

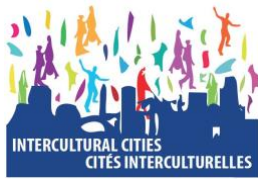
ICC-Ukraine 2020



Activity Report

The Year of Intercultural Competence

December 2020



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BUILDING BRIDGES, BREAKING WALLS

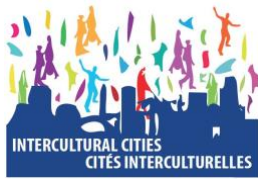
Executive Summary

For the member cities of the ICC-Ukraine Network, this year was marked by joint cross-network cooperation on the development of intercultural competence skills for different target groups in their communities in the framework of the project "Introducing and Engaging Diversity Globally". This partnership was made possible through a competitive intercity cooperation grant awarded by the Council of Europe's Intercultural Cities Programme, where the city of Melitopol (Ukraine) played a leading role and the city of Ballarat (Australia) acted as a partner.

"Introducing and Engaging Diversity Globally" aimed to contribute to the advancement of intercultural competence skills of city administrators, police, media, minority, NGO, youth and religious groups representatives, internally displaced persons (IDPs) and other city residents by offering a series of workshops conducted by local trainers. The local trainers were formed through a set of online ICC competence seminars - or "trainings for trainers" - conducted by an ICC expert who also provided an adapted bilingual ICC Competence Manual.

In the context of this initiative, all ICC-Ukraine members - the cities of Lutsk, Melitopol, Odessa, Pavlograd, Vinnytsia and Sumy - worked together to first identify their specific ICC competence needs and select priority target groups in their respective communities, then to select the individuals who would become future trainers, next, to organize local ICC competence workshops for the identified target groups, to estimate the degree of ICC competence in the cities before and after the training implementation by taking part in a relevant inquiries designed by the University of Melitopol, and finally, to collect valuable feedback from the project participants after the project implementation.

Up to 20 local trainings were carried out in ICC-Ukraine member-cities in September-October 2020 for the above mentioned target groups. Four out of the six member cities of the Network have secured their own resources to participate in the project, once again demonstrating their commitment and dedication to the implementation of intercultural policy and practices in their communities. This has obviously been more difficult to do in the current year, when the cities' budgets have experienced significant shortages and reallocations due to the priorities given to activities in response to the pandemic (more details on the matter are provided in the ICC-Ukraine coordinators meeting report as of April 2020).



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As a result of the project, the ICC competence skills improved considerably in the participating cities. More specifically, local training sessions contributed to a significant positive shift towards understanding and valuing cultural diversity, increased willingness to cooperate with people from different cultures, and greater openness of the participants to learning about both their own and other cultures. Positive changes in the behaviour of cities' residents in terms of their attempts to adequately perceive and interpret different cultural values, to consciously overcome cultural boundaries, to develop empathy for other cultures, and to see not only differences but also commonalities between them have been largely reported (see [the Impact Report of the project](#) for details). The success of the project represented a great culmination of the ICC-Ukraine Network's achievements to mark the fifth anniversary of the Network's establishment, which is being celebrated this year.

The growing level of intercultural competence in the ICC-Ukraine cities resulting from the project has also contributed to a more skilful identification of relevant local challenges and issues that – as experiences show – are very different for different audiences, cities, regions and countries. Consequently, the project participating cities offered some unique and valuable suggestions, opinions and feedback at the 2020 year-end meeting of ICC-Ukraine coordinators on December 4, 2020. This has in turn contributed to the development of ICC-Ukraine's vision for the next year's activities.

The ICC coordinators agree that *intercultural competence development remains one of the key strategic priorities of the Network* for the year to come. They emphasise the importance of building on the achievements of 2020 in the area of intercultural competence and communication, namely, to continue to practically apply the approaches and new knowledge acquired in the framework of the project "Introducing and engaging diversity at the global level", to further tailor relevant ICC competence approaches/actions for the target groups, starting with those that have already made special requests, to address other local issues and challenges that the project has helped to identify, and to continue to cooperate effectively with international ICC members, cities and national networks. The project-identified local issues include:

- the need to combat stereotypes and prejudice against cultural, ethnic, racial, religious and other groups/identities in the cities, the benefits of which can go as far as to improving urban and neighbourhood safety, developing respectful relationships between and within the communities, and combating discriminatory expressions and fake news,
- challenges for police officers to practically deal with racial and sexual discrimination in urban communities, in particular against LGBT people; hence their motivation to attend to a more tailored intercultural competence course on the matter,



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- recurring requests from local media/journalists to learn more about the key approaches and practices for creating anti-discrimination narratives, particularly in "hot spots", and methods for quickly identifying and combating fake news and false reporting.

