



**SHARING  
THE  
EUROPEAN DREAM**

**UBC Conference  
on Integration of New Citizens  
into the Urban Society**

**Rostock 12-14 March 2018**

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### INVITATION

Gdansk and Rostock, in December 2018

Dear UBC colleagues, dear friends of the UBC,

In March 2016, representatives of UBC cities gathered in Rostock in order to discuss the massive influx of refugees from the Middle East and Northern Africa. More than a million uprooted people flooded Europe following the vision of the European Dream promising safety, peace, as well as a chance for a decent life including a future for their children. Many of them arrived in the Baltic Sea region. Cities had almost no time to prepare properly. What cities had to do was to administer First Aid: shelter, food, clothing, transportation, ...

Today, two years after, the situation is less tense although many people are still reaching us. It seems to be sure that most of them will stay for longer or even forever. Now the main focus is integration: language learning, schooling, housing, professional education, jobs, culture, participation in the society, ...

Integration is a matter of two sides: of those who are willing to be a member of the local society and of those who are willing to accept and involve them. A lot of work has to be done to achieve mutual understanding, mostly to overcome clashes of culture and religion.

Many Families in the Baltic Sea Region still have lively memories of war, flight and displacement. The elderly told us how difficult it was to restart a life under conditions of starvation, winter, poverty and illness. For many of them these were years of sacrifice and sufferings. So there is a rather fresh and unforgotten experience in the collective memory we should recall when evaluating the situation of the arriving refugees.

With this treasure of experience we want to analyze what has to be done and how to do it better in order to succeed in the efforts of integration. We want to take a time machine back to 1948 and see where we came from. We want to travel 20 years ahead and describe where we want to be then. Merging all our knowledge, we want to design the way to get there in the most effective manner. We want to listen to each other appreciating each point of view and lessons others had to learn.

To make things more effective, the Opening Plenum will be short because the works should start immediately. In eight small workshops the conditions for integration will be analyzed under different aspects. The second day we will listen to the results and points of view all-together by interviewing the workshop participants of the different working groups. Finally, we will not leave the conference without letting the world know, by means of a resolution, what we consider important for the role of the city in this historical moment.

The cultural framework of the Conference shall give an example how multiculturalism can enrich the society. You will be listening to a special concert of the Syrian Expat Orchestra in the most representative location of Rostock, the Barocksaal. Learn about 800 years of history of Rostock and feel the festival mood in the old Town Hall. Join us for a visit to the Art Pavilion at the Swan Lake where you can enjoy international food and music and, if you wish so, you can also paint a sail for the 10th SHIP OF TOLERANCE - an international art project by the famous Ilya and Emilia Kabakov.

In order to have lively and purposeful discussions during this Conference, we would like to encourage you to include at least one person in your delegation who could be considered a newcomer in the light of the past few years, which would be willing to tell us what integration means to her/him and what she/he - as well as her/his environment - had to go through until now. Like this we want to make sure that there wouldn't be any discussion about refugees and immigrants without listening to them and without taking into account what they have to say.

Finally, in case you have family memories of war, flight and displacement – please share it in a short written paragraph with us allowing us to pin it on a wall and/or referring to it in the Opening Plenum as a piece of a mosaic. It would be kind if you could add a photo – a new or old one – in order to put a face to your story. You could sign it, with your full name or with your initials, or not – as you wish. You can be sure that your contribution would be handled with the maximum of respect.

Dear colleagues and friends, the Union of the Baltic Cities and the City of Rostock are inviting all UBC member cities and beyond to register for the Conference on Integration SHARING THE EUROPEAN DREAM. We learned that a dream could come true though hard work. It is essential for local societies that old and new citizens to learn to live together. Helping hands towards both sides and a proper social environment are a good basis for that. Let's jump into the time machine and see what we can learn from each other. Then let's jump out and, all-together, make the dream come true.

We welcome you to the City of Rostock in March 2018!



Per Boedker Andersen  
President of the UBC



Roland Methling  
Mayor of the City of Rostock

# SCHEME OF CONFERENCE ON INTEGRATION

ROSTOCK 12-14 MARCH 2018

HOW TO CREATE  
INCLUSIVE CITIES  
FOR ALL CITIZENS ???

