Selected Innovative Policies and Action Plans for Cultural Diversity and Dialogue in Different Sectors (11/2013)

Abbreviations: AP – Action Plan; CoE – Council of Europe; ICD – Intercultural Dialogue; MoC – Ministry/Department in charge of Culture;

NOTES: Countries are identified by international standard country symbols, in alphabetical order.
This selection lists only innovative or exceptional diversity or ICD policies, action plans or ongoing programmes as well as pilot initiatives and incentives leading to them, i.e. not regular obligations or common legal provisions following ratification of international conventions or similar standard setting instruments.
Examples of relevant regional or local efforts and those of civil society, NGOs and economic players are included because of their often crucial role for policy development / implementation in this domain.

Examples of:	National actors (Govt. / Parliament)	Regional / Local administration	Society actors (NGOs, business…)
A. Education policies[1]	**AT** AP for schools: Interculturality and Multilingualism – a Chance! implemented since 2005 **BG** AP to address intercultural deficiencies reported on in a national strategy paper, e.g. that "the history and culture of minorities are insufficiently presented" in school curricula. The programme "Cultural Parallels" promotes bilingual children's books in Bulgarian and minority languages **CY** A series of teacher training activities of the *Cyprus Pedagogical Institute* aimed at empowering teachers to combat discrimination; as well, student conferences on issues like racism or xenophobia were held **LI** Since 2003, secondary schools offer the non-denominational subject "Religion and Culture" **NO** Culture and traditions of the Sàmi community are seen as part of the common Norwegian and Nordic culture (and included in both the national curriculum and a special Sàmi curriculum taught mainly in areas defined as Sàmi districts) **SP** The *Educational Programme for the Gypsy Community* includes teaching materials on gypsy culture, training in intercultural mediation with the community, and initial or in-service training of teachers	**CH** *Regio Basiliensis*, a transnational organisation, offers teacher training for intercultural education **FI** *University of Tampere* offers "Inclusive Teacher Education" in line with national educational reforms in Finland **FR** 5800 *"European and Oriental languages sections"* in middle and high schools in the country propose a strengthened learning programme of a foreign language and culture **GR** The Universities of Athens, Thessaloniki and the Peloponnese were involved in regional cooperation projects to produce intercultural textbooks and teaching materials which provide a more pluralistic account of the history and literature of South Eastern Europe **IT** The City of Turin set up a *Department for Heritage Education* with focus on exploring new models of intercultural communication in museums **MD** In addition to the many Russian language schools, Ukrainian is taught in 71, Gagauz in 49 and Bulgarian in 27 schools **SM** A laboratory of linguistic and multicultural activities was organised for schools (2008)	**BG** Grammar or textbooks and training material on the history and culture of minorities developed by NGOs (some endorsed by the Ministry): e.g. trainee manuals for studying the Roma language of the *Balkan Foundation* ; "Development of Intercultural Experience" Programme of *Human Rights Foundation* **DE** In 2007, the *German Arts Council* (Dt. Kulturrat) proposed the plan Intercultural Education – A Chance for our Society **LU** Empirical studies in reading competency show multilingualism as 'cultural capital', not as a burden, confirming related policies in LU **RS** A *MA in intercultural* mediation launched in 2002 at the University of Arts in Belgrade **SI** *Third Age University* of Slovenia, a voluntary movement, provides access to education and culture for 50+ generations

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[1] Formal and non-formal education systems, all age levels

