

# Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

**Minutes of the meeting: November 14, 2018, from 5:00 PM to 8:00 PM,  
Portreitowa Hall, Plac Wszystkich Świętych 3-4, Krakow**

**The agenda of the meeting:**

**The meeting was opened by Adam Bulandra – the Deputy Chairman of the Team. He presented the agenda of the meeting of the Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program proposed by President Andrzej Kulig:**

1. Opening the meeting of the Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program,
2. The issue related to the implementation of the "Open Krakow" Program - Discussion of the task: "Access to the Intercultural Cities Network at the Council of Europe and the European Commission", analyzing two ways of joining the Intercultural Cities network, i.e. recognizing the possibility of obtaining funds or obtaining external partners. Understanding the terms of accession in the context of what we have in Krakow, i.e. the "Open Krakow" Program and what we lack to meet the criteria.
3. Developing a social campaign aimed at raising the awareness of the value of the local community from diversity and multiculturalism. - Creating a separate website dedicated to the phenomenon of immigration - a draft social campaign is to be the product.
4. Team work schedule - discussing topics, 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" Program.**

**Adam Bulandra – the Deputy Chairman of the Team**, welcomed all the Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program at the eleventh meeting. He introduced the proposed Agenda of the meeting. No comments were made by the participants.

**AD.2 The issue concerning the implementation of the "Open Krakow" Program - Discussion of the task: "Access to the Intercultural Cities Network at the Council of Europe and the European Commission", analyzing two ways of joining the Intercultural Cities network, i.e. recognizing the possibility of obtaining funds or obtaining external partners. Understanding the terms of accession in the context of what we have in Krakow, i.e. the "Open Krakow" Program and what we lack to meet the criteria.**

**Mateusz Płoskonka** presented information on the accession of Krakow to the Intercultural Cities Network at the Council of Europe and the European Commission as follows:

**HOW TO JOIN THE NETWORK? THE RECRUITMENT PROCESS INCLUDES A FEW STAGES:**

1. Completing the Intercultural Cities **index questionnaire**.

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

2. Receiving an analytical **report** on the results with examples of good practice from other cities.
3. If the parties are satisfied - **signing the agreement** regarding the city's participation in the program and the membership fee.
4. A **visit** of an independent expert and a representative of the Council of Europe.

### WHAT DO THE MEMBER CITIES DO AFTER THE END OF THE ACCESSION PROCESS?

- They form an intercultural support group and start the **process of reviewing various urban policies** from an intercultural perspective, changing them and integrating them into a comprehensive political strategy.
- The cities are encouraged to significantly **involve citizens** in the process of developing strategies, identifying success indicators, monitoring progress and implementation.
- The Council of Europe provides **experts, advisers and moderators** on policy discussions in the city and provides a methodological guide.
- **Thematic workshops and study visits**, high-level meetings to strengthen engagement are organized.

### WHAT ARE THE COSTS?

- Members contribute **€ 5,000** to cover the administrative costs associated with the program.
- The rest of the expenditure is covered by the Council of Europe as part of the funds available for European cities.  
(expenses: the index analysis, expert opinion, international meetings and visits).

### INTERCULTURAL CITIES INDEX AND THE COMPARATIVE TOOL

The Intercultural Cities Index and the comparative tool consist of **10 key points** of the intercultural cities' analytical grid.

- **Part A - general - the city and its size, ethnic composition, economic efficiency,**
  - **Part B - information on intercultural policies, structures and activities,**
  - **Part C - Information on the questionnaire.**
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- **Part A - general**  
**Questions:**
    - 1. Number of inhabitants in Krakow?**
    - 2. Ethnic composition**
      - providing information about the **statistics held in Krakow**, categories used to identify people with their migration / minority background,
      - what is the **majority ethnic group** - what is the % of inhabitants,
      - percentage of **persons who are not citizens** residing in Krakow,
      - percentage of **foreign citizens** residing in Krakow,
      - percentage of persons being migrants of the 2nd or 3rd generation,
      - the **most important minorities** in Kraków - over 5% of the population,
    - 3. Economic efficiency,**
      - what is the **GDP** per person in Krakow,
      - is there a **city department** responsible for intercultural integration,
      - are **foreigners** employed in public administration,

