



Partnership on Inclusion of
Migrants and Refugees

Action Plan

URBAN AGENDA FOR THE EU

Partnership on Inclusion of Migrants and Refugees

Action Plan (2021-2022)



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GLOSSARY

AMIF: Asylum, Migration and Integration Fund

CEB: Council of Europe Development Bank

CEMR: Council of European Municipalities and Regions

CoE: Council of Europe

CoR: European Committee of the Regions

DG EAC: European Commission's Directorate-General for Education, Youth, Sport and Culture

DG EMPL: European Commission's Directorate-General for Employment, Social Affairs and Inclusion

DG HOME: European Commission's Directorate-General for Migration and Home Affairs

DG JUST: European Commission's Directorate-General for Justice and Consumers

DG REGIO: European Commission's Directorate-General for Regional Policy

DG SANTE: European Commission's Directorate General for Health and Food Security

EASO: European Asylum Support Office

EC: European Commission

ECCAR: European Coalition of Cities Against Racism

ECRE: European Council on Refugees and Exiles

EFUS: European Forum on Urban Security

EIB: European Investment Bank

EIF: European Investment Fund

EMAB: European Migrant Advisory Board

EMFF: European Maritime and Fisheries Fund

ENAR: European Network Against Racism

ENMHP: The European Network for Mental Health Promotion

EPA: The European Psychiatry Association

ERDF: European Regional Development Fund

ESF+: European Social Fund Plus

EU: European Union

EU-LFS: European Union Labour Force Survey

EUROPOL: European Union Agency for Law Enforcement Cooperation

EU-SILC: European Union Statistics on Income and Living Conditions

FRA: Fundamental Rights Agency

IMPIC: Immigration Policies in Comparison database

IOM: International Organization for Migration

JRC: Joint Research Centre

LGBTQI: Lesbian, gay, bisexual, transgender, queer and intersex

MCE: Missing Children Europe

MFF: Multiannual Financial Framework

MIPEX: Migrant Integration Policy Index

MPG: Migration Policy Group

MPI: Migration Policy Institute

NGO: Non-Governmental Organisation

OECD: Organisation for Economic Cooperation and Development

SME: Small and Medium Enterprises

TBC: To Be Confirmed

TBD: To Be Decided

URBACT: European exchange and learning programme promoting sustainable urban development

WHO: World Health Organization

EXECUTIVE SUMMARY

European societies have become increasingly diverse in recent decades: today, approximately 34 million residents of the European Union are foreign-born, and one in ten young people born in the EU has a migrant background. This diversity of national, ethnic, and cultural backgrounds is especially pronounced and most immediately visible in cities. Ensuring that residents with a migrant and refugee background can access key services, as well as opportunities to participate in labour markets and social life, has wider benefits for the wellbeing and prosperity of communities as a whole. Yet migrant populations—and among them, especially those with multiple and intersecting vulnerabilities, such as women, minors, or those with (mental) health conditions—often face persistent disadvantage in education, employment, housing, healthcare, social participation, and other spheres of life. These long-standing challenges have been dramatically exacerbated by the COVID-19 crisis. The pandemic has exposed migrant and refugee communities to higher risks related to their health, job security, and livelihood; meanwhile, lockdowns and social distancing have disrupted the provision of many integration services.

While in the EU integration policy is largely a national responsibility, the local level's role in promoting the inclusion of diverse residents, as well as in fostering community trust and social cohesion, has gained growing recognition in recent years. In 2015-16, confronted with high number of new arrivals, many European cities raised to the challenge with rapid and pragmatic responses; five years later, they played a key role in protecting their vulnerable residents from the disruption triggered by COVID-19. As a result, the principle that sustainable progress in migrant and refugee inclusion depends on concerted action at local, regional, national, and European level has taken hold among policymakers and practitioners; and this priority lies at the center of the new EU Action Plan on Integration and Inclusion for 2021-27. Yet a number of factors—such as policy coordination gaps, limitations in the availability of funding and data, and barriers to knowledge exchange—if left unaddressed, risk standing in the way of effective and impactful multilevel action.