B. Arts and heritage policies[2]			
CH	*Federal Law on the Promotion of Culture* (2012) emphasizes need to foster cultural diversity and exchange between cultural / linguistic communities in Switzerland and with those abroad. Projects facilitating access to culture or contributing to cultural / linguistic diversity are prioritized	BE-FL	ICD more prominent since the 2008 *Arts Decree* (as one of evaluation criteria in the assessment procedures for projects and structures), referring to different policy processes: Participation, Personnel & Programming ("the 3 P's")
FI	MoC plans "Strategy for Newcomers" in its *Strategy 2020 for Culture*	FI	Cultural centres in three main cities (Helsinki, Tampere and Turku) function as hubs for immigrants and minority groups.
LT	Cultural and educational projects of nearly 300 NGOs of national minorities are state financed	DE	Cultural operator in the capital Berlin ("Werkstatt der Kulturen") sets diversity standards and develops programmes with government support (e.g. "Karneval der Kulturen")
NO	The government sees museums as "an arena where people can develop positive attitudes to their own and other cultural roots". MoC evaluates public institutions on their ability to initiate and accomplish measures aiming at cultural diversity	IT	"Social theatre" is by far the most interesting and experimental form on the Italian cultural scene, with well-established companies such as *Teatro dell'Angolo* in Turin, *Teatro delle Albe* in Ravenna and *Teatro di Nascosto* in Volterra
PL	In addition to promoting Polish culture / language abroad, the *Adam Mickiewicz Institute* engages in cross-national projects, e.g. with Asia, Turkey	PL	"The Rise of Eastern Culture" promotes cultural cooperation of cities (Białystok, Lublin and Rzeszów) with Eastern Partnership countries, supported by the the *National Centre for Culture*
RO	MoC runs *Roma National Cultural Centre* and develops policies to support cultural and linguistic identities and the diversity of expressions, cultural activities and artistic practices of minorities	RU	Based on a law of the Russian Federation, "national cultural autonomy" is granted to 827 communities (2010)
SE	The *National Museums of World Culture* agency runs four museums in Stockholm and Gothenburg aiming at adapting collections and exhibitions to processes of globalization and migration and contributing to the goals of UNESCO Conventions	SP	The *Network of Spanish Jewish Cities*, aims to protecting all facets of the Sephardic Heritage
		UK	The *Arts Councils* of England, Northern Ireland and Scotland developed specific strategies, programmes and policies in relation to "race equality" resp. cultural diversity and dialogue (the latter body focusing on three main areas: "visibility, capacity-building and mainstreaming")

Third column:

CZ	Since 2009, the Initiative *For a Cultural Czech Republic* fought drastic financial cuts and loss of cultural diversity, especially in Prague
DE	In 2013, *Arbeitskreis Migration* of German Museums Association publishes guidelines focusing on collections, exhibitions, PR
FR	In addition to regional/local bodies, 70 advisory or consultative boards of experts, civil society and administrative staff work with the MoC in all cultural policy domains
MT	Church-related organisations (e.g. Dar l-Emigrant) and NGOs key ICD stakeholders
NL	*Intercultural Museum Programme* of the Nederlandse Museumvereniging to introduce more variety in presentations and organisation
SI	The annual international arts festival City of Women (Ljubljana) explores contemporary topics in an intercultural perspective (2012: "Aging")
TR	In Istanbul and other large cities, the number of NGO and initiatives advocating and implementing ICD programmes and exchanges has been on the rise, recently
UK	*National Cultural Diversity Network* of The Museums, Libraries and Archives Council (MLA), to deliver support, advice and training through regional Cultural Diversity Coordinators and other initiatives, such as the Cultural Diversity Checklist, a toolkit for a basic audit or a literature review of evidence of cultural diversity activities in the sector

[2] e.g. democratisation of culture, role of artists and other cultural actors as intercultural mediators, etc.

C. Employ-ment[3]	DK	Inspired by a Govt. bill of 2007 and with the support of the Ministries in charge of employment and business as well as Danish cities and regions, the Entrepreneurship in Denmark initiative aims to improve the formation, survival and growth of companies owned by people of different ethnic origin	DK	The *city of Copenhagen* took a number of actions to improve the representation of migrants in the city administration, incl. via paid internships specifically targeted at people with minority backgrounds (e.g. by requiring skills in a particular language)
	NL	Diversity rules (Code culturele diversiteit) of main cultural organisations accepted by the MoC as a principle of good governance and criterion for subsidies (2012)	UK/DE	Empirical studies across (sub-)regions in the UK, CDN, AUS, USA and Germany suggest a positive relationship between diversity and productivity or local employment growth, thus influencing related public and private local policies

