

Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Programme

Minutes of the meeting: 11 October, 2018, from 5:00 pm to 8:00 pm, room 303, Plac Wszystkich Świętych 3-4, Krakow

The agenda of the meeting:

The meeting was opened by Mateusz Płoskonka - Team Secretary.

He presented the proposed agenda of the Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Programme:

1. Opening the meeting of the Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Programme:
2. Approval of the minutes of the meeting on September 6, 2018.
3. Issues related to the implementation of the "Open Krakow" Programme - Discussion of the "Access to the Network of Intercultural Cities at the Council of Europe and the European Commission" task. Discussion on recommendations on joining the City Network.
4. Team work schedule - discussing issues, dates and priorities of future Team meetings.
5. Requests.
6. End of the meeting.

AD. 1 Opening the meeting of the Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Programme.

Mateusz Płoskonka – The Team Secretary welcomed all the 10-th meeting of the Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Programme. He introduced the meetings proposed agenda. There were no comments to the agenda.

AD.2

Approval of the minutes of the meeting of 6 September 2018:

Voting: for 8, abstained: 0, against: 0

AD.3

Mateusz Płoskonka presented information on the accession of Krakow to the Network of Intercultural Cities at the Council of Europe and the European Commission in the following wording:

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One of the objectives of the "Open Krakow" Programme adopted by the resolution of the City Council of Krakow No. LII/964/16 of September 14, 2016 is the accession of Krakow to the network of Intercultural Cities at the Council of Europe and the European Commission. The Municipality of Krakow joins international organizations on the basis of an appropriate resolution of the Krakow City Council and the consent of the minister competent for foreign affairs.

Ideas:

The intercultural cities programme (ICC) supports cities in reviewing their policies through intercultural lenses and the development of comprehensive intercultural strategies to help them manage diversity efficiently and realize the advantages of diversity. The programme proposes a set of analytical and practical tools to help local stakeholders at various stages of the process.

126 cities in Europe and beyond have already joined the network of intercultural cities. The collective contribution of the cities has shaped the unique concept of the integration of migrants / minorities, called intercultural integration. This concept is supported by extensive research evidence and a range of international legal instruments.

The cities network includes: Berlin (Germany), Lyon (France), Greenwich (Great Britain), Reggio Emilia (Italy), Neuchatel (Switzerland), Subotica (Serbia), Melitopol (Ukraine), Craiova (Romania), Stavropol (Russia), Patras (Greece).

Objectives:

The community of learning multicultural cities (ICC network) provides practical assistance to local authorities and interested parties who:

- ▶ combine the efforts of departments and municipal services and focus on clearly defined and shared goals;
- ▶ positively engage in contact with citizens;
- ▶ identify and support intercultural and bridge-building innovators;
- ▶ build a vision of the future of city diversity and translate it into a practical strategy;
- ▶ benefit from advice and support from peers from other cities;
- ▶ use specialist knowledge focused on specific city goals and needs;
- ▶ develop joint projects on specific topics;
- ▶ present their own good practices.

Costs: from the information obtained from the ICC website, the annual fee is 5,000 euros.

The international cooperation of the Krakow Municipality is regulated by Resolution CXIII/1126/06 of the Krakow City Council of June 21, 2006. The principles of cooperation with local and regional communities of other countries and joining the

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international associations of local and regional communities have been adopted in the Municipality of Krakow. The specific objectives and tasks of this cooperation were determined in the programmes adopted by resolutions of the City Council of Krakow for the years 2006-2008 and 2009-2011. Currently, the elaboration of such documents has been abandoned.

The Krakow Development Strategy "Here I want to live, Krakow 2030" presents international cooperation as a tool to implement other strategic and operational goals. It takes into account only the general principles and directions of Kraków's international cooperation. Part of it includes information on the activities undertaken by the City of Krakow in the field of international cooperation. The information has been divided into thematic modules, according to the scope of activities and tasks carried out by the Municipality of Krakow with respect to foreign contacts, i.e. the affiliation of Krakow to international organizations, then as a result of the affiliation, it is confirmed by the order of PMK on the payment of the membership fee for a given year.

The presented material has been supplemented with information obtained in an interview with an employee of the Lublin magistrate:

As results from a conversation with Mrs. Anna Szadkowska, the experience of Lublin confirms the meaningfulness of accession and indicates the benefits for the city and its residents. They are mainly benefits in shaping the city's policy, using the knowledge from experts coming from the network to build it. The presence in the programme provides the basis for negotiations at all structural levels of the city in terms of integration problems in the field of migration and multiculturalism in the city. Lublin did not follow the procedural path, in 2008 it was invited to a pilot program and therefore, apart from completing the application form and completing study visits, it did not conclude an agreement and did not pay the membership fee.