The coordinators also highlighted that intercultural competence skills development is particularly important for the cities during the pandemic and the resulting economic, and in many cases, political and social crises. In the post-Covid environment, there has been an increase in inequalities, often leading to a simplified or biased perception of cultures and diversity. Interculturally incompetent approaches to integration and interaction in urban environments may trigger ethnic and cultural segregation, poverty, exclusion or conflict. In such situations, ICC competence approach is essential as it promotes mutual understanding, value acceptance and bonding, encourages intercultural communication and positive interaction, and creates an atmosphere of trust and empowerment within communities and organisations to jointly overcome common challenges.

Other *strategic priorities of the ICC-Ukraine* include:

- focusing on the development of an intercultural approach to culture and heritage, in view of the rich history and a series of initiatives focusing on the diversity of culture and heritage in ICC-Ukraine member cities,
- enhancing the visibility of the Network's activities while promoting the ICC Programme at the national and international level,
- ensuring high quality communication within and between the cities/networks and sharing city experiences, good practices and lessons learned.

The "development of an intercultural approach to culture and heritage" priority was defined by the Network in April 2020. However, the analysis of cities' cultural and heritage events according to the intercultural dimensions (indicators), which is necessary for the implementation of this priority, proved to be a difficult endeavour in 2020, as many cultural activities in Ukrainian cities were cancelled or postponed to the following year. Consequently, the prospects for working on this priority remain in 2021. At the same time, the city coordinators are not in a position today to guarantee the dates and scope of these events.

The same can be said of the other activities of the ICC-Ukraine in 2021. At the time of writing, many Ukrainian cities are in the process of their activities/budgets planning for the year 2021. At the end of this period, the local ICC-Ukraine coordinators will be able to provide more concrete information on the specific ICC actions that will constitute the Network's 2021 Action Plan.

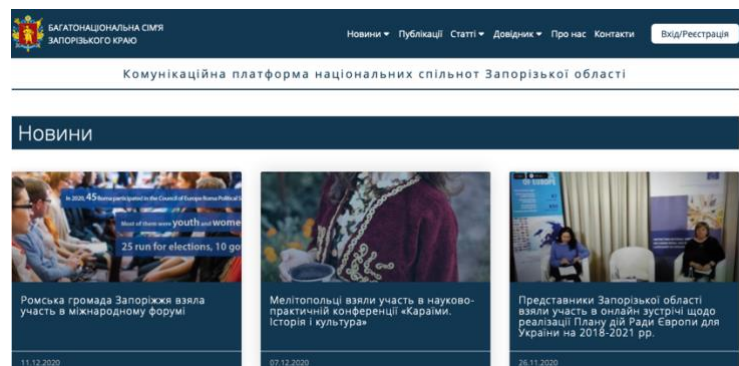


Overall Progress of the Network

In addition to the range of activities jointly implemented by the ICC-Ukraine cities under the "Introducing and engaging diversity at the global level" project, this year a number of inspiring actions, outstanding initiatives and innovative policies have been implemented by the ICC-Ukraine members. The year started with great news that just another member of the Network, the City of Sumy, approved its [ICC city strategy](#) on January 29. The City of Vinnytsia is in the final stages of approving its ICC strategy at the time of writing, as its [strategy document](#) has already been publicly reviewed and validated by the City Council and is now in line for approval by the deputies. To this end, the City of Melitopol has had its intercultural policies reviewed – already for the third time since joining the ICC Programme – using the updated ICC Index tool. The review confirmed a well-established policy rating of the city and provided Melitopol with quality advice on further advancement of intercultural policies.

Ukrainian cities broadly support the joint actions and initiatives of ICC Global. Concrete examples of this include ICC-Ukraine members contribution to the Covid-19 Special Page of the Programme, their participation in a number of webinars organised by the ICC team on anti-discrimination, anti-rumours, gender policies and topical issues related to artificial intelligence; in thematic studies on gentrification, alternative narratives, and post-Covid economic impact; in ICC Programme studies and inquiries, including the ICC Citizenship Test, and in global actions such as the ICC Mayors' (World Refugee Day) or the ICC Cities' Migrants Day campaign.

