



Intercultural cities

The art of mixing



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” Diversity is about all of us, and about us having to figure out how to walk through this world together.

Jacqueline Woodson

■ INTERCULTURAL CITIES (ICC) is a Council of Europe programme supporting local authorities to design and implement inclusive integration policies. The programme is based on the “**Intercultural integration policy model**” which focuses on enabling communities, organisations and businesses to manage the diversity of people in a way which ensures the equal value of all identities, cohesion and competitive advantage.

■ At the level of local policies, intercultural integration is a comprehensive approach driven by committed leadership across political divides and administrative silos. Intercultural integration policies imply a strategic engagement to develop institutional capacity ensuring equal rights and opportunities for all, promoting positive intercultural mixing and interaction, and encouraging participation and power-sharing. The model helps public authorities to achieve inclusion, equality and prosperity by unlocking the potential of diverse societies while minimising the risks related to human mobility and cultural diversity.

■ The Intercultural Cities programme is now being implemented by over 130 cities in Europe and beyond, include Australia, Canada, Japan, Israel, Mexico, Morocco and the United States.

IDENTIFY

the potential of your city, the strengths, the needs and the challenges

PLAN

how to use your potential and strengths to overcome the challenges

INVOLVE

all citizens to create and carry out policies for building a city for the future



Working together on a global platform with other cities, makes plans grow and manifold

Embracing diversity opens new possibilities for growth, prosperity and sustainability

Involving citizens in building the future of their city, make them experience ownership and take responsibility

Intercultural integration: a policy model which works

— The intercultural integration policy model derives from the extensive analysis of city practice and a wide range of international standards. Besides, 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. There is also evidence of a direct correlation between intercultural policies and citizens' wellbeing. A study published in January 2018 by the Migration Policy Group shows that: i) local intercultural policies play a driving role in local well-being; ii) are one of the most determining factors of a positive public perception of migrants; iii) improve citizens' trust in public institutions and public services, and do not alienate voters.

— The ICC programme offers a comprehensive methodology for helping cities develop their diversity management and integration strategies, a community for sharing best practice, and a range of tools for policy development and evaluation.

Innovative methodologies

— The Intercultural cities programme has tested a range of methodologies and developed policy briefs to help local authorities design and deliver holistic intercultural policies covering different areas such economic development, urban planning and urban regeneration, intercultural interaction, mediation, safety and security, participation etc. An example of such methodologies is the **Anti-rumours strategy**, which **focuses on eliminating the root causes of discrimination**. It involves mapping and dismantling diversity-related prejudice and rumours that lay the foundations of discriminatory and racist attitudes. Intercultural cities strongly believe that prejudice and discrimination thrive in societies where there are segregation and lack of interaction and dialogue between people. Intercultural integration explicitly sets out to bridge the gaps in communication that can reinforce discrimination or even create new kinds of discrimination. It also requires practitioners to focus not only upon interactions between majorities and minorities, but also within different groups where hidden processes of inequality and injustice may also exist.



Joining the ICC programme: why?

Intercultural Cities is more than a capacity building programme: it is also a platform to connect cities and leaders globally into a community where initiatives and practice from one city are analysed and shared to inspire the others. The **Intercultural Cities Network** is a unique laboratory for local policy innovation, as well as a coalition of cities that believe and prove that diversity, if managed responsibly and skilfully, is a major asset for European societies. Intercultural Cities is a global platform that activates all citizens to build the future of their territory by using diversity as a resource. No matter how big or small the territory is: policy makers and citizens can define together a vision for an open, pluralistic community, and make inclusive democracy an everyday reality. The journey towards building the future of our cities will provide new inspiration to policy departments, educational and cultural institutions, public services, business and labour market organisations, and civil society groups, fostering a culture of collaborative, participatory, creative and inclusive policy-making.

What does the ICC programme offer to participating cities?

To support the process of intercultural strategy development, implementation and evaluation, the Intercultural Cities programme provides methodological support and offers **extensive city profiles, a database of good practices, a Step-by-step guide, as well as manuals, handbooks and policy briefs** related to specific policy areas.

To start its journey as an intercultural city, each new member is asked to complete, in a collaborative cross-departmental process, the "ICC INDEX" questionnaire. The ICC INDEX is monitoring the efforts cities make to encourage participation, interaction, equality of opportunities and the mainstreaming of interculturalism and diversity advantage principles. Based on this, the Council of Europe sends back an analytical report with recommendations and examples of good practice from other cities. In a second step, an expert visit takes place with independent experts and a Council of Europe representative that will involve city officials and a wide range of local stakeholders, to review their policies through an intercultural lens. Local stakeholders are then guided through the development (or revision) of a comprehensive intercultural strategy to manage diversity positively and realise the diversity advantage.

Study visits, thematic events and the transfer of innovation, expose a range of policy-makers, practitioners and advocates from each city to reflections and discussions with peers from across the world. These events use interactive, hands-on formats designed to bring energy, innovation and ideas into the strategy-making process and help build a stakeholder alliance.

Through the "**Policy Lab for inclusive integration**", the Intercultural Cities programme also promotes the development of multi-level governance of diversity and inclusion. It facilitates a continuous dialogue and cooperation between local, regional and national leaders on inclusive integration policies.

Focus on...

Conflicts which may stem from cultural relativism, fear, or suspicion towards “the other”, as well as discrimination, racism and hate incidents, are challenges that the police services and the public authorities of intercultural cities have to manage. In order to support local police and other enforcement agencies to better adapt to the diverse society they serve, the ICC is mainstreaming Intercultural community policing, a policing strategy that develops an approach to surveillance and prevention based on ties and mutual trust. Community policing is founded on core principles of interculturalism and establishes a strong connection between safety and care by engaging citizens in defining community-based and public space safety solutions. The ICC programme provides local police with guidance on how to implement policing principles, design new procedures, protocols, structures and specialised units in their police community, to effectively address the challenges that diversity may pose to the achievement of peaceful coexistence, in the medium and long term.

Will you be the next one?

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 harness diversity for personal and societal development.

The future is there: join the ICC community and be part of the change.

” 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.

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The Council of Europe is the continent's leading human rights organisation. It comprises 47 member states, including all 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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