The **Urban Agenda Partnership on Inclusion of Migrant and Refugees**, launched in 2016 and coordinated by the City of Amsterdam and the European Commission's Directorate-General for Migration and Home Affairs (DG HOME), is uniquely well-placed to address these challenges and maximise the potential of multilevel governance for inclusion. Since the Partnership's inception, representatives of cities, Member States, EU institutions, other key stakeholders such as think tanks, city networks, and international organisations, as well as representatives of migrant and refugee communities, have collaborated on an equal footing to identify and address collective challenges. Thanks to the determination and pragmatism of its members, as well as the crucial contribution of external partners, the Partnership has already achieved important milestones and shaped EU policy developments. In its first phase (2016-2019), for example, it made an important contribution to improving the availability of integration-relevant data at the local and regional level, and to establishing a platform for strategic learning on integration among practitioners and policymakers at different levels of governance.

In its current phase (2020-22), the Urban Agenda Partnership on Inclusion of Migrants and Refugees aims at consolidating these achievements; at the same time, it raises its ambition to meet new challenges in times of crisis and uncertainty. The present **Action Plan** sets out the Partnership's objectives until the end of 2022. It was developed in a highly participatory fashion, to ensure that the proposed interventions have their roots in needs, risks, and opportunities systematically observed 'on the ground'. The result is a set of seven actions, combining structural, big-picture interventions with targeted measures that seek to address specific vulnerabilities:

- 1) Improve **access to health care** for hard-to-reach migrant populations, with a particular focus on challenges exposed by the COVID-19 pandemic;
- 2) Strengthen the prevention, early identification and treatment of **mental-health concerns** among migrant and refugee populations;
- 3) Make **art and culture** more accessible and representative of diverse populations, to leverage cultural participation for social inclusion and cohesion;
- 4) Identify challenges to inclusion facing **LGBTQI+ migrant communities** and exploring successful models to address intersecting forms of disadvantage, by consulting with relevant communities and promoting knowledge-sharing among experienced stakeholders;
- 5) Facilitate **evidence-based policymaking** on integration, by improving the availability of comparable integration data at the regional/urban level, and by researching the links between national policies and local integration outcomes;
- 6) Expand cities' knowledge and use of available **financial instruments** to invest in the social infrastructure needed to advance migrant and refugee inclusion, by assisting local policymakers to pool resources from private and public financial institutions;
- 7) Enhance the protection of **children in migration**, by identifying gaps and developing solutions to improve cross-border cooperation.

Each action will be implemented by an action group, composed of Partnership members as well as additional stakeholders interested in contributing to the Partnership's objectives, under the supervision of an action leader. Far from being a closed circle, the Partnership is a 'mobiliser' and 'multiplier'. It relies on its members' and partners' contribution—in the form of expertise, networks, capacities, and other institutional resources—to achieve operational progress and sustainable policy impact. As such, the present Action Plan is more than an implementation guideline: it aims to inform key stakeholders in the envisaged fields of action, and encourages them to reach out to the Partnership to join forces and support the actions. Last but not least, the present Action Plan also aims at improving awareness, transparency, and accountability of the Partnership's work among interested publics. In doing so, the Partnership reaffirms that investing in inclusion, far from being a zero-sum game, will be essential to promote the recovery, cohesion, and well-being of diverse communities.

For further information and updates, please visit our website (<https://www.inclusionpartnership.com/>) or contact the Partnership coordinators at urbanagenda@migrationpolicy.org.

1. INTRODUCTION

Over the past decades, European societies have become increasingly diverse. Today, around 8 per cent of all EU residents—approximately 34 million people—were born outside the EU; among younger generations (15-34 years), one out of ten EU-born youth has a migration background.¹ This reality can be best observed and felt in European cities. Migrants are increasingly concentrated in urban areas, and many metropolises across Europe have become cradles of superdiversity, with large and growing immigrant populations.² In Barcelona, for example, foreign-born residents make up nearly one-quarter of the city's population, and their number increased by a factor of five between 2000 and 2017.³ More than half of Amsterdam's population has a migration background—a definition that includes first- as well as second-generation immigrants.⁴ And in Milan, the share of foreign residents has increased by over 50 per cent in the past 15 years, now accounting for nearly one-fifth of the city's population.⁵

The successful inclusion of migrants and refugees is therefore key to the future well-being and social cohesion in Europe, especially in urban areas. Yet the current crisis has grossly highlighted inequalities and rifts in diverse societies and communities, shedding light on the vulnerabilities of migrant and refugee populations. For example, COVID-19 has thrown into sharp relief migrants' and refugees' barriers to accessing healthcare,⁶ while also leading to instances of scapegoating and stigmatisation against visible minorities. And while the Coronavirus crisis has highlighted the crucial contribution of migrant workers to European economies and societies,⁷ it has also disproportionately exposed these workers to health risks, unemployment, and poverty.⁸ To make matters worse, key services addressing the needs of vulnerable migrant and refugee populations have been disrupted by lockdowns and social distancing.