#### **Part B - information on intercultural policies, structures and activities,**

##### **I. Commitment to being an intercultural city,**

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

### Questions:

- has Krakow **officially** accepted the **statement** that it is intercultural,
- has it adopted an **intercultural strategy / action plan** for integration or diversity,
- has it adopted a **budget** for implementing an intercultural strategy or plan,
- has it accepted the **process of political consultations** with people of different ethnic / cultural backgrounds,
- is there a **process of evaluation** and updating the intercultural strategy / action plan, - do the official **speeches and communications** of the city include a clear reference to the intercultural involvement of the city,
- does the city have an **official website** that provides its intercultural statement, strategy and / or its action plan,
- does Krakow have a **dedicated body** or an inter-ministerial **coordination structure** responsible for its intercultural strategy or intercultural integration,
  - does Krakow provide any means of the recognition or honoring the local residents or organizations that have done unique things - awards, certificates, ceremonies,

### II. A city through the prism of interculturalism,

#### Questions:

- **how intercultural** is the education system in Krakow,
  - do almost all children in primary schools have **the same ethnic origin**,
  - does the **ethnic origin of teachers in schools** reflect the composition of the population of Krakow,
    - are there schools that make every effort to **engage parents from ethnic minorities / immigrants** in school life (other than just inviting parents and teachers to meet),
    - do schools implement **intercultural projects** - exchanges with schools for pupils of other ethnic origins, intercultural festivals, school decorations, etc.
  - does Krakow have a **policy of increasing the degree of ethnic blending** - avoiding ghettoization,
  - **how intercultural are** the residential **districts** of Krakow,
    - what is the percentage of the districts in Krakow in which the vast majority - 80% of residents have **the same ethnic origin**,
    - what is the percentage of the districts in Krakow where people from **ethnic minorities make up the majority** of the population,
    - does Krakow encourage activities in which the residents of one of the neighborhoods **meet and interact** with people of different ethnic / cultural origins from other districts,
    - does Krakow have a **policy of increasing the diversity of residents in the area** (avoiding ethnic concentration),
- **how intercultural are public services** in Krakow,
  - does the **ethnic origin of public sector employees** reflect the composition of the Krakow population,
    - does Krakow have a **recruitment plan** that ensures adequate diversity of employees,
    - does Krakow undertake activities encouraging **diversification of the workforce**, intercultural and competence linkages **in enterprises** from the private sector (city support in the field of the anti-discrimination card, diversity card, intercultural training for managers),
    - does the city provide the following **services** appropriate to the ethnic origin of the citizens (i.e. **funerals, meals in schools, sections / hours** only for women, etc.)
  - **how intercultural is the business and labor market**,

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

- is there an **umbrella organization** whose aim is to promote diversity and non-discrimination in employment,
- does Krakow have a **card / other document against ethnic discrimination** in its own administration,
- does Krakow undertake activities aimed at encouraging ethnic minority companies to **go beyond** the ethnic economy and **enter the mainstream economy** (help small ethnic enterprises in development),
- has Krakow undertaken activities aimed at encouraging "business districts / incubators" to engage migrant entrepreneurs and offered them activities that would encourage them to **jointly create new products / services**,
- does the Krakow City Council in the public procurement process for goods and services **prioritize companies with a diversity strategy**,
- **how intercultural is cultural and civic life**,
- does the Krakow City Council apply **interculturality as a criterion** when granting rights to associations and initiatives,
- does Krakow organize **events and activities** in the field of art, culture and sport, encouraging people from different ethnic groups to mix,
  - does Krakow **encourage cultural organizations** to deal with diversity and intercultural relations in **bid contests** through special subsidies, regulations,
- does Krakow organize **public debates** or **campaigns** on cultural diversity and living together,
- how intercultural is the **public space**,
- does Krakow undertake activities that encourage **significant mixing** and intercultural integration **in public space** (libraries, museums, playgrounds, markets - where people talk, work, create something together),
- does Krakow take into account the diversity of population in the design and management of **new public buildings** or spaces,
- when Krakow authorities decide to **reconstruct a given area**, do they propose different methods and places of consultation to ensure significant involvement of people of different ethnic / cultural origins,
- are there spaces or areas in the city that seem to be **dominated** by one ethnic group in which other people feel **unwelcome**, are there areas in the city that are considered "**dangerous**",