BALTIC SEA CITIES  
SHARING  
THE EUROPEAN DREAM

## 1. GENERAL VIEW "INTEGRATING CITY SCAPE"

- DRAFTING IMPORTANT ISSUES/QUESTIONS
- DESCRIBING PHENOMENON OF MIGRATION
- GENERAL VIEW FROM THE "EAGLE EYE PERSPECTIVE"

PLENARY SESSIONS  
KEY SPEAKERS

## 2. INTO DETAILS "PLANNING AN INTEGRATING CITY"

8 WORKSHOPS

## 3. FROM DETAILED PLANNING TO NEW CITY VISION

- INTERVIEW WITH WORKSHOPS' PARTICIPANTS
- SUMMARY/DIALOGUE

PLENARY  
SESSIONS

# PROGRAMME

(by 08 March 2018)

Venue: Rostock, Hotel Radisson Blu

Conference Language: English, no translations

**Panel Moderator: Piotr Wołkowinski**

## Monday 12 March 2018

- |             |  |
|-------------|--|
| 1200 - 1600 | Warming-up session for the moderators<br>by Piotr Wołkowinski<br>Room 'Warnowblick 5', first floor   |
| 1630        | Guided Walk from Hotel Radisson Blu to the City Hall<br>Guides: Young People from the Jugend- Sprach- und<br>Begegnungs- Zentrum (JSB) Rostock                                     |
| 1730 - 1900 | Welcome by Holger Matthäus,<br>Senator of the City of Rostock<br>Motto <b>Rostock 800</b> , Buffet<br>Venue: City Hall   |
| 1930-2200   | <b>Concert of the Syrian Expat Orchestra<br/>Association 'Musicians of One World'</b><br>Greeting address by Roland Methling,<br>Mayor of the City of Rostock<br>Venue: Barocksaal |

## **Tuesday 13 March 2018**

0900 – 1000

### **Registration**

Hotel Radisson Blu, first floor

1000 -1100

### **Opening Plenum**

Hotel Radisson Blu, *Ostseesaal 1*, first floor

- Introduction
- Roland Methling,  
Mayor of the City of Rostock
- Per Boedker Andersen  
President of the UBC
- Bernd Hemingway,  
Deputy Secretary General, CBSS
- by Hosams Abu Meri  
Member of the Saeima (Latvian Parliament)  
Case Study '*A Lebanese Migrant in Latvia*':
- Piotr Wołkowinski  
Introduction to the workshops, explanation of  
the working method of *Appreciative enquiry* and  
the time line 1948 - 2018 – 2038

1100 -1115

### **Very Short Break**

(coffee/tea to go to the workshop rooms)

1115-1245

## Workshops

all rooms: first floor

<b>W 1/4</b>	<p>Sharing Online and Offline Communication – a Multicultural Package Gender and Minorities' Equality and Linking Cultures</p> <p>Moderators: Irene Pendolin, Turku Charlotte Lundqvist, Umeå</p>
<b>W 2</b>	<p>Equal Access to Education</p> <p>Moderator: Matti Mäkelä, Turku</p>
<b>W 3</b>	<p>Creating a Stronger and More Inclusive Economy and Job Market</p> <p>Moderator: Anu Parantainen, Turku</p>
<b>W 5</b>	<p>Using, Developing, Creating and Designing the City Together</p> <p>Moderator: Leo Dainat, Rostock</p>
<b>W 6/8</b>	<p>Safe and Healthy Life for All Cohabitation of religions and traditions in our cities</p> <p>Moderator: Kaspars Vārpiņš, Liepāja</p>
<b>W 7</b>	<p>Sharing Culture</p> <p>Moderator: Kim Henrik Gronert, Kristiansand</p>

1245	<b>Family Photo</b> Where? Radisson Blu, lobby, on the stairs
1300	<b>Press Conference</b> (German-English) Ostseesaal 1
1300-1430	Lunch Restaurant OSTERIA, ground floor
1430-1600	<b>Workshops</b> (cont.)
1600-1630	Coffee, first floor
1630-1730	Working time for Workshop leaders e.a. to summarize
1815	Gathering in the lobby of Radisson Blu for the walk to the tram stop
1830 SHARP	Transfer by tram ('Sonderfahrt') to the <b>Kunsthalle</b>
1900-2230	<b>Reception</b> Buffet / International Music Sail Painting Action <i>Ship Of Tolerance</i> - Art Project by Ilya and Emilia Kabakov at <b>Kunsthalle</b> (Hamburger Str. 40)
2230	Gathering at the entrance for the walk to the tram stop
2245 <b>SHARP!</b>	Tram transfer to the hotel / city centre