¹ European Commission. [Action Plan on Integration and Inclusion 2021-2017](#). COM(2020) 758 final, 24 November 2020.

² OECD. [Working Together for Local Integration of Migrants and Refugees](#) (Paris: OECD Publishing, 2018), 46-47. In 2017, non-EU migrants represented 10% of the total population living in EU cities, compared to 6% in towns and just under 3% in rural areas. Fabrizio Natale et al., [Migration in EU Rural Areas](#) (Publications Office of the EU, 2019).

³ OECD. [Working Together for Local Integration of Migrants and Refugees in Barcelona](#) (Paris: OECD Publishing, 2018).

⁴ OECD. [Working Together for Local Integration of Migrants and Refugees in Amsterdam](#) (Paris: OECD Publishing, 2018).

⁵ Metropolitan City of Milan. [Foreign Population in Milan, 2001-2020](#). Accessed 12 April 2021.

⁶ World Health Organization. [Apart Together survey: preliminary overview of refugees and migrants self-reported impact of COVID-19](#) (Geneva: World Health Organization, 2020).

⁷ Francesco Fasani and Jacopo Mazza, "[Immigrant Key Workers: Their Contribution to Europe's COVID-19 Response](#)" (IZA Policy Paper No. 155, April 2020).

⁸ Francesco Fasani and Jacopo Mazza. [A Vulnerable Workforce: Migrant Workers in the COVID-19 Pandemic](#) (Ispra: Publications Office of the European Union, 2020).

The pandemic has acted as a magnifying glass for gaps and challenges of migrant and refugee inclusion; but many of these challenges often have deeper, structural roots. The participation of migrants, refugees, and persons with migrant background in education, employment, housing, or healthcare,⁹ for instance, has been hampered by persistent inequalities—which are especially pronounced for groups facing multiple vulnerabilities and who may be harder to reach through conventional services, such as migrant women and children, those with low levels of literacy, or with (mental) health conditions. Closing these gaps is made more difficult by the limited availability of granular data on migrant populations’ profiles and needs; weak evidence as to what measures are most effective and impactful; or the lack of sufficient funding to develop and sustain more inclusive services.

While many factors account for these challenges, a key one is the frequent lack of effective coordination between different levels of governance and different types of stakeholders. In the European Union, integration policy has primarily been a national responsibility, and national governments play a key role in setting the framework of rights, responsibilities, and services that are essential to promoting equal participation. Yet to a large extent, migrant and refugee inclusion remains an eminently local issue: it is in diverse cities and towns that risks of marginalisation, segregation and exclusion are most visible; and it is here that old and new residents interact on a daily basis. The 2015-16 events threw into sharp relief the key role of European cities (and their local partners) in providing newcomers with accommodation, basic services, opportunities for skill-building, employment, and community encounters—and in promoting more positive perceptions and attitudes around migrants and refugees.¹⁰ Five years later, confronted with COVID-19 related emergencies, many cities have reacted proactively and with leadership to protect their most vulnerable residents—such as asylum seekers and refugees living in shelters.¹¹

At EU level, the benefits of governing migrant and refugee integration in a multi-level fashion have found increasing recognition in recent years, as proven by several initiatives to promote coordination, access to funding, as well as innovation and policy exchange.¹² This has provided fertile ground for the Urban Agenda Partnership on Inclusion of Migrants and Refugees and for the new ambitions set out in its new Action Plan.

⁹ World Health Organization. [Report on the health of refugees and migrants in the WHO European Region](#) (Copenhagen: WHO Regional Office for Europe, 2018); Emily Satinsky et al. [‘Mental health care utilisation and access among refugees and asylum seekers in Europe: A systematic review’](#), in *Health Policy*, Volume 123, Issue 9, September 2019.

