



Warsaw for foreigners, foreigners for Warsaw

22 October 2019





The diversity policy and related activities are primarily associated with the adoption of the concept of developing Warsaw as an Open Metropolis adopted in the Warsaw2030 Development Strategy.

Strategic Goal 1. Responsible Community,
operational goal 1.1 We care for each other

Strategic Goal 4. Creative Environment,
operational goal 4.3. We attract talents and
leaders.



Unit for equal treatment

General tasks:

Activity concerned with promoting diversity, equality, gender equality, social justice, equal opportunities and citizens' participation in public, cultural, social and economic life, notably in the field of religion or origin.

Specific tasks:

- Cooperation with NGOs engaged in anti-discrimination activities.
- Coordination of the activity of the organizational units of the City of Warsaw in terms of the implementation of the rules and solutions concerning anti-discrimination; preparation of projects and social campaigns concerning raising social awareness in terms of anti-discrimination activity aimed at different social groups.

Unit for equal treatment

- is in charge of responding to racist incidents and acts against people of different cultures and beliefs, by reporting them to the law-enforcement agencies and publicly condemning them.
- involvement in a STOP HATE campaign, which aims to fight hate speech in the public sphere: residents and visitors to Warsaw can report offensive graffiti and hate speech through the Warsaw 19115 City Contact Centre, City officials and employees participate in workshops on how to respond to offensive incidents occurring in the city, anti-discriminatory workshops organized for district property management companies, the City of Warsaw Property Board and the Public Land Board.
- *Equal treatment as a standard of customer service* – training courses for officials of the City of Warsaw and its organisational units have been provided since 2013
- *Anti-discriminatory counselling* – the Unit commissions non-governmental organisations to provide anti-discriminatory counselling to the residents of Warsaw who experience, or are at risk of, various forms of discrimination.

Expert groups

- Warsaw Centre for Socio-Educational Innovation and Training has set up a Contact Point and a **Group for the Education of Foreigners' and Repatriates at Warsaw Schools comprising of 22** representatives of local government and non-governmental organisations.

Task: support teachers and headmasters at schools with foreign children, including refugees, immigrants and Polish repatriates (currently, local government schools in Warsaw teach more than 4000 foreign children).



Integration in Education

- according to Polish law every child between the age of 7 and 18 –regardless of nationality or immigration status – can and should be included in the public education system.
- Support of the Education Department of the City of Warsaw to help teachers work with newcomer refugees’ and immigrants’ children, including publications prepared by the Education Department in cooperation with methodological advisers from Warsaw and non-governmental organisations:
 - ***Work with foreign students.*** A good-practice handbook for headmasters, teachers, educators and psychologists.
 - ***Work with foreign pupils.*** A training package for teachers
 - ***Work with foreign students.*** training package intended for students of programmes in education.
 - ***A welcome package for students and parents (in six languages) Polish, English, Russian, Ukrainian, Vietnamese and Chechen***
 - ***“A newcomer at the Polish school. A guide for teachers working with foreign students”***
 - ***“Towards a multicultural Polish school. An educational package with a curriculum for teachers of Polish as a second language for the 1st, 2nd and 3rd educational stages (in Warsaw schools)”***

Cooperation of local government with other public institutions and NGO's

- **Social Dialogue Committee of the City of Warsaw** comprises of 28 non-governmental organisations and the City of Warsaw.

Task: an initiative-developing and advisory body working towards solutions facilitating the support and integration of foreigners living in Warsaw.

- **Regular and open calls for proposals to obtain funding from the City of Warsaw for projects involving:**
 - legal advice and information on the applicable institutional and legal regulations;
 - psychological counselling, problem identification, preventive measures;
 - educational counselling;
 - support for vulnerable families;
 - intercultural and integration counselling;
 - occupational counselling;
 - intercultural mediations;
 - improving Polish-language competence;
 - integrating, multicultural events.



Cooperation of local government with other public institutions and NGO's

[The Multicultural Centre in Warsaw](#) - a platform of cooperation between organisations, the City of Warsaw and other institutions involved in the project as partners.

Tasks:

- Activating and providing assistance for migrant communities, including the improvement of the foreigner information system, as well as an increased access to public services.
- Supporting integration between foreigners and citizens of Warsaw (and vice versa).
- Strengthening multicultural dialogue and education.
- Preventing discrimination and marginalization based on ethnicity.
- Promoting the image of Warsaw as a multicultural metropolis.

Areas of activity: activation, education, culture, information, research.

Key ideas: comprehensive approach, participation, cross-sectoral cooperation.

3 years = 1000 events

centrum
wielokulturowe



Service Point for residents

2008-2018 = 50 000 people



Warsowians are not afraid campaign

Powstańczyni z Ochoty



**Warszawiacy się
nie boją**

**pomagać
uchodźcom**

CentrumWielokulturowe.waw.pl



Multicultural actions in Local activity places



City of Warsaw as partner in projects run by IOM Poland

ADMIN4ALL

The main objective of this preparatory action is to increase the capabilities of local administrations and other service providers at the local level, and in particular their front-line staff, in dealing with the multiple dimensions of long-term socio-economic inclusion of migrants and refugees at local level.

This is done through delivery of a series of trainings and peer mentoring activities for the local authorities and both governmental and non-governmental service providers, including front-line workers dealing with the specific needs and situations of disadvantaged migrants.

PROTECT

Preventing sexual and gender-based violence against migrants and strengthening support to victims.

Sexual and gender-based violence (SGBV) may be physical or psychological and it can take the form of domestic violence, sexual harassment, social exclusion or even exploitation and trafficking in human beings. Women and men, boys and girls and lesbian, gay, bisexual, transgender and intersex people (LGBTI) **can all become victims of sexual and gender-based violence.**

Golden Fans Competention

The Golden Fans was created to honor those who already undertake such activities in Poland and thus contribute to building good practices in the management of migration.

The aim of the competition is to distinguish individuals and institutions that contribute in particular to promoting the integration of migrants in Poland, stimulating socio-economic development through migration or building good practices in the management of migration.

In 2013 the statue was won by City of Warsaw in category Instytution.

Publications

- Guide for foreign students
- Essential guide for active residents
- Researches (e.g. Foreigners in Warsaw)

and other



World Refugee Day

Warsaw Diversity days



Rumourless cities



Rumourless Cities
Prevent Discrimination, Strengthen Cohesion

networks



Conclusion

Main challenges

- Access to the labour market.
- Access to housing .
- Language barriers.
- Access to specialised counselling (legal, psychological etc.)
- Discrimination and negative attitudes.

Main potentials of integration measures in Warsaw?

**Thank you for your
attention!**

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