## **Wednesday 14 March 2018**

0900-1030	<b>Plenary Session</b> Room: <i>Panorama 3</i> , seventh floor Presentation and Debate on the of Results and Recommendations <u>from Workshops 1/4 , 2 , and 3</u> Moderator: Piotr Wołkowinski
1030-1100	Coffee Break (conference floor) Room: <i>Panorama 2</i> , seventh floor
1100-1230	<b>Plenary Session (Cont.)</b> Room: <i>Panorama 3</i> , seventh floor Presentation and Debate on the of Results and Recommendations <u>from Workshops 5 , 6/8 , and 7</u> Moderator: Piotr Wołkowinski
1230- 1400	Lunch Restaurant OSTERIA, ground floor
1400-1530	<b>Final Plenary Session</b> Room: <i>Panorama 3</i> , seventh floor <b>How should cities and their societies be within 20 years?</b> <b>How could we achieve it together?</b> Moderator: Piotr Wołkowinski
1530-1630	<b>Fare-well Coffee/Tea</b> At the Keyboard: Alica Lange, Student at the World Music School of Rostock
Afternoon	departures

## Wednesday 14 March 2018

### Optional After-Conference Offer

for those who will not depart immediately:

- |             |   |
|-------------|---|
| 1745        | for those who wish an accompanied walk to the City Hall:<br>Meeting in the lobby of Radisson Blu, in front of the reception |
| 1800 – 1930 | <b>Medieval city tour</b> (walk) through the Old Town of Rostock with a night watchman<br>Starting point: Rostock City Hall |
| 1930        | <b>Dinner</b> in the Basement of the Old Town Restaurant <b>Altstädter Stuben</b> (Altschmiedestraße 25)                    |
| 2130        | Walk back to Radisson Blu   |

# WORKSHOP THEMES

## **W1. Sharing online and offline communication – a multicultural package**

Communication is a challenge in a diverse society. Language and cultural barriers can make life difficult, but what makes it even harder is a lack of any dialogue and mutual understanding. Communication is an essential human need. It is impossible to build up the good relationships without knowing each other. Media, stereotypes and prejudices have a tremendous impact on the imagination of people who are both at the sending and receiving end of the migration experience.

The workshop seeks answers to the following questions: how to make a shift in thinking: 'from a stranger to a neighbour'; how to overcome the language and cultural barriers; how to communicate beyond the stereotypes and media picture, can we influence it?; how to ensure the equal access to relevant, reliable information, both online and offline; how to take advantage of Internet, social media, apps and other digital tools in communication.

## **W2. Equal Access to Education**

Education is one of the most effective means to prevent the social exclusion and social inequity. The main question of this workshop is how to ensure that our educational and guidance models not only allow refugees and immigrants to get into education but also to identify and support the most vulnerable groups and tackle all forms of discrimination in education.

## **W3. Creating a Stronger and More Inclusive Economy and Job Market**

Many studies across the Europe show that people with certain ethnic backgrounds face more discrimination in job market than the others. This workshop seeks answers to the following questions: How we tackle existing forms of discrimination? How we make sure that immigrants/

refugees and their children can use all their competences and potential to benefit themselves and society as a whole? How do we make sure that climbing the social ladders and fulfilling the European Dream is possible for anybody, not only a mere exception.

#### **W4. Gender and minority's equality and linking cultures**

Looking through the politically correct European perspective we can easily get the impression that the public sphere is quite inclusive but in fact the diversified groups and individuals representing them don't and can't ever share their very personal experiences with the others. The complex matters concerning gender (in)equality and the visibility of minorities regarding gender identity and sexual orientation come up somewhere in between the public and private space. Gender equality and the fundamental rights of LGBTQ+ community members means something completely different even amongst the Baltic cities citizens and including the perspectives of immigrants and refugees from variety of regions, while respecting their religious beliefs and the very unique background, makes it even more complicated. We cannot become a monolith regarding such sensitive issues but what we can do is creating a safe space for all the groups taken into account, pointing out what's crucial to stay open and focused on the constant debate. This workshop is one way of sharing the tools to make it the most effective and inclusive way we can.

#### **W5. Using, developing, creating and designing the city together**

Think of yourself: coming to a city starting a new life, what do you need first? Second, how will you satisfy your basic needs e.g. search for the nearest doctor, school for your children, market, job, apartment? How will e-government be available for those, who do not speak the language? How should we all together design the city, for people of different religions, interests, cuisines to live together or next to each other? There are not so many people, who spend their entire life in one city. We should use their knowledge and experience to make our cities friendly for newcomers.