Furthermore, the ICC-Ukraine cities work to develop synergies and cooperation in relevant fields with other CoE initiatives. On September 19, for example, Ukrainian ICC cities of Pavlograd and Melitopol, including national Network coordinator, took part in an international event in Primorsk, Zaporizhzhya focused on national minority issues in Ukraine. The event presented the Strategy on Efficient Communication between the National Minorities and the Zaporizhzhya Regional State Administration, one of the valuable outcomes of the sister project "Protecting national minorities, including Roma, and minority languages in Ukraine" of the Anti-Discrimination Division of the Council of Europe. The Zaporizhzhia Regional State Administration with the





assistance from the CoE Office in Ukraine developed and officially launched during the event an online Communication Platform for National Minorities “Multinational Family of Zaporizhzhia Region” as a practical tool for the Strategy implementation and for liaising with stakeholders.

The Covid-19 experience across different cities in Europe and around the world has paved the way for individuals and organisations to maximise the use of social media channels and virtual tools. ICC-Ukraine members make good use of these resources while using broadly the new ICC "Branding Pack" (e.g. city logos, publications, documents, Facebook and Twitter profiles, ICC pages, presentations and communications have been updated accordingly). Relevant to this, 3000 "Intercultural Cities" brochures were printed in Ukrainian language by the city of Pavlograd and distributed across the Ukrainian Network this year, in particular, during local trainings on ICC competence. Larger cities, such as Odessa, felt the need for more brochures. So the city took the initiative to print 2000 more brochures and distribute them to the population.

A number of intra- and inter-cities meetings, seminars and thematic workshops were held this year in on-line format. More details on these actions are provided below, in the outline of key initiatives implemented by ICC-Ukraine member-cities in 2020 (in reversed alphabetical order).

Intercultural Vinnytsia

Implemented Activities:

- A new intercultural itinerary of Vinnytsia has been developed (a project included in 5 strategic directions of Vinnytsia ICC strategy, in cooperation with the marketing and tourism department, NGOs, and local guides)
- Language courses were organized by NGO "Union of Entrepreneurs Wall" with the support of Vinnytsia City Council for local guides to enable multilingual residents and visitors to the city to discover the history of Vinnytsia in different languages. This "Skills for Guides" initiative is one of the five strategic directions of the Vinnytsia CCI strategy "Business and Tourism"
- Social Services Centre of the city of Vinnytsia took part in pan-Ukrainian action "16 Days of Activism against Gender Violence in Ukraine" and organized an information campaign for the police officers of Vinnytsia region and carried out a workshop on the prevention of domestic violence
- Vinnytsia joined various ICC Programme initiatives this year, including a series of ICC thematic webinars, the ICC Global campaigns, as well as the study on Gentrification.



New partnerships:

- Cooperation with the volunteers of the European Solidarity Club, whose members include foreign students from Vinnytsia universities. As a result, the voice-over of the city's public bus/tramway stations was provided in Polish, Danish, German, English and Ukrainian
- Cooperation with the online edition Vezha, a new Vinnytsia Intercultural section
- Partnership with a twin city Tarnow (Poland) as part of the international audio play project "Żar pustki" by Peter Palar. The project involved participants from different culture and was translated in many languages.
- Cooperation with the Consulate of the Republic of Poland:
 - an exhibition "For our and your Freedom ..." took place in the central square of Vinnytsia on the occasion of the 100th anniversary of the Polish-Ukrainian military alliance (1920)



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- readings of Polish authors were organized on the occasions of the Ukrainian and Polish Independence Days
- Cooperation with NGOs "Philosophy of the Heart", "Progressive Women", "Source of Hope" on the issues of human rights, equality, trafficking, violence, anti-discrimination. These activities involved street action and public campaign in the city.



Activities to finalise the Intercultural City Strategy and Logo

- Target city programs discussion with the representatives of Vinnytsia city departments (June - July 2020) in order to highlight the intercultural dimension of the programs, e.g. including ICC dimensions to a new document - Concept of Development 3.0 of the merged Territorial Community of Vinnytsia
- Development of indicators for monitoring Vinnytsia intercultural strategy
- Public discussion of Vinnytsia ICC Strategy project (September-October 2020); introducing amendments, edits, suggestions and comments
- Submission of the Decision “On Approval of Intercultural Strategy of Vinnytsia” to the Executive Committee (December 3, 2020).
- Submission of the Decision “On Approval of Intercultural Strategy of Vinnytsia” to the 4th session of the 8th convocation of Vinnytsia City Council (December 9, 2020).
- The logo and layout of the short version of Intercultural Strategy of Vinnytsia developed
- Implementation and Monitoring Committee of Intercultural Strategy of Vinnytsia has been formed.