¹⁰ Liam Patuzzi. [Driving Migrant Inclusion through Social Innovation: Lessons for Cities in a Pandemic](#) (Brussels and Geneva: MPI Europe and IOM, 2020).

¹¹ Katharina Bamberg, Rossella Nicoletti, Feyrouz Lajil-Djalai, and Silvia Ganzerla. [Cities and migrants #4: Implementing the Integrating Cities Charter](#) (Brussels: Eurocities, 2020).

¹² European Commission. [‘Inclusion of migrants and refugees in cities’](#). Accessed on 19 March 2021.

The Urban Agenda Partnership on Inclusion of Migrants and Refugees

Objectives and Governance

In 2016, under the Dutch Presidency of the Council of the EU, the ‘Urban Agenda for the EU’ was launched to give European cities a greater say in shaping EU legislation, funding, and instruments for knowledge exchange. The initiative brought together cities, Member States and EU policymakers around 12 priority areas key to cities’ future—each area covered by a dedicated Partnership. With large-scale newcomer arrivals in 2015-16 highlighting the limits of conventional approaches to reception/integration and calling for more coordinated responses across different stakeholders and levels of governance, the Urban Agenda Partnership on Inclusion of Migrants and Refugees was created with the goal to improve migrant and refugee inclusion in the medium- and long term.

Over the past five years, the Partnership has developed into an effective, outcome-oriented platform for eye-level cooperation and trust-building between cities, Member States, EU institutions, and other stakeholders such as civil society actors, international associations, think tanks, as well as migrants and refugees themselves. Since its launch, the Partnership has been co-led by the City of Amsterdam and the European Commission’s Directorate-General for Migration and Home Affairs (DG HOME). Its diverse membership has maintained a stable core, which has helped ensure continuity, while remaining open for new members to join and enrich the initiative with their experience, thinking and resources (see Table 1). Partnership Members play a pivotal role: they identify bottlenecks related to integration, conceptualise actions to address these challenges, and provide resources, knowledge, and networks for these actions’ implementation. In addition, one of the key strengths of the Partnership is its ability to engage and involve external partners in pursuing its objectives; this way, the actions benefit from external expertise and capacity in a needs-oriented way, broadening the Partnership’s operational capacity and amplifying its impact.¹³

¹³ Christiane Heimann and Janina Stürner. [Evaluation Report: Urban Partnership on the Inclusion of Migrants and Refugees](#) (Brussels: European Commission, 2020).

Table 1. Partnership Members and their participation in the Partnership phases

Partnership Members		First phase (2016-2019)	Current phase (2020-2022)	
Cities	Amsterdam (NL)	✓	✓	
	Athens (EL)	✓		
	Barcelona (ES)	✓	✓	
	Berlin (DE)	✓	✓	
	Budapest (HU)		✓	
	Helsinki (FI)	✓	✓	
	Milan (IT)		✓	
Regional governments	Mechelen (BE)		✓	
	Flanders (BE)		✓	
National governments	Denmark	✓		
	Portugal	✓	✓	
	Greece	✓		
	Italy	✓	✓	
	Malta		✓	
	Ireland		✓	
Transnational municipal networks	Eurocities	✓	✓	
	CEMR	✓	✓	
	URBACT	✓	✓	
	DG HOME	✓	✓	
EU organisations	DG EMPL	✓	✓	
	DG REGIO	✓	✓	
	CoR	✓	✓	
	EIB Group	✓	✓	
	JRC	✓	✓	
	(Non-EU) European organisations	CoE		✓
		CEB		✓
NGOs and think-tanks	ECRE	✓		
	MPG	✓	✓	

The 2016-2019 phase of the Partnership on Inclusion of Migrants and Refugees

In the first phase, the members were the cities of Athens, Berlin, Barcelona, and Helsinki; government representatives from Denmark, Greece, Italy, and Portugal; as well as Eurocities, the Council of European Municipalities and Regions (CEMR), the European Council on Refugees and Exiles (ECRE), the European Investment Bank (EIB), and the European Commission's Directorates-General for Regional and Urban Policy (DG REGIO) and for Employment, Social Affairs and Inclusion (DG EMPL).