DE/FR A number of large companies, most of them globally active, maintain specific diversity codes of conduct (cf. e.g. the SIEMENS guidelines or the focus of SODEXO)
NL ATANA, promoting and facilitating ethnic diversity on boards of cultural institutions
SE Swedish Association of Ethnic Entrepreneurs
UK Cultural Diversity Network to "share good practice around the diversity agenda", including a Diversity Pledge signed by over 300 companies

D. Youth policies	LU	Regulations on the 'Status of Artists' to be revised by MoC in order to assist young cultural professionals in starting a career	BE-FR	2007 Government action programme "Living Together"	AT	*Manifesto of Austrian children- and youth organisations against racism and xenophobia* (National Youth Council, 2007)
	SE	The Swedish *National Board for Youth Affairs* supports intercultural exchanges, publishes guidelines and conducts evaluations of results of its work	LI	Campaigns such as *Respect Please!* conducted in close cooperation with youth workers in local communities (w. government support)	IE	Practical Guidelines for Intercultural Youth Work and policy recommendations developed by *National Youth Council of Ireland* with the goal of influencing national policies
	SI	The *Office for Youth* within the Ministry of Education and Sport, monitors the situation of the young and promotes social integration, ICD, personal growth	UA	The *Romani Cherkhenj* agency stages cultural and sports activities for Roma youth in Uzhhorod and the surrounding region, in connection with larger Roma organisations in the city		

E. Social cohesion policies	AM	Music and art schools receive extra payments from the state budget to ensure cultural education for disadvantaged families (since 2007)	CH	Socio-cultural services and public-private initiatives in various cities play a key role in integration efforts and urban social policies	CZ	The ProEquality Centre aims to initiate new tools to support equal opportunities for men and women
	AT	*National Action Plan (NAP) for equality of women and men on the labour market* (2010) and, since 2009, gender budgeting anchored in the Austrian constitution, to be implemented in all departments by 2013 (in the government's arts and cultural promotion reports already in effect since 2007)	DE	A National Action Plan for Integration (2012) united for the first time national, regional and local authorities (focus on education, youth, culture and general inclusion issues, e.g. employment of people with migration background in public service)	DK	The She Zone association focuses on social integration of ethnic minority women through sports activites (swimming and gymnastics)
	DK	Strategy *Culture for All* (2010) to strengthen culture outside the Danish capital, with focus on non-users (ikke-brugere) and including migrants ("the new	HR	National *Foundation for the Promotion of Civil Society* supports a number of NGOs and their programmes targeted at social cohesion	EE	Independent research for the MoC proposed action to achieve more inclusive cultural practices (2012)
					IE	The *National Economic and Social Forum* (NESF), a civil society advisory body of the

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[3] e.g. incentives to approach "diversity" as an asset; awareness raising programmes for the public and private sector, etc.