## **W6. Safe and healthy life for all**

In near future everyone should be able to feel and be safe wherever they are. Nobody should be looked at as a potential threat only because they may look bit different (skin color, spoken language, clothing, etc.) and the possible attack threats in public places would be reduced to minimum. Everyone should be able to receive the same medical help if needed, despite their origins or status in the country. By collaboration between different races and statuses will lead to improved life quality and reduce inequality.

## **W7. Sharing culture**

Culture is how we behave, what norms we believe in and according to which we take decisions. Culture is our cuisine, how do we create art, spend free time and have fun. Culture is also our heritage from our ancestors: language, traditions, religion, history - all that was left by our grandparents and predecessors. Generally, Culture is how humans express themselves in various forms, by various means. Today's world gives us the opportunity to observe, participate and try many culture patterns. How to create a city which gives the opportunities to get to know others' culture in a true, deep, direct and secure way – avoiding simplified and stereotyping narration? What kind of features should city have to generate positive energy from cultures' cohabitation? Are there limits of cultural expression in local communities? How to stay in the multicultural dialogue, even when it leads to the painful areas? Is there a common ground on which we can start to get to know each other?

## **W8. Cohabitation of religions and traditions in our cities**

History often underlines the wars and conflicts which differences of opinion have caused. However if we reflect on whether there were more wars than times of cohabitation and peace, the mathematical result could be a surprise. Welcoming someone to my home, in all religious traditions is a fundamental cornerstone, in some it even cannot be refused. How do we, as cities/communities welcome the others, get to know them, change ourselves, exchange on our religious beliefs, in a true dialogue?

# Method: APPRECIATIVE ENQUIRY

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compiled by : Piotr Wołkowinski

## WORDS AND THE FUTURE THAT TAKE US FORWARD

### Getting away from problems:

Advice and planning work was dominated at the end of the last century by methods such as "problem analysis", "problem tree" etc. However, in the United States a different way of working was invented, based not on obstacles, on what is not working or what is difficult, but on positive elements, which, according to the authors<sup>1</sup> of the method, are found in each of us, in every organization. In addition, they analyzed our ways of communicating and acknowledged that words are not only a means of exchange, but allow us to go in the direction of what they describe. Combining these two aspects, they developed a method of appreciative enquiry, which turned out to be a great success. It has been used in the case of interfaith dialogue, by the UN Global Compact, and by numerous corporations, companies and associations.

### The basics of the method:

Appreciative enquiry is based on five principles:

- **The construction principle** - words create worlds = positive questions lead to positive changes,
- **The simultaneous principle** - enquiry causes a change, especially at the moment when someone thinks about it,
- **The poetic principle** - words go much further than their initial

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<sup>1</sup> David Cooperrider and Suresh Srivastva

meaning, by storytelling we co-create the future,

- **The anticipating principle** - a vision of the future inspires action,
- **The principle of success** - something works in every system.

One could say that the philosophy of the method is the conviction that it affects "*what gives life to human systems when they are the best*". The authors emphasize that individually and collectively people have **unique gifts, abilities and ideas** to implement, organizations (getting organized) are human social systems, sources of **unlimited ability in relationships, created and lived in language**. Finally, the **visions of the future** we have are socially created and when they are articulated, they serve to guide individual and joint actions

### **Deepening of meanings:**

Appreciative = recognition, added value, gratitude. As a verb, one has to appreciate the double meaning: recognition and added value.

### **Other definitions are:**

- Recognition of the best in people and the world that surrounds us,
- Noticing those elements that give life, health, energy and the highest quality to human systems,
- Confirmation of former and existing forces, successes, achievements and potentials,
- Increasing the value (eg investment).

Enquiry = exploration and discovery. It's about looking for new opportunities, being in a state of ignorance, dreaming (and wondering) and learning to learn.

Enquiry also means:

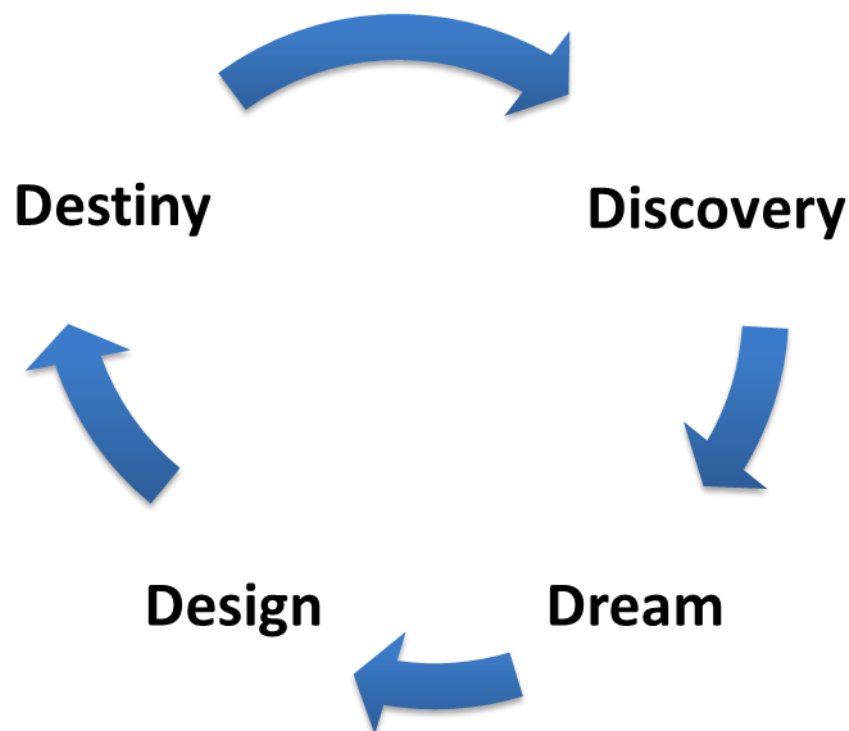
- Asking questions,
- Research / learning,
- Searching, exploration, exploring the subject, investing,

***The spirit of enquiry is learning.***

### **How does it work?**

The choice of a subject is absolutely crucial, because too wide a topic, or too little precision, will not enable good cooperation in the group, or will take a lot of time to define. The method is based on four main stages that are:

- **Discovery** (positive past),
- **Dream** (highest potential),
- **Design** (way of doing what it should be),
- **Destiny** (inspired actions and innovations - what is supposed to exist).





## 1. Discovery:

In order to move from the logic of problem analysis (to which we are very accustomed, if not even attached)<sup>2</sup>, one should be able to share with the group, the most important successes, share values and also express what we care about most. There are several tools for this:

- personal **questionnaire** with several significant questions:

- Think / write about the "strongest moment" of your work or the experience of your organization,
- In this experience, think / write about the things that you appreciate the most about yourself, your work, your organization,
- Think / write about the basic elements that give life to your organization; those really positive values on which it can build,
- What three wishes would you like to achieve, which will increase the vitality and health of your organization,
- What achievements are you (your team and you) proud of,
- What motivates you to work (except money).

*(Participants need to have some time to complete this questionnaire. They will be confronted with basic questions, they should only be supported in finding their own answers. This is the first time for many people to think about similar issues which significantly reduces their "comfort zone" I often say that the whole survey is for the participant, and I will only ask them to share answers to the fourth question, that is, three wishes, because it does not refer directly to reality.)*

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<sup>2</sup> Sometimes you can spend more time analyzing the problem, because it is more complicated than looking for solutions. The feeling of uncertainty about whether all the elements of the challenge were taken into account can always be reduced by analyzing the results of the appreciative enquiry, but only after the methodology has been properly implemented.

## **-SOAR:**

Traditional work on SWOT analysis leads the group back to the domain of analysis of difficulties and problems. A SOAR tool was applied to the method that appreciates the enquiry, using exactly the same method (group work, analysis from different points of view, confronting sentences, refining the supplementary consensus), proposing four pillars that are different:

- strengths,
- opportunities,
- aspirations,
- results.

*(SOAR allows you to move to the specifics in the future, indicate which way leads there and work only on strengths and positives. It gives not only the "freedom" of thinking, but also makes work (very demanding) on measurable results immediately understood as very specific by the participants of the group. The method provokes many questions and the moderator should patiently accept each question, by asking in turn how the group understands the question. There are no correct answers.)*

## **2. Dream:**

We can all dream and we do it, often without even realizing it. With a given group, you can do a concentration exercise, with breaths. I usually use the story of going on holiday, plane, beach, drinks, evenings and preparing for return ... so that the participants will realize that "hot sand can be touched", although it was only in their imagination. This exercise in a sense opens the minds of everyone that a dream can almost become a reality. A well-known Swiss professor<sup>3</sup> who has been working on innovation for years, cites the following "states" as examples of when, under what conditions and what causes a creative dream:

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<sup>3</sup> Prof. Mario Raich, Prezes Learnità.