### III. Mediation and conflict resolution,

#### Questions:

- does Krakow and / or do public organizations provide a **professional mediation service** for intercultural communication and / or conflict,
- is there an **organization** in Krakow that **specifically deals with inter-religious relations**,
- was **intercultural mediation** provided in hospitals, at the police, in youth clubs, centers, in districts, in streets, actively trying to get to know the inhabitants and discuss problems, etc.,

### IV. Language

#### Questions:

- does Krakow provide one of the following: **language training in Polish** for hard-to-reach groups (unemployed mothers, unemployed, retired, etc.), learning languages of **migrants / minorities** only as a mother tongue **for children**, learning languages for migrants / minorities as a language option available **for everyone**,
- does Krakow provide local financial support, a **newspaper / journal** for minorities, **radio programs** for minorities, **TV programs** in the language of **migrants / minorities**,
- does Krakow support projects aimed at obtaining a **positive image of migrants' / minorities'**

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

**languages** (for example, a migrants' language day, reading, poetry readings, multilingual cultural events, etc.),

### **V. Relations with local media, questions:**

- does Krakow have a media strategy to improve **the visibility of migrants / minorities in the media** (for example, special columns in the press, TV or radio campaigns, targeted media meetings, joint public media events, lists of specialists in various fields who come from a minority for the media to be able to use them as sources, etc.),
- does the urban transport department (PR) have the task of **regularly highlighting diversity as an advantage** in various types of communications,
- does Krakow provide support for advocacy activities / media training / mentoring / creating start-ups in online media **for journalists from minority backgrounds**,
- does Krakow **monitor the way** media portray minorities,

### **VI. The prospect of openness and internationality, Questions**

- does Krakow have a clear **policy of encouraging international cooperation**: not only in partnership projects, but also **sustainable scientific**, economic, cultural and other projects
- is there a specific **financial reserve** for this policy,
- is there an **agency** that has a special responsibility for monitoring and **developing Krakow's openness** to international relations,
- does Krakow support **higher education institutions** with respect to attracting foreign students, if it concerns them (e.g. engages universities in official foreign visits or various international projects, organizes promotional events abroad),
- does Krakow take **measures to encourage foreign students** to participate in the city and stay in it after graduating? (e.g. does it organize fairs and events in which foreign students could meet local people, does it support offering jobs and housing after graduation, etc.,
- is Krakow **conducive to trade relations** with the countries / cities of the origin of its diaspora groups in order to take advantage of the growth potential of emerging economies,

### **VII – VIII. Intelligence and intercultural competences, Questions**

- is **statistical and qualitative information** on diversity and intercultural relations taken into account in the **process of policy formulating** by the city authorities / local government,
- does Krakow (directly or through an external body) **conduct research** including questions regarding the **public perception of migrants / minorities**,
- does Krakow **promote the intercultural competence of officials and staff** (both in administration and public services), for example through seminars and interdisciplinary networks, preparatory courses,

### **IX. Welcoming the newcomers, Questions**

- does Krakow have a designated agency or office that **welcomes newcomers**,
- does Krakow have a **comprehensive package of information and support** for newcomers from abroad,
- do various services and municipal agencies provide **welcome support** for newcomers: family members, pupils, refugees, migrant workers,
- does Krakow have a **special public ceremony of welcoming newcomers** in the presence of

