based policy model

— The intercultural integration policy model derives from an extensive analysis of city practice and a wide range of international standards. It is a comprehensive and strategic approach driven by committed leadership across political divides and administrative silos. It calls on local political, social, cultural and economic institutions to focus on harnessing the skills and talents of all citizens, including migrants and refugees, and creating the best conditions for their full participation in society and the economy. The model is now being implemented by over 100 cities in Europe, as well as in Japan, Korea, Mexico and Canada. Cities that join the Intercultural cities programme commit to:

- ▶ promote a pluralistic and inclusive identity through public discourse which embraces the diversity advantage;
- ▶ ensure that institutions, neighbourhoods and public space are open and mixed rather than segregated;
- ▶ actively build trust between communities and foster shared values by promoting a “we culture” of reciprocity and symmetry in interethnic relations;
- ▶ ensure equal access to rights and opportunities for all, also by rendering governing bodies more diverse and making sure all officials and services are culturally competent and that businesses and institutions are capable of managing diversity as an asset.

How does the Intercultural cities programme work in practice?

— In order to support the process of intercultural strategy development, implementation and evaluation, the Intercultural cities programme proposes extensive city profiles, hundreds of good practice examples, a step-by-step guide and policy briefs on the intercultural approach in specific policy areas. These tools can be used for policy audits and also offer guidelines for active citizen participation in the strategy development process.

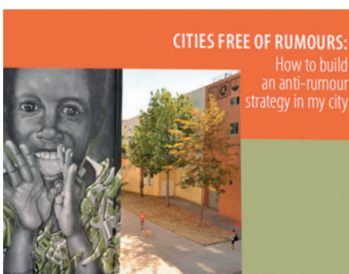
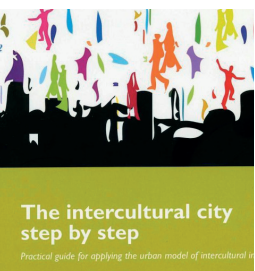
■ Study visits and thematic events offer opportunities for policy-makers, practitioners and advocates from each city to engage in discussions and share practices with their counterparts from other cities. The events use an interactive, hands-on format designed to bring energy, innovation and ideas into the strategy-making process and help build a stakeholder alliance.

■ The anti-rumour strategy is aimed at raising awareness about the importance of countering diversity-related prejudices and rumours that hamper positive interaction and social cohesion and lay the foundations for discriminatory and racist attitudes.

■ The strategy, conceived as a public policy, is composed of a number of elements: identifying major rumours existing in a city; collecting objective data and also emotional arguments to dispel false rumours; creating an anti-rumour network of local civil society players; empowering and training “anti-rumour agents”; designing and implementing anti-rumour campaigns to raise awareness, including by creating and disseminating new tools and resources, both creative and rigorous.

■ An inclusive integration policy laboratory, the “Squared Circle”, involves local and national officials, NGOs and academics who are mid-career, change-oriented decision-makers or influencers in promoting the intercultural approach at different levels of governance to further develop its knowledge base.

■ Individual cities’ performance in relation to the intercultural integration model is assessed via the Intercultural cities INDEX. The results of the INDEX help cities make evidence-based judgments about the impact and outcomes of their policies and resource investment.



Zurich 2013	100
Beranger 2013	100
Oslo 2013	100
Gene 2013	100
Hamburg 2013	100
Gene 2014	100
Copenhagen 2013	100
Funchal 2014	100
Berkeley	100
Camp Bessent	100
Mexico City 2013	100
Amsterdam 2014	100
London	100
Reggio Emilia 2013	100
Brno 2014	100
Norwalk 2014	100
Rotherham 2012	100

The Intercultural cities network: a learning community

■ The Intercultural cities learning community (ICC network) provides practical assistance to local authorities and stakeholders wishing to:

- ▶ connect and focus the efforts of city departments and services towards clearly defined and shared goals;
- ▶ engage positively with citizens;
- ▶ identify and empower intercultural innovators and bridge-builders;
- ▶ build a vision for the diversity future of the city and translate it into a workable strategy;
- ▶ benefit from the advice and support of peers from other cities;
- ▶ call on expertise targeted to the city's specific focus and needs;
- ▶ develop collaborative projects on specific themes;
- ▶ showcase their own good practices.

■ Over 100 cities, in and outside Europe, have already joined the Intercultural cities network.



” Diversity is an aspect of human existence that cannot be eradicated by terrorism or war or self-consuming hatred. It can only be conquered by recognizing and claiming the wealth of values it represents for all.

Aberjhani

CONTACT

Intercultural cities programme
Council of Europe
DGII - Democracy
intercultural.cities@coe.int

www.coe.int/interculturalcities

 @ICCities

 www.facebook.com/ICCities

www.coe.int

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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