In its first Action Plan (2016-2019)¹⁴, the Partnership focused mainly on four policy dimensions of inclusion: reception and interaction with the local community, housing, work, and education. These thematic areas were complemented by a transversal priority—namely supporting and protecting the most vulnerable groups of migrants and refugees. Members identified key challenges; reflected on the potential for concerted policy actions across governance levels; and developed eight concrete actions: **1)** Developing recommendations to better protect unaccompanied minors; **2)** Combining EU grants and loans to improve cities' and SME's access to financing for inclusion; **3)** Reinforcing the role of microfinance to support vulnerable groups, including refugees and migrants; **4)** Improving cities' access to EU integration funding; **5)** Establishing an Urban Academy on Integration Strategies to promote knowledge-sharing among local and national governments; **6)** Improving the availability of data for evidence-based local integration policies; **7)** Establishing a European Migrant Advisory Board to strengthen the voices of refugees and migrants in EU integration policymaking; and **8)** Addressing the school segregation of children with migrant background. Each action was spearheaded by an 'Action leader'—a Partnership member who coordinates the implementation of the action.

In a context of important migration-related pressures on services and communities, the Partnership stood out for its focus on long-term inclusion and its characteristic pragmatism: investing not just in knowledge exchange, but also in policy advice and implementation of pilots.¹⁵ Thanks to this approach, the Partnership's first phase (2016-19) resulted in lasting policy achievements at the European level.¹⁶

For example, the action on local authorities' access to integration funding produced recommendations that were eventually reflected in the new EU budget for 2021-2027 (Multiannual Financial Framework, or MFF). The creation of the European Migrant Advisory Board (EMAB), a self-led group of advisors with refugee and migrant background participating in policy debates at local, national and European levels, helped include the voices of migrants and refugees in relevant policy debates in a non-tokenistic way; as such, it was an important step towards the creation of the European Commission's Expert Group on the Views of Migrants in 2020.¹⁷ Another concrete result was the establishment of the Urban Academy on Integration, a platform for strategic learning and knowledge-sharing on integration among practitioners and policymakers, whose first two editions—in spring 2018 and

¹⁴ Urban Agenda for the EU. [Partnership on Inclusion of Migrants and Refugees: Action Plan](#) (2017).

¹⁵ Christiane Heimann and Janina Stürner. [Evaluation Report: Urban Partnership on the Inclusion of Migrants and Refugees](#) (Brussels: European Commission, 2020).

¹⁶ For more information on the Partnership's key achievements in the previous phase, see: '[Partnership on Inclusion of Migrants and Refugees: A 4-Year Summary](#)', accessed online on 19 March 2021; Christiane Heimann and Janina Stürner. [Evaluation Report: Urban Partnership on the Inclusion of Migrants and Refugees](#) (Brussels, 2020: European Commission).

¹⁷ The Expert Group, which includes 24 members representing migrant communities as well as represent organisations active on migration and integration from across the EU, aims to promote migrants and refugees' participation in designing integration policy. European Commission. '[Integration and inclusion of migrants: First meeting of the Commission expert Group on the views of migrants](#)'. Updated 13 November, 2020.

2019—received very positive feedback.¹⁸ Meanwhile, the action on unaccompanied minors analysed existing good practices for the protection of this highly vulnerable group and generated concrete recommendations for EU institutions and Member States. The action on improving evidence-based integration policies in cities promoted dialogue between local, national and EU level data experts and resulted in a new set of infra-national integration indicators within Eurostat. And the Partnership actions on establishing financial blending facilities and improving access to microfinance, produced actionable recommendations for reform and brought innovative financing tools to the attention of local authorities.

The road towards the new Action Plan

In the current phase (2020-22), the Partnership aims for both consolidation and expansion: making its achievements more sustainable, while addressing additional challenges that call for multi-level interventions. Yet amid the historic disruption brought by the COVID-19 pandemic, whose social and economic ripple effects will continue for the foreseeable future, the Partnership will have to navigate rough waters—and not just because of the heightened vulnerabilities faced by migrants and refugees. Against a backdrop of competing policy objectives, widespread social needs, and budgetary pressures, migration and refugee inclusion risk falling down the list of political priorities, both among decisionmakers and wider publics. On the other hand, this difficult juncture provides a unique opportunity to take migrant and refugee inclusion out of its ‘niche’, and to make the case that investing in inclusion is key to achieving the most important political objective of our time: post-COVID-19 recovery.