The Intercultural Cities network programme does not allocate money to member cities, the financial sphere is not leading in the network, previously Lublin implemented 2 projects, currently it does not carry out any programmes.

After presenting the information, **Mr. Mateusz Płoskonka** - asked those who were present to voice opinions on joining the network, would the Team want to give recommendations on this matter, he said what elements he would like to pay attention to when applying to the network and in which direction he would go, whether it would be the procedural path, or just like Lublin, through a project, if it is still possible.

Piotr Kwapisiewicz – took the floor first, expressing positive opinions, also gave the opinion of people from their environment who are not opposed to joining the network of Intercultural Cities. He voiced that this was very important to the image and promotion for Krakow. Due to time, he would choose the shorter application path, possibly in the next step he would suggest using Norwegian funds in the field of civil society in order to build a statistical tool.

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Danuta Czechmanowska – confirmed the urgent need to collect statistical data on Krakow regarding foreigners, which we currently do not have, in order to complete the application questionnaire.

Mateusz Płoskonka – proposed developing a statistical database based on a project written specifically for this purpose.

Urszula Majcher – Legawiec – asked herself and Team Members a question - how to join? And not - whether to join? She believes that while executing the project, Krakow would be a city learning for some time and a credible, consciously managing its diversity potential.

Danuta Czechmanowska – pointed out that the city of Krakow must meet certain conditions when applying. Some of them already perform, for example, in the scope of the "Open Kraków" Programme, but some of them are just to be done. The final decision of the city authorities should be made after contacting the ICC network and getting acquainted with the criteria and requirements presented to the city by the network.

Urszula Majcher – Legawiec – in further discussion she asked a question - what is the management-level problem in multicultural Krakow? The so-called expats - highly qualified employees of foreign companies, sent to a delegation to Poland and its working area. In a conversation with numerous representatives of this group of people, she learned that on the one hand, it is ennobling for them, on the other hand they do not want to join the local community. There is little access to such people in Krakow because they live their lives and do not integrate with the local community. In the opinion of Mrs. Legawiec, the task of the Krakow authorities is to open the flow between the multicultural Krakow and expats who are strangely off.

Danuta Czechmanowska – confirmed a very difficult access in Krakow to the environment which employs expats.

Urszula Majcher – Legawiec – asked a question - what is the level of the expectations of the group of Krakow residents? Or what expectations do they not have? She used the example of her cooperation with a company employing over 4,000 people, including a significant part of expats, they have a well-functioning HR team, introducing foreigners to the Polish reality, taking care of them after working hours. They offer corporate multisport and cultural cards – they become a barrier to opening up to the Polish community. HR departments in companies are satisfied with themselves, because they have looked after employees, there are no adaptive crises among the employees, and if they are, they try to deal with them. From the point of view of the city, this is not the benefit of the diversity potential in Krakow.

Piotr Kwapisiewicz – provided the example of Google which creates whole districts, cities, a model of a corporation's work for some purpose in the silicon valley. He asked a question - does the "Open Krakow" Program have a chance to change this model

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through cooperation with a corporation, or should it try to reach people who are outside this environment? For example, students who live in dormitories where 3-4 floors are accommodated by people speaking the same language. For example, the Jagiellonian University wants to attract students from Israel, there is a large number of students from Spain, etc.

Aleksandra Zapolska confirmed that they are very active people who need to be offered integration in intercultural integration in Krakow.

Urszula Majcher – Legawiec – expressed her concern at the statement that corporate employees function this way and nothing can be done about it, at the same time asking the question whether the purpose of the Team is to change the style of personnel policy in the companies? Perhaps it is the Team's goal, she said, because some things in corporate systems are interrupted. The Team "thinks" in terms of the urban community, and the corporate employees form the urban community, whether they want it or not, the fact that they work in a corporation is secondary in relation to the fact that they are residents of Krakow as such. Therefore, one has to deal with them somehow, make them interested so that the city of Krakow could take advantage of this multinational potential. Continuing, she stated that we are in a cognitive tunnel, on the example of a Belgian town, in which, with the help of certain instruments, an unexpected change was made. Certainly there are some instruments that will overcome what Mrs. Legawiec sees as a social risk leading to stratification in a permanent way. If "corporate worlds" are built so greatly and so clearly in counterpoint to the rest of the residents of Krakow, it will be very difficult to start the process of exchanging the potential that lies at the heart of the concept of Intercultural Cities. She proposed to start talks with the heads of the companies, aimed at including the preparation of the receiving environment in the adaptation programmes along with such channels that cross-link ordinary residents of Krakow with the unusual, so-called expatriates - also ordinary residents of Krakow only employed in companies that speak English. She pointed out that this is a shared responsibility not only of the city, but also of the companies, instead of implementing an adaptation and exclusion policy. Adaptive in terms of their needs, excluding in the sense of building social fabric. She proposed to create a new definition of an adaptation policy, with a common denominator for all of the categories of expatriates, preventing social stratification.

