

**Meeting of ICC Coordinators
26-27 September 2018
Rijeka (RiHub)**

**AGENDA
Open Session**

26 September 2018

The Opening session is open to the wider public upon invitation

09:00-09:45 **Opening** of the meeting

Mayor of Rijeka

Irena Guidikova, Head of the Anti-discrimination and Inclusion Division

9:45:00 -10:15 Presentation of the draft **Step-by-Step Guide**: How to build an inclusive intercultural city, by Mr Oliver Freeman

Discussion

End of the Opening session

10:15-10:30 ***Coffee break***

10:30-13:00 **Thematic discussion I: testing new approaches¹**

Information and brainstorming session to collect cities' views and practices and define topics for future work

- Fostering intercultural connections: "Days of Dialogue"
- Countering Islamophobia in the Intercultural City
- Diversity Charter: a tool to foster diversity and inclusion

¹ For a description of topics see appendix to this agenda

APPENDIX

Fostering intercultural connections: “Days of Dialogue”

The “Days of Dialogue”, firstly implemented in Rotterdam in 2001 after 9/11, is a grass root social initiative where people from different backgrounds exchange, through a facilitated dialogue, life experiences, dream about how they would like things to be in the future, and how they can create this change by taking action. Characteristic for the “Day of Dialogue” is that the participants are asked to take part in the conversation with an open mind and an inquiring attitude. This deepens the conversation and creates space for community spirit. Diversity of age, gender, ethnical, cultural, social and religious backgrounds at the dialogue tables is an excellent instrument to lessen isolation and segregation of groups within the population and creates better mutual understanding. The “Days of Dialogue” has been proving to be very effective with 60% of the participants saying that they have changed their mind about the topic of the dialogue and 80% that, through the initiative, they have met residents to whom they have never spoken before.

Countering Islamophobia in the Intercultural City

The fear towards people from different backgrounds whether religious, cultural, or ethnic, and the hate that this fear causes are not new phenomena experienced in cities with diverse populations. In response to such discrimination, intercultural policies that promote desegregation, meaningful interaction, and inclusion, are a systematic attempt at reducing its causes and results. Although partially successful, the sole use of top-down approaches at tackling prejudice have rendered mixed reactions, at times contributing to its reduction, yet in others seeing no result, and at worst being counter-productive. Consequently, undertaking discrimination calls for approaches that directly address the negative sentiments and perceptions that people hold towards diversity from a grassroots perspective in order to compliment systematic change.

Charter for Diversity and Inclusion – (the experience of Portugal)

The Diversity Charter is an initiative launched by the European Commission to promote diversity and equal opportunities in the workplace. Companies and organisations (including in the public sector) that sign the Diversity Charter commits to implement its principles in their workplace. In 2018 Charters had been signed in 21 countries, some of them accumulating more than 10 years of work. Each participating country has a coordinator’s organisation that sets an adapted text and mobilizes employers to sign the document. The Portuguese Charter was established in 2016 and has now reached 220 signatory organisations from all sectors (public - including several municipalities, both for profit and non-profit) that are invited to share practices, attend trainings and thematic event with the goal to raise their awareness and promote the developing of more inclusive workplaces. Given it’s collaborative spirit and the intense sharing on practice that occurred during 2017, the Portuguese Charter has been able published a toolbox that includes several instruments such as: a survey for employees and leaders, a set of 11 pedagogical games to foster internal reflections, a list of pertinent terminology (glossary), examples of initiatives that can be implemented, list of indicators, description of the 12 practices awarded at the 1st edition of the Diversity Awards and practical tips on how to diagnose, plan, implement, evaluate ad celebrate diversity.