In this sense, recent EU policy developments could provide important tailwind to the Partnership. Under the new Multiannual Financial Framework—the EU’s budget for 2021-27—local and regional authorities will have more direct access to EU funding to pursue integration and inclusion priorities.¹⁹ Moreover, governments will be able to fund integration-related actions through a multiplicity of instruments (AMIF, the ESF+, the ERDF as well as other funds and programmes); this reflects the multidimensional nature of inclusion, which spans across several policy areas—from education to housing, from employment to health and social care. Meanwhile, the new EU Action Plan on Integration and Inclusion (2021-27) stresses the importance of involving all levels of governance in integration policymaking; and its key principles—such as overcoming rigid target-group distinctions (‘us vs. them’), supporting the most vulnerable, and involving migrants and refugees in designing relevant policies—reflects many of the Partnership’s long-standing principles.

The present Action Plan of the Urban Agenda Partnership on the Inclusion of Migrants and Refugees sets ambitious yet realistic objectives for the Partnership until the end of 2022. The Action Plan was

¹⁸Urban Agenda for the EU. [Urban Academy on Integration Evaluation: Main Findings and Recommendations](#) (2018).

¹⁹ Eurocities. [The EU Action Plan on Integration and Inclusion 2021-2027 – Policy Brief](#) (2020).

the result of a participatory process, which gave members the opportunity to table proposals and discuss them, both in plenary meetings and in a series of dedicated working-group meetings for each action (see Box 1). Section 2 briefly outlines the objectives of this document; Section 3, which forms the core of the Action Plan, describes the different actions in detail; finally, Section 4 outlines next steps and provides some concluding reflections.

BOX 1

How was this Action Plan designed?

In September 2020, the Urban Agenda Partnership on Inclusion of Migrants and Refugees embarked on a new two-year phase of work, amid a social, economic, and political context heavily affected by the COVID-19 crisis. The 2020-22 phase presents elements of continuity, as well as some important novelties. The City of Amsterdam and DG HOME continue acting as coordinators; as of 2020, they are supported by the Migration Policy Institute Europe (MPI Europe) as the Partnership's secretariat.

The Partnership swiftly adapted its working formats to COVID-19-related constraints, and made the most of the opportunities offered by virtual convenings to develop its new Action Plan. While a first plenary meeting (October 2021) served primarily to provide updates from previous actions, and explore thematic areas for potential action, the second meeting in December 2020 focused on discussing eight thematic action proposals—partly continuations of previous actions, partly new topics—tabled by the members and the coordinators. In the first quarter of 2021, the Partnership organised a series of virtual working group sessions to further discuss each action proposal—refining objectives and activities, and gauging members' interest in leading/contributing to different actions. These discussions prompted further revisions of the proposed actions; in parallel, the Partnership started reaching out to potential strategic partners, which could help implement the actions and attain wider policy impact. The updated action proposals formed the basis for the present Action Plan, which was approved in at a plenary meeting of the Partnership in April 2021.

2. OBJECTIVES OF THIS DOCUMENT

In line with the multifaceted nature of the Partnership—as a platform for operational cooperation and experimentation; as a policy advisor on addressing inclusion challenges from a multi-level-governance perspective; as well as a political agenda setter and shaper of debates pertaining to migrant and refugee inclusion²⁰—the present Action Plan has three interrelated objectives:

- The Action Plan is a **planning and working document** that, in its conceptualisation and drafting, has helped the Partnership identify areas of intervention where multi-level governance can bring added value, as well as forge links between members and ensure coherence between different actions. Moreover, the challenges, objectives, concrete steps, responsibilities, timelines, and potential partners outlined within each action will provide operational guidance throughout the implementation phase. The Action Plan leaves some questions open; in the spirit of a working document, this is not an obstacle, but rather points to the need for more in-depth discussions.
- Crucially, the Action Plan is also intended as a **strategic outreach document**. It aims to inform key stakeholders in the envisaged fields of action (be they from public administration, civil society, the private sector, or international organisations), and encourages them to contribute to achieving the Partnership’s objectives. Far from being a closed and self-sufficient circle, the Partnership is a ‘mobiliser’ and ‘multiplier’. It relies on its members’ and partners’ contribution—in the form of expertise, networks, capacities, and institutional resources—to achieve operational progress, and to translate this into more sustainable, wide-ranging policy impact.
- Finally, the Action Plan aims at **improving awareness, transparency and accountability** of the Partnership’s work and goals among interested publics—including stakeholders involved in integration policy, but also communities in their diversity. In the current context of crisis, the Partnership’s Action Plan serves to reaffirm that investing in migrant and refugee inclusion is not a zero-sum game based on comparison/competition between groups (‘migrants’ vs. ‘natives’). Rather, it is a broad-based, participatory process aimed at promoting the recovery, cohesion, well-being, and prosperity of diverse communities.²¹ The highly pragmatic approach the Partnership takes to address inclusion challenges—which owes strongly to cities’ experiences in managing diversity—can therefore contribute to shaping more balanced perceptions and more positive narratives around migration and diversity. This is especially important at a time of COVID-19 response and recovery planning, when everyone’s contribution is required.