Aleksandra Zapolska - pointed out that nothing can be done by forcing adjustment, one can force no one to be happy, it must be mutual action, through participation, preceded by a diagnosis of their needs.

Piotr Kwapisiewicz – suggested this topic to be discussed at the next meetings of the Team. He emphasized the value of cooperation with the Consulate, where the heads of the largest foreign companies come to Poland from time to time and talk about the

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challenges and problems of the groups in question, through consultations. There are many topics to address in this group, e.g. education, remote workers, etc.

Mateusz Płoskonka – once again drew attention to the foreigners who are permanent users of the city, therefore, the city authorities are to provide them with such services and give them such tools so that they could actively participate in the life of the city, show them that they can also actively use culture and recreation in the city space, not necessarily using the resources of the employer. He suggested that the Team should develop such an offer, thus encouraging participation in the city, very generally formulating that they should be users of the city, not only treating it as a bedroom, but also being active citizens.

Urszula Majcher – Legawiec – while continuing this issue, she also proposed organizing HR department meetings for those who are responsible for the integration process for the employees of the forum. She said that building policy, through moving from other countries on the basis of a 1: 1 scale, often leads to mistakes, implementation is blind. If we organized a working 2-3 day forum, then we could work out joint integration instruments at the urban and not the corporate level. In cooperation with the association of companies, a joint urban-corporate project could be executed.

Mateusz Płoskonka – confirmed that cooperation with representatives of companies would be an opportunity to get acquainted with the current problems and needs.

Joanna Antonik pointed out the value of exploring the needs of this group, she believes that perhaps there are no such need in the case of the people. Then, she confirmed that, regardless of this, the city authorities should prepare an information package / base with access for all of the interested parties.

Piotr Kwapisiewicz – proposed to prepare a special project that will allow the issues to be explored / analysed.

Urszula Majcher – Legawiec – ending her speech, she noted the important difference between integration and inclusion. According to Mrs. Legawiec, integration means legal mechanisms, regulators of social life, norms and principles, access rights, i.e. regulations. The mechanisms create a potential that gives right to foreigners, equalizes their chances of development, but it does not mean that it will guarantee that they will feel well and will be accepted by the environment. This wider context already applies to the inclusion mechanism. She decided that to build an inclusive society, we need to work on attitudes. As a city, we should open up to the adoption of the potential and problems, through appropriate techniques, the capability to build a message that will build a team, not a group. This process is very difficult and laborious by building relationships, then in the finals you can get the effect of inclusion, not with the use of

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command-enforced mechanisms or hidden manipulation of control, certainly at the level of participation.

She referred to the issue of ghettos in Krakow, she believes that if we do not have them yet, then if we do not implement diversification mechanisms, they will be created.

Mateusz Płoskonka – summing up the discussions on this issue, he stressed that implementing an inclusive policy model in various areas of urban policies would ensure proper, intercultural development of the local community and prevent the formation of ghettos.

AD 4. Team work schedule - discussing issues, dates and priorities of future Team meetings.

Mateusz Płoskonka – informed that due to the exhaustion of the current meeting schedule, he proposed sending topics / issues to MOWIS for the next meetings in the coming year.

What is more, as agreed at the next November meeting, the Team will continue the issue of **Krakow's accession to the network of Intercultural Cities**. The MOWIS office will present information resulting from the analysis of two ways of joining the network of Intercultural Cities, i.e. after recognizing the possibility of obtaining funds or obtaining external partners. We will prepare the conditions for joining it in the context of what we have in Krakow, i.e. the "Open Krakow" Programme and what we miss to meet the criteria for access to the ICC network.

AD 5. Requests.

No.

AD 6. End of the meeting.

The next meeting of the Interdisciplinary Team was established on **November 14, 2018 at 17.00**.

Mr. Mateusz Płoskonka ended the meeting of the Team at 19.00

Team leader: Andrzej Kulig

Deputy Chairman of the Team Adam Bulandra

The protocol was developed by: Natalia Kotyza

Appendix to the protocol:

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Krakow" Programme

1. The attendance list of October 11, 2018.