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

officials (we do not mean the official ceremony for newly naturalized citizens, but for people coming to the city **regardless of their nationality**),

### **X. Management, leadership and citizenship, Questions**

- can foreigners (excluding EU citizens or other citizens with special regimes (e.g. Nordic, Commonwealth, etc.) vote in local elections,
- does the **ethnic origin of the elected politicians** reflect the composition of the city's population,
- does Krakow have a **political body** - a council - **representing ethnic minorities / immigrants** and / or dealing with the issues of diversity and integration, **independent of local authorities and with an advisory function**,
- is there a **standard for the representation of migrants / minorities** in compulsory management boards supervising schools and / or public services,
- are there **initiatives for migrants / minorities aimed at engaging them in political life** (in particular, but not exclusively, participatory democracy platforms and e-tools),

### **XI. Counteracting discrimination,**

- does Krakow **regularly monitor / explore the scope and nature of discrimination** in the city,
- does Krakow have a special **service that advises and supports victims of discrimination** or does it provide subsidies for civil society organizations that perform this role,
- does Krakow conduct **anti-discriminatory campaigns** or raise awareness in other ways,

### **C. Information about the questionnaire Questions**

- what data sources were used in the questionnaire? (please provide the main sources if possible),
- who answered the questions,

## ACQUIRING FUNDS FOR THE INTERCULTURAL CITIES NETWORK

the possibility of obtaining funds from the European Union:

- **Europe for citizens**
- **MEASURE 2.2.** Cities networks
- **Component 2.** Democratic commitment and civic participation

Within **Component 2. Democratic commitment and civic participation** subsidies can be granted for projects to ensure a specific participation of citizens in the process of shaping the Union's policy in areas related to the objectives of the program.

### **The initiatives reported in this Component can affect the impact of policy making at all its levels - local and EU.**

The component was divided into three measures, corresponding to different groups of applicants, implementation periods, budgets and the subject of the implemented projects. When designing a project, it is worth taking into account the multiannual priorities of the program - the projects referring to them have a better chance of obtaining subsidies. What is more, geographical balance is taken into account.

**Measure 2.2. Cities networks** supports projects that assume long-term thematic cooperation - and thus concerning issues that are important to all partners - **local governments** - issues;

**GOAL:**

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

- **exchange of good practices,**
- **developing new solutions,**
- **strengthening the links between the organizations involved.**

They should combine various activities related to the subject selected by the partners and the objectives of the program and its priorities for a given year; engage specific target groups, i.e. **experts, citizen groups and organizations active in a given area, and mobilize them to act; form the basis for further cooperation.** During the project there should be at least 4 meetings (conferences, seminars, debates, etc.) in which at least 30% of the invited participants, i.e. those coming from the countries participating in the program other than the host country, should participate.

**Adam Bulandra** – proposed that the present participants should make comments to the presented material. He began by presenting his remark regarding the Index which should provide guidance for the "Open Krakow" Program in the near future in the development of issues relevant to the Council of Europe. He referred to the example of Lublin which is a city with experience in the field of accession in a pilot project for the Intercultural Cities Network in 2008. He asked the experts from the University of Economics invited for today's meeting to present their observations in terms of the needs arising from the questionnaire and the ideas for conducting the current research.