Intercultural Sumy

Implemented Activities:

- Publication "Sumy: Intercultural Dialogue" was prepared by the city offering journalistic enquiries about national minorities in Sumy, including representatives of Polish, Jewish, Roma, Azerbaijan, Armenian, Georgian, and Greek communities, and featuring creative portraits of the representatives of these groups, people of different professions - architects, teachers, industrialists, public figures.
- The first phase of the "Police and Intercultural Policy" action in Sumy started with the launch of a series of meetings with foreign students, where, in a friendly environment, dialogue took place directly with the police officers. Discussions focused on local issues, legislation, the rights and responsibilities of city residents, issues of equality and access to reliable information. A good use was made of the ICC "Manual on Community Policing" recently made available by the ICC Programme in Ukrainian language.
- The "Green City" action was organised on the initiative of Sumy Jewish Foundation "Hesed Chaim", in cooperation with the Public Association of Polish Culture of the City of Sumy and Sumy Regional Society of Armenian Culture "Artsakh" in the city park "Druzhba" in October. National minority groups collected the funds to purchase 32 trees that were planted on the central alleys of the central city park. Following this action, the mayor of the also received a proposal from the minorities to redesign "Druzhba" park, the favourite recreation area of Sumy residents - by establishing sculptural compositions representative of the cultures, traditions and nationalities residing in the city.
- Representatives of the Sumy City Council also carried out online lectures on the implementation of intercultural policy in the city for foreign and local students of Sumy State University majoring in public administration.





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New partnerships:

- Cooperation with Civic Engagement Club of the city was established. Regular meetings were held in English on topical societal and local issues. 11 sessions were held in 2020, video recording of some of which are available on YouTube:

- o Nonverbal communication: intercultural aspects. Using Gestures Across Cultures - lecture by Suckwinder Sandhu, USA
- o Diversity of Education: international experience in the EU and the US. Vladislav Shapoval. Anna Schwindina. <https://www.youtube.com/watch?v=heqz9e6UZn4>
- o New Media Bloggers in Civic Engagement Club. Jointed Presentations on Discrimination by participants of the Blogger School. <https://www.youtube.com/watch?v=twyPyxQZWqk&t=96s>



Intercultural Pavlograd

Implemented Activities:

- Intercultural Gutirka “The impact of post-Covid crisis on the city life“ took place in Pavlograd in September replacing the ICC Programme supported Roma Study visit to the city. The visit was initially planned on Roma day (April 8) but was cancelled due to the sanitary situation. By definition, the Gutirka took place in ‘open air’ format with the participation of national minorities and IDPs. It was highlighted during the discussion that under the conditions of a pandemic, difficult economic, social and/or psychological situation, no one should be left behind and everyone should receive equal support, regardless of nationality, race, gender, or age.
- With the support of the ICC Programme of the Council of Europe, the City of Pavlograd printed and distributed ICC brochures (in Ukrainian language) to all members of the ICC-Ukraine Network.



Partnerships:

- The City of Pavlograd took part in the Zoom-conference dedicated to the International Day of the World's Indigenous People organised by the intercultural team of Melitopol.
- Pavlograd was one of the players in the implementation of the local trainings in the framework of the pan-Ukrainian project on intercultural competence, cooperating closely with the other members the Network throughout different stages of the initiative. A number of local ICC competence training were organised in Pavlograd for different target audiences.





Intercultural Odessa

Implemented Activities:

- The calendar "Odessa - Intercultural Harbour of Ukraine" was designed by portraying 12 different cultures residing in the city, symbolizing peace, intercultural interaction and the commitment of all Odessa residents – regardless their origins, different identities, views or religion – to the development of the city. The calendar is to be published annually featuring every time a different group of cultures. Given that Odessa is the city of more than 100 different nationalities, a whole decade can be covered by the initiative.
- Information and educational work was provided with representatives of the city's Roma community, focusing on the need to register children, assistance with paperwork, medical services and schooling.
- Regular courses in minority language – Bulgarian, Modern Greek, Chinese, Polish, and Romanian – have been launched at educational institutions in Odessa as a permanent or optional subject and attended by some 6,000 students.
- The intercultural Wall-Memorial Museum was inaugurated in one of the city's parks during the celebration of City Day in Odessa (September). The Museum displays the names of Odessans of different nationalities and religions, who contributed to the creation and development of intercultural Odessa. The Wall patterns include letters representing five alphabets - Cyrillic, Latin, Greek, Hebrew, Arabic and religious symbols of different denominations. This underscores Odessa's appreciation of the contribution of different cultures and nationalities in the development of the city. The opening of the Memorial itself was an intercultural event, as attended by representatives of various religious confessions present in Odessa - Islam, Judaism, Catholicism, Protestantism, Orthodox, - who spoke of the importance of intercultural unity, respect of "otherness" and appreciation of those who shape the Odessa community, regardless of nationality, language or religion.