1. **core** - we work in our field but we deepen our understanding,
2. **white spots** - existing technologies, experiences, etc. but we do not know them - you have to learn them,
3. **analogy or metaphor** - borderline of information,
4. **vision of the future dream in awakening** - the ability to predict 3/5 years - identification of new white spots,
5. **blue sky** - ideas that fall from heaven - intuition - very distant but very interesting. Not for a possible future but for a future - in a dozen or so years, a good product leaps all the barriers - we are our own limit,
6. **beyond the ideal** (outcome) - our barriers, the biggest experts constitute a barrier. Innovation comes from somewhere else,
7. **infinity, fiction.**

*(Each of these elements can be commented on and discussed.) It is not important if people disagree. One should only search for one of those 7 points, which would suit the participant)*

### **3. Design:**

At this stage, work on the future begins. Because we can dream, we are close to a dream state, so the reality may change. Therefore, we are moving into the future to 2038 to describe the reality where we have achieved successes. We ask participants to describe their successes in 2038 in the subject of your workshop. They are to create the reality of this year, describe it, remind ourselves who did what, who they were, what were the stages, etc. There are no restrictions. Superiors agree and there are no budget limits.

*(Perhaps the most important element, and the most difficult one, is the verbal transfer to 2038. It is necessary to help groups, saying that it is now 2038, so we are talking in the present tense, recalling that in 2017 it was the beginning of the process. We talk about that in the past tense. When participants get into problems, this is very good, but they should*

*be reminded that they have solved the problems themselves, because they have been successful. They only have to remember how they managed to solve the challenge, etc.)*

#### **4. Destiny:**

If successes were described in the 3rd stage and described in detail, we now come to the stage of production of what is to be.

Only then we move to work backwards from 2038 to 2018 by:

- the analysis of the stages of achieving successes,
- listing those that seem simple,
- identifying those above on which you will have to concentrate,
- creating working groups that will do this job,
- refining the diagnosis of the situation, only there where it is clearly missing.

As you can see, the work has achieved the goals, because the ideas have been created, along with a description of how, by whom etc. On this basis it is much easier to plan the real activities, because the problems have been solved and then this almost identified path should be followed.

It is possible to confirm stage 3 & 4 through an interview with a journalist who interviews members of the group about what they have achieved, what their role was, who they were, etc.

In case you need it, you can still rely on the following list of "reminders":

#### **Verification:**

- What was the vision of the initiative that you achieved, how did you

call it?

- Who else was involved in the implementation of this initiative in order to achieve success?
- How did you attract and engage other parties to make your dream come true?
- How did you communicate with them?
- What additional information, support, sources did you need?
- How did you get them?
- What was the order of activities (who did what, when)?
- How much time, energy and costs did you need to implement the initiative?
- What were the first three small start steps you did? When did you do it?
- What was your last step?
- Was there an emergency plan?
- How did you know that you achieved success? What exactly did you hear, did you see?

*(At the end of such a process, which can easily take a whole day, it would be good to devote time to "constructive criticism". Some people find such a method very uncomfortable and time should be given for them to express themselves. In general they do not refer to the method, but to the ideas that have been co-created, where they feel more confident. It is advisable to praise them as much as possible and, of course, to focus on concrete actions as a result of the meeting and the "hard work" they have done<sup>4</sup>.)*

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<sup>4</sup> Praise and positive pedagogy are often strangers to part of each group.

# Questionnaire for participants of the "appreciative enquiry" method<sup>5</sup>:

Think / write about the "strongest moment" of your work or the experience of your organization,

.....  
.....

In this experience, think / write about the things that you appreciate the most about yourself, your work, your organization,

.....  
.....

Think / write about the basic elements that give life to your organization; those really positive values on which it can build,

.....  
.....

What three wishes would you like to achieve, which will increase the vitality and health of your organization,

- 1.....
- 2.....
- 3.....

What achievements are you (your team and you) proud of,

.....  
.....

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<sup>5</sup> Tip to moderators. It is important that the participants have time to do this. This is very personal. I only ask for the 3 wishes...

What motivates you to work (except money).

.....  
.....

<b>Strengths</b>	<b>Opportunities</b>
<b>Aspirations</b>	<b>Results (quantative and qualitative)</b>

## Acknowledgements:

### Team of Moderators

Leo Dainat, Rostock

Kim Henrik Gronert; Kristiansand

Charlotte Lundqvist, Umeå

Matti Mäkelä, Turku

Anu Parantainen, Turku

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