**Konrad Pędziwiatr** – Assistant Professor at the Department of European Studies at the University of Economics in Krakow, invited for today's meeting as an expert, referred to a publication prepared four years before with Jan Brzozowski, PhD from the EU in the field of the migration phenomena in the Malopolska Region. The study concerned long-term migrants, multidimensionally showed how migrants integrate in Poland in the identity, economic, cultural and geographical dimensions. It was a large study that became the foundation of the Open Krakow Program. After reviewing the study before today's meeting, he stated that the guidelines heretofore have not been implemented or only a little started. From the point of view of the changes that took place in recent times, there were less than 10,000 migrants with a permanent residence card in Krakow, today, according to the latest research by the Central Statistical Office, there are over 35,000 of them, including 10,000 students in the Malopolska Region. From the research perspective, new statistics compel a new analysis, at least as extensive as the one that concerned long-term migrants as well as other areas of migration. He stressed that urban policy should be based on solid analyzes that will show those places and those areas that are sensitive. As for the existing data, it must be assumed that there is no data, because it is out of date. The data from the national census is inadequate, and financial expenditures proportional to the extensive study should be planned for new research. In cooperation with the Migration Research Center in Warsaw which is the most important research center in Poland, he said, the statement that statistics can be improved, there are some ideas how to do it. The current data does not describe what happens in the groups studied, what processes take place in them. We should invest in research to discover the sensitive areas which the city should focus on.

**Konrad Pędziwiatr** - he added that when it comes to the ICC questionnaire, one should accept that some data is not obtainable and we will not have it, it results from the national legislation, tradition, etc. A significant note regarding the census applies to methodological changes, because the way of counting has changed, some other studies and some data on

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

significant population groups have been made in Poland, therefore the number of Silesians has increased from 173,000 to 800,000. In addition, censuses are more and more frequent, not only in Poland, the censuses are not up to date due to changes in research methodology. What is more, there is an important image element for the city in the context of the central policy, especially the state media policy, to use the existing urban space to promote the potential for attracting migrants or foreign capital and becoming a competitive city for other cities, especially that the city's policies are developing dynamically in this regard.

**Tomasz Dąbrowski** asked a question about the consequences of not having the data, is that an obstacle to Krakow's accession to the network, can the city try and, in the meantime, obtain the data?

**Danuta Czechmanowska**, to answer the previous speaker's question, said that if it were an obstacle, Lublin would not be a member of the network, the accession made them aware of the deficiencies they had, the consequence of joining was that they started to acquire the data. We treat today's meeting as an attempt to define the needs related to the required data. The data on the residents who are registered for temporary stay and permanent residence is available.

**Adam Bulandra**, collecting data is problematic, migrations are burdened with mobility.

**Konrad Pędziwiatr**, the data available is incomplete because there is a large group of migrants who does not have residence cards.

**Ferdinand Wouters** in the questionnaire there is a comment that needs to be completed if the data is available. Universities have data on studying foreigners, on this basis, you can create a trend, as well as outsourcing companies, schools. It will not provide us with the actual number of migrants, but allow us to track what the timeshare trends are.

**Rafał Grabowski** asked a question about migration testing through statistics from facebook.

**Konrad Pędziwiatr** replied that universities are in the possession of data on the number of foreign students studying in Krakow, there are 8377 of them, such data must still be obtained from the basic level. When it comes to facebook, it is an interesting source of data that is used, but it has limitations because not everyone creates an account and uses it.

**Mateusz Płoskonka**, to summarize, stated that we prepare accession documents for the network, secondly, in consultation with our guests, we will prepare surveys and start systematic data collection. Then he suggested closing the discussion on this subject and discussing the next issue about the social campaign in the field of migration.

### **AD. 3**

**Developing a social campaign aimed at raising the awareness of the value of the local community from diversity and multiculturalism. - Creating a separate website dedicated to the phenomenon of immigration - a draft social campaign is to be the product.**

**Danuta Czechmanowska** presented material based on the recognition of educational and information campaigns in the network called social campaigns carried out in other cities and concerning the subject of migration.

### **Białystok**

The Dialog Foundation being a public benefit organization implemented the campaign: "Białystok. Traditionally multicultural." In Białystok, we are all good neighbors. Clarification of the creative idea.



## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

Multiculturalism is a tradition in Bialystok. Tradition is a value. The campaign focuses on the clear message that no matter where we are from, if we are neighbors, we create Bialystok together. Multicultural tradition is the greatest value for its residents. In all of the elements of visual identification we show the inhabitants of Bialystok among whom foreigners naturally appear.