		Danes") in CP for the first time **FI** Finnish gender policies converged into a Nordic version of "state feminism" (legal measures, official monitoring and positive action, including parity clauses and quotas in the representation and employment of women) **IT** Start of *National Centre Theatre and Prison* (2000) **PT** A *National Inclusiveness AP* and the *2nd Plan for Immigrant Integration* (managed by the High Commission for Immigration and Intercultural Dialogue – ACIDI) target inclusion and migrant integration issues, e.g. education, employment, "hospitality", research, interdepartmental action **SP** An Observatory for Racism and Xenophobia conducts analyses and has the capacity to make proposals for action; it fights against racism or xenophobia and promotes equality	**MT** Underprivileged communities to receive special support for inclusive, culture-led regeneration of urban environments **RS** *Promotion of Multiculturalism and Tolerance* AP in Vojvodina (2006-10) **SP** Local governments run most of the programmes aimed at promoting the social inclusion of immigrant groups: increasing their access to libraries or civic centres; organising festivals, cultural workshops, etc., or participating in traditional arts	Prime Minister, issued a report on cultural inclusion as part of social cohesion with six key recommendations, incl. on evaluation, and implementation mechanisms **IS** A *Women Of Multicultural Ethnicity Network* (W.O.M.E.N.) is to unite, to express and address the interests and issues of women of foreign origin living in Iceland, running also a "World Food Café" **IT** *Fondazione Cariplo* (banking) launched new calls for proposals: "Promoting social cohesion through public libraries" and "Creating new audiences for culture" **PL** A "Pact for Culture", initiated by the Citizens of Culture NGO and signed by the Prime Minister in 2011, obliges the state to ensure equal access to culture, particularly in towns and villages to prevent cultural exclusion
F. Media, Internet + social networks	**FR** Run by two national agencies, the Fund Images de la diversité provides complementary aid to films, broadcasting and multimedia works that contribute to cultural diversity and equal opportunities. This reflects widespread beliefs in France that "transatlantic cultural flows are unbalanced" and "standardisation of mass production has negative effects on artistic creation and diversity" **HR** *Fund for the Promotion of Pluralism and Diversity of Electronic Media*, established by the *Law on Electronic Media* **RU** Parliament proposed to develop a state grant system and professional competitions for media productions with ethnic cultural content and in the languages of the peoples of Russia	**NL** FunX, the municipal public channel for urban youth with a dual cultural background broadcasts in 4 large cities (Amsterdam, Rotterdam, The Hague and Utrecht), which together contribute 50% of the costs **NL** *Kosmopolis* houses and virtual platforms for ICD are financed by the cities of Rotterdam, The Hague and Utrecht, together with the MoC and the Ministry of Foreign Affairs **RS** Despite a call for privatization of local radio in the *Law on Broadcasting*, some cities maintained its public status (e.g. Subotica, because of its multilingualism and its importance for the Hungarian minority) **SP** Radio and TV broadcasters of the autonomous regions (not always linked to regional departments of culture and language), are one of the pillars of cultural policy, particularly in the bilingual regions and for migrants or "new citizens"	**DE** Growing presence of protagonists with migration background in film, music, literature etc. and increase of intercultural Web activities (e.g. the interculture journal) **IT** Online resource Patrimonio e Intercultura of *Fondazione ISMU* **LV** New website Arterritory.com on Baltic, Scandinavian, and Russian art and culture in Latvian, Russian, and English **RO** Media Institute for Diversity fights discrimination and fosters cultural (age, gender, sexual orientation criteria), intercultural (ethnic and religious minorities) and trans-national mediation (asylum seekers, refugees, tourists) **SI** The Peace Institute organises series of seminars on media themes (e.g. multicultural societies, Roma people in the media or media and social minorities)