²⁰ Christiane Heimann and Janina Stürner. [Evaluation Report: Urban Partnership on the Inclusion of Migrants and Refugees](#) (Brussels, 2020: European Commission).

²¹ European Commission. [Action Plan on Integration and Inclusion 2021-2017](#). COM(2020) 758 final, 24 November 2020.

3. ACTIONS

The following pages provide an overview of the actions the Urban Agenda Partnership on Inclusion of Migrants and Refugees plans to implement until the end of the current phase, in December 2022. These actions make for a diverse set of themes and objectives: some seek to continue the work from the previous phase, while others venture into new areas. For instance, the Partnership will continue to promote innovative financial instruments for inclusion, address gaps in the protection of unaccompanied minors, and improve the availability, quality, and analysis of infra-national data on integration. At the same time, it will address new areas of intervention—such as supporting mental health among migrant populations, promoting the inclusion and participation of LGBTQI+ migrants, or leveraging art and culture for migrant and refugee inclusion. Some actions are closely linked to policy questions currently at the top of political agendas—for example, improving access to healthcare for hard-to-reach populations. Others aim to address threats to inclusion that are less present in public and political awareness, but are equally important, such as the intersecting disadvantage faced by LGBTQI+²² migrants.

Notwithstanding this variety, however, there is strong coherence and unity at the core of the Action Plan. For one, all proposed actions have their roots in needs, risks, and opportunities systematically observed by Partnership members in local communities, which were then substantiated through further knowledge exchange and research. Moreover, this set of actions reflects an understanding of migrant and refugee inclusion that balances the ‘macro’ (structural interventions) with the ‘micro’ (addressing pockets of exclusion that risk going under the radar). Finally, throughout the Action Plan, ‘inclusion’ is pursued not as an outcome for specific groups, but as a goal for communities as a whole.

²² LGBTIQ people are people who are attracted to others of their own gender (lesbian, gay) or any gender (bisexual); whose gender identity and/or expression does not correspond to the sex they were assigned at birth (trans, non-binary); who are born with sex characteristics that do not fit the typical definition of male or female (intersex); and whose identity does not fit into a binary classification of sexuality and/or gender (queer) (European Commission, [EU LGBTIQ Equality Strategy 2020-2025](#), p.1).

ACTION N° 1 – Improving migrants’ and refugees’ access to healthcare

Action Leader: Council of Europe Development Bank

What is the specific problem?

As highlighted in the new EU Action Plan on Integration and Inclusion, migrant communities often face diverse and persistent barriers to accessing healthcare services, which can undermine their integration and inclusion in all spheres of life, in addition to causing adverse health consequences.²³ The lack of tailored outreach strategies— i.e. sensitive to the needs, beliefs, and vulnerabilities of migrant populations—has been frequently identified as one key factor behind this ‘migrant health disadvantage’.

Most recently, the need to control the spread of the Coronavirus pandemic has urged local and national governments across Europe to launch new measures and tools to spread healthcare-related information among migrant populations, sometimes coupled with interventions to expand formal rights to access healthcare services. Many have invested in improving information provision and awareness-raising among migrant communities—e. g. by providing multilingual information, resorting to social media, or mobilising migrant associations as bridge-builders.²⁴

Yet experiences at city and country level suggest that simply making information available is often ineffective in raising awareness, ensuring compliance with preventive healthcare policies, and promoting uptake of services.²⁵ This lack of effectiveness may be due to a variety of ‘hidden barriers’ — for example, specific cultural beliefs; lack of