Making the inhabitants of Bialystok realize that the presence of foreigners is something natural, an element of tradition – therefore it should not surprise and divide, but arise positive emotions, integrate.

Spots and educational activities.

### **Warsaw**

The goal of the social campaign "Warsaw is not afraid" was to strengthen the positive attitudes and behaviors of Warsaw residents towards refugees and foreigners.

A joint saying by the campaign characters "I'm not afraid" was an expression of universal courage and standing behind the values of solidarity and humanitarianism. The campaign was a response to the growing wave of distrust towards foreigners in Warsaw, especially towards refugees, manifested by the increasing frequency of the acts of aggression.

In 2016, a campaign was carried out to stop discrimination:

<https://www.youtube.com/watch?v=FAeqHQDxgxo&feature=youtu.be>

### **Poznan**

The "Together we create one Poznan" campaign aims at raising public awareness concerning the diversity of the city residents and the benefits related to it. We want to create an atmosphere favorable to all of the residents of Poznan, regardless of where they come from or what social status they have.

The campaign presents portraits of Poznan residents - both the born in the capital of the Wielkopolska Region and those who have chosen this city for their home, men and women, older and younger, from different backgrounds, performing various professions with different passions. The photographs are accompanied by short stories that familiarize the audience with the fate of the campaign participants, their links with Poznan and thoughts on the multiculturalism of the city and the diversity of its inhabitants.

<http://www.wspolny.poznan.pl/>. What is more, Poznan conducted anti-discrimination campaigns in schools. <http://www.poznan.pl/mim/main/-,p,35669,35670,41722.html>

### **Gdansk**

Gdansk connects us

"Gdansk connects us" is to show that the capital of Pomerania is a place where people live, differing with respect to their views, places of origin, languages, cultures, sexual orientations, skin colors and religions.

Read more: <https://dziennikbaltycki.pl/laczy-nas-gdansk-dzis-start-nowej-kampanii/ar/12507674b>

### **Wroclaw**

<http://wcrs.wroclaw.pl/wielokultury>

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

Our goal is a citizen who is aware of his/her micro-cultural nature (understood as the multiplicity of social groups and roles in which he/she functions). They should also be aware of their stereotypes and prejudices against other cultures, ready to respond to violence resulting from the ignorance of others, but above all able to talk despite differences and having the appropriate knowledge about the basic phenomena related to the cultural diversity of contemporary Wrocław / the world. Thanks to the increase of knowledge about oneself and others, it is easier to cooperate, and thus build the social capital of our city and together face the challenges that bring changes in the world.

The project suggests that workshops and educational activities were mainly conducted. There are no materials that would suggest running a social campaign.

What is more, similarly to those made in Krakow by Halina Nieć within 19a - historical films about the national and ethnic minorities living in Wrocław, were made

<https://www.youtube.com/watch?v=V1TTW1HNwD4>

### **Lublin**

Multicultural Lublin

Because I was a newcomer, the Together song - 2012

Lublin for everyone - a social campaign

<http://dlawszystkich.lublin.eu/>

the city is the only one in a network of multicultural cities and completed the index of multicultural cities

### **Lodz**

The Center for Dialogue runs projects, mainly exhibitions and educational activities

<https://www.centrumdialogu.com/lodz-wielokulturowa>

**nationwide campaign** - #otwartarzezpospolita

[https://www.youtube.com/watch?v=I08vFv\\_7vqI](https://www.youtube.com/watch?v=I08vFv_7vqI)

### **Sweden**

<https://www.youtube.com/watch?v=cqZDmFmyjVg>

**Adam Bulandra** began the discussion with the statement that he is not convinced that it would be a good idea to have a xenophobia campaign in Krakow, because he thinks that Krakow is happy about being free of this phenomenon, it is a city with a positive attitude towards foreigners, he would encourage a specialist campaign.