G. General or interdisciplinary Activities			
	AT [National Contact Point for Cultural Diversity](#) as a basis for information and development activities (e.g. reporting on the implementation of the 2005 UNESCO Diversity Convention) **BG** [National Council for Interethnic Interaction](#) to develop national policies in consultation with government agencies and non-governmental bodies **GE** A *National Vision and Action Plan on Civil Integration and Tolerance* (2008) addresses specific goals in culture and education, incl. support for preserving the cultural identity of minorities **MK** Interethnic ICD as an objective or priority for all ministries following the 2001 *Ohrid Framework Agreement* **RU** State support to ethnic cultural groups is varied, including special councils and commissions (e.g. for Kazaks), Fed. Target Programmes or regional development concepts (e.g. the *Sustainable Development Concept for Indigenous Peoples of the North, Siberia and the Far East*) **SE** Ethnic and cultural diversity a point of departure not only for integration, but for mainstreaming general policies in all sectors/at all society levels **SI** In order to facilitate positive intercultural / interethnic relations, the MoC is the most active of all ministries in attempting to protect cultural rights of all minorities, including those of former Yugoslavia (which are not officially recognized) **SK** Since 2006, the MoC has a separate grant programme for the support of cultural activities and projects of national minorities (representing ca. 18% of total grants) **SP** The *Strategic Plan on Citizenship and Integration* (2011-2014) is addressed to the whole population, recognising equal rights and duties for everyone and respect for diversity	**CH** In 2006, the *Communauté de travail pour l'intégration des étrangers* (CTIE) in Neuchâtel started the programme "Neuchâtel à toi" to promote better mutual understanding among Swiss citizens and foreigners. It involved a series of canton-wide debates on Neuchâtel identity, theatre performances, film screenings, gastronomic events, radio andtelevision broadcasts etc.(and served as a model in the *Intercultural Cities* Programme) **DK** Greenland self-government with full legislative and administrative power (incl. cultural policy, language) **HU** Elected representatives of minorities in the villages and town governments, and on the national level, have significant rights and growing resources – often spent on culture. At the local elections in the autumn of 2010, minority self-governments were elected in nearly half of all local entities **IE** The *Intercultural Strategy Plan* [A City of Equals](#) of Galway (2009) focuses, inter alia, on promotion (campaigns, ICD ambassadors etc.); cohesion (community events, volunteer leadership, etc.); planning diversity ('plan by design'); rejecting racism (monitoring and deterrence) and bulding an intercultural economy (including racism as a barrier to employment) **RS** The *Law on the Protection of the Rights and Freedoms of National Minorities* includes provisions aimed at the effective participation of ethnic minorities in decision-making on issues of relevance in government and in administrative matters **RU** The *Tolerance* Programme (St. Petersburg) aims at harmonisation of inter-cultural, inter-ethnic, and inter-religious relations (2011-2015). Similar: *Different But Not Strange* promoted cultural dialogue among the multiethnic population of the Samara Oblast (Ministry for Culture, Youth Policies and Sport, 2004-08)	**DE** Influential civil society organisations such as the *Ratschlag Interkultur* or the *Expert Council of German Foundations on Integration and Migration* hold [country-wide conferences](#) or issue [annual monitoring reports](#) and position papers **IE** *CREATE*, a national development agency for collaborative arts in social and community contexts undertakes partnerships to further its agenda (arts and health; cultural diversity; the arts and older people) **RO** A draft law proposed by the party of the Hungarian minority calls for cultural autonomy defined as the right of a national community to regulate matters related to cultural, linguistic and religious identity **UA** 96 *Centres of National Culture* operate to meet the needs of national minorities, 12 are funded by local government.

	UA Legislation defines all citizens as either belonging to the ethnic Ukrainian majority ("Ukrainian nation") or to "national minorities", without separating indige-nous nations (e.g. Crimean Tatars), autochthonous groups or "classical" national minorities (Russians, Jews, etc.) and Diaspora groups, or recent migrants UK Through laws, APs, commissions and other means the MoC and the Govt. Equality Office intends to work for a fairer society ("improving equality and re-ducing discrimination and disadvantage for all", ci-ting also "economic arguments for equality")	UA Jointly with MoC and CoE, the *Development Centre "Democracy through Culture"* NGO conducted in 2012 seminars with local / regionnal actors to trans-fer *White Paper on Intercultural Dialogue* into poli-cies. The *Ukrainian Platform of Intercultural Cities* held the 1st Forum of Intercultural Cities with the theme "The Ukrainian Platform for Change"	
H. Trans-national Ac-tivities (with policy incen-tives on dif-ferent levels in different countries)	CoE Preparatory work for the *White Book on Intercultural Dialogue* led to reviews of integration and diversity policies in many countries EU: The *European Year of Intercultural Dialogue* (EYID 2008) led to a great number of national, regional and NGO activities in all participating countries (for exam-ple in SE: Home not Home). However, in many cases, such activities could not be sustained beyond the EYID. CoE/EU: The *Intercultural Cities* project led to assessments and changes of integration and diversity policies in ca. 50 local and regional administrations throughout Europe and beyond UNESCO: Monitoring the implementation of the *2005 UNESCO Diversity Convention* and reporting results prompted administrative changes and partnerships in many countries UNESCO: The *International Year of Convergence of Cultures* 2010 provided incentives for profiling missions and activities of public bodies and civil society in a number of countries (e.g. in CZ) EU: The project *Culture-Exchange, Combating social exclusion through culture* – EU with participation of actors in different countries (e.g. the IE Government) DIFFERENT BODIES: The *Decade of Roma Inclusion* (2005-15), a framework programme adopted by eight countries in Central and Southeast Europe and supported by the international community, sets goals for governmental action plans and for monitoring progress to accelerate social inclusion and improve the economic and social status of Roma across the region, incl. via cultural activities	