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- "Odessa Minorities Association" was established in November at the initiative of the mayor of the city as an advisory body on intercultural issues, which includes representatives of the city's national minority organisations. The main strategic objectives of the Association are to explore the potential of the diversity advantage, to further develop intercultural communication and to actively involve all nationalities and cultures in the life of the city.
- Many interfaith religious events were traditionally celebrated in Odessa (including online) on various religious holidays, in the presence of religious leaders and representatives of different faiths.



New partnerships:

- In December, the city of Odessa organised a flash mob "Active Youth Against Violence." The event was supported by the Office of the United Nations High Commissioner for Refugees, students and refugees in Odessa as part of the global campaign "16 Days Against Violence".





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Intercultural Melitopol

Implemented Activities:

As one of the most interculturally active members of the ICC-Ukraine Network, the City of Melitopol has implemented a wide range of initiatives, many of which have already been shared with the ICC Global via ICC media channels in the form of good practices or news. Below are a few examples of these actions.

- Melitopol ICC Strategy survey. One of the key aspects of the intercultural policy implementation in Melitopol is the establishment of social partnership between Melitopol community and the City Council to ensure productive cooperation within the framework of the ICC Strategy. As the first ICC Strategy-Melitopol (2015-2020) is coming to its end, the city carried out a special survey of its residents (May) to measure the effectiveness of this partnership and examine the impact of city's social environment on the achievement of the intercultural policy objectives. Melitopol is called "the city of two hundred cultures and peoples." It was therefore almost natural that 96% of its inhabitants believe that people from different cultures enrich and improve the social environment of the city. More details on the results and conclusions from this survey can be found on the ICC Programme webpage.
- On the occasion of the International Day of the World's Indigenous People (August 9), a virtual round-table was organised by the intercultural team of Melitopol. The meeting aimed to raise awareness about the Day which recognizes the importance of protecting the rights and dignity of indigenous peoples - represented in Ukraine by the Crimean Tatars, Gagauz, Karaites and Crimean Greeks, - to preserve their distinct cultures and ways of life, and to strengthen interregional and pan-Ukrainian cooperation to address the problems faced by indigenous peoples in areas such as human rights, education, health, housing, economic and social development. This year, extending the discussion to the national level, Melitopol invited member cities of the national ICC Network of Ukraine - Pavlograd, Vinnytsia, Lutsk, Odessa and Sumy.



- Participatory budgeting has become a well-established practice in many ICC-Ukraine cities. In Melitopol it is particularly admired by the residents for the opportunity to get to know each other better through the variety of sparking initiatives aimed at the community development . The theme of 2020 call for public projects - "Let's Make our City Better» - attracted more than 70 initiatives. A total of 18 677 votes were cast via online platform to determine the winner - an intercultural initiative "Together"! The objective of “Together” is to create an open public space at the main pedestrian intersection of the city, combining architectural accessibility and intercultural vision of Melitopol. It aims to establish a dynamic meeting space for the city’s diverse population, including different ethnicities and cultures, business community, youth, IDPs, and visitors. The project also envisions installation of information boards, thematic sculptures, and a flagpole with flags of all nationalities residing in Melitopol. "Together" was designed taking into account the recommendations of the latest [Melitopol 2020 ICC Index analysis](#) on the city's participatory budgeting practice.
- A joint action of the city of Melitopol, local schools, the Greek Society of Melitopol, the Jewish Community, the Committee of Crimean Tatars, the Ukrainian-Polish Society of Melitopol "POLONIA", the Centre for Mexican Culture “Estrea” in May involved children with diverse background in the production of a video “[Stay at home](#)”. The video was published in on the official ICC webpage of the City and social media raising awareness within diverse communities and also sharing some tips, e.g. games that children and adults could play together during the lockdown





New partnerships:

- The City of Melitopol took the lead in the intercultural intercity cooperation project "Introducing and Engaging Diversity Globally" which offered an opportunity for all members of the ICC-Ukraine to benefit from this large scale international ICC initiative, as demonstrates the Study of the Project Impact