**Mariusz Czech** presented a social campaign project sent by the M. Rej Foundation for the Support of Polish Culture and Language promoting Polish language learning among the foreigners living in Krakow.

**Adam Bulandra** emphasized that the language barrier is a basic obstacle to integration.

**Konrad Pędziwiatr** proposed two types of campaigns, the first in the public space and concerning Krakow as a multicultural city, which will help the city in promoting itself, without emphasizing emotions, with a strong positive message. The second type would be a targeted campaign in such environments as schools, universities using the multicultural heritage of Krakow so that everyone could get to know it and visit multicultural places in Krakow. Lack of

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

education and deepening the awareness of multiculturalism will result in a negative clash with the multicultural reality.

**Adam Bulandra** asked the question whether the city wants one general or scattered campaigns, whether it will be within the fund or the own funds of non-governmental organizations.

**Mateusz Płoskonka** stressed that at today's meeting we want to answer the question in which direction we are going and which topics we want to address in the campaign. We are discussing the campaigns and reflecting on the topic in general. When creating the proposal, we will take into account a different proposal, also the one presented by the Mikołaj Rej Foundation.

**Ferdinand Wouters** cited an example from an event at a school where he took part as a guest, he sees the effectiveness of such actions because the reception of the meeting during which students could ask questions about the country from which he came was very good. He believes that the action will not be expensive, it would be helpful to create a database of people who will run the campaign step by step.

**Mateusz Płoskonka** presented information about the multicultural aspect of the draft resolution of the Krakow City Council of the "Young Krakow" Program which provides specific funds for the implementation of social campaigns for the benefit of Krakow's youth.

**Adam Bulandra** ended the discussion on creating a social campaign in Krakow.

### **AD 4. Team work schedule - discussing topics, dates and priorities of future Team meetings.**

**Adam Bulandra** at the next meeting point proposed to look at the prepared schedule of meetings for 2019.

**Mateusz Płoskonka** provided an informatively prepared schedule of dates and topics sent by the Team Members, the material was sent to the Team Members electronically in order to enable submitting comments.

**Aleksandra Zapolska** asked for a change of the January date due to the second day of Orthodox holidays, she proposed the following Tuesday - January 15, 2019, the application was accepted.

**Dawid McGirr** proposed a discussion on access to the legal system and courts in Krakow and the rights of tenants, information on evictions and the possibility of seeking justice.

**Konrad Pędziwiatr** reported the development of the multicultural problem in the Krakow educational system, an invitation of the representatives of institutions supervising educational institutions, among others the board of trustees, to the meeting.

**Mateusz Płoskonka** referring to an informal meeting with David McGirr, proposed an informal integration meeting aimed at getting to know the Team Members better.

**Dawid McGirr** asked a question about the scope of the Team's work during his absence due to an illness, he proposed better external and internal communication aimed at presenting the effects of the work and providing access to documents developed as part of the Team work, for example in a Google spreadsheet.

## Interdisciplinary Team to Collaborate in the Implementation of the "Open Krakow" Program

### **AD 5. Requests.**

**Joanna Antonik**, referring to the proposal of an informal meeting of the Team Members for the purpose of getting to know each other better, proposed to participate in a multicultural breakfast organized at the Cheder restaurant, at Józefa Street on December 8, 2018 at 10.00 by the non-governmental organization Multicultural Krakow.

### **AD 6. End of the meeting.**

The next meeting of the Interdisciplinary Team was set for **January 15, 2019 at 17.00.**

in the Wyspiański Pavilion conference room at pl. Wszystkich Świętych 2, floor I.

Mr. Adam Bulandra ended the meeting of the Team at 20.00

Team leader: Andrzej Kulig

Deputy Chairman of the Team Adam Bulandra

The protocol was developed by: Natalia Kotyza

Appendix to the protocol:

1. The attendance list of November 14, 2018.