- Taking into account the nowadays sanitary situation in the world and Ukraine, the City of Melitopol, Zaporozhye Regional Centre of the Ministry of Health of Ukraine, and Melitopol State Pedagogical University created a group of physicians and practical psychologists to carry out webinars on the prevention of coronavirus infection for the newcomers - students, foreign nationals, IDPs, representatives of national and cultural minorities and interested citizens - in several languages. The webinars included an additional impact component - psychology - which allowed to consider and discuss with professionals the impact of the pandemic on individuals, and were attended by more than 80 participants

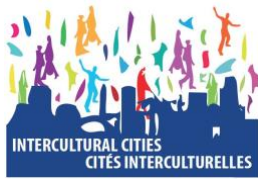
Intercultural Lutsk

Implemented Activities:

- A new municipal service centre was opened in Lutsk as a one-stop shop, where the residents can receive all necessary services, including registration, bill payments, validating an employment contract (for foreigners). The main idea of the new institution is to solve all issues of the communal sphere in one place. Lutsk residents will be able to get answers to all questions regarding public information, utilities, etc.
- 
- International ethno-fest "Christmas in Lutsk" is traditionally held in Lutsk during the first weeks of January featuring Christmas traditions from different countries – Belarus, Germany, Poland, Hungary, Romania, Ukraine and others. The participants present the Christmas traditions of their countries as part of a thematic Christmas programme. The culmination of the event is usually a "Common Christmas Carol", when all participants sing together one of the chosen Christmas songs. This year artistic groups "Andzheikowe Notes", "Mokrelipie and "Iskorki", "Nielish" from intercultural Lublin (Poland), and folk group "Kupavushka" from the city of Brest (Belarus) were the most appreciated performers.
 - XIII recitation competition of Polish poetry took place in February 21. The purpose of the event is the development of Ukrainian-Polish intercultural relations through the promotion of literature, creative achievements and improvement of artistic skills. The peculiarity of the project is that it takes place on both sides of the border in the ICC cities of Lublin (Poland) and Lutsk (Ukraine), Ukrainian participants recite poetry and prose in Polish, and participants from Poland - in Ukrainian. This year more than 30 participants from different regions of Ukraine took part in the competition.
 - Due to the coronavirus pandemic, Europe Day 2020 celebrations (May 16) was held in Lutsk in online format. Art exhibitions, concerts, thematic events in libraries, and on-line master classes featuring different cultural traditions were organised.

- On the International Day for Tolerance (November 16), a few thematic events such as "Day of Tolerance in the Library", "Conversation: We are different, but we are together" were held in city libraries and "Day for Tolerance" lessons were carried out in local schools. The activities intended to emphasise the importance of understanding and appreciating cultural diversity and its benefits, engaging in intercultural interaction and mixing with respect to other cultures and people.
- The city of Lutsk also honoured the Day of the National Flag of the Crimean Tatars, the indigenous people of Crimea, by raising the Crimean Tatar flag above the premises of the Lutsk City Council. The event was attended by the city Mayor, the leader of public organization "Crimean Tatars of Volyn", city residents and minority representatives.
- The "Inclusive Hub" was created in Lutsk as a unique creative space for children and youth to acquire knowledge and develop necessary skills for living in a diverse inclusive society.





Conclusion

This report provided a summary of the key activities, inspiring actions, outstanding initiatives and innovative policies that have been implemented by ICC-Ukraine member-cities in 2020. For more details on these and other actions of Ukrainian cities, please visit the [ICC-Ukraine Network Page](#) on the Council of Europe’s website, our [Facebook](#) or follow us on Twitter [@ICC_UA](#).

The year 2020, as the report shows, has been marked not only by the challenges imposed by the sanitary situation, but also by great achievements, fruitful intercity and inter-network cooperation, creativity and resilience that have helped city populations and their authorities to face the complexities and adapt to the new reality. The project on the development of intercultural competence implemented jointly by the members of the ICC-Ukraine and a partner city of Ballarat (Australia) has become a remarkable milestone in the development of the Network and in the strengthening of its cooperation with cities and networks at both national and international level. Successful outcomes of this project have demonstrated the maturity of the ICC-Ukraine network on the fifth anniversary of its creation.

Members of the ICC-Ukraine Network are committed to continue their intercultural engagement and dedication to innovative intercultural policies implementation in urban communities according to the identified strategic objectives and priorities in order to ensure exchange, provide guidance, transmit reliable information and devise strategies and consolidate policies that promote equality, diversity, and inclusion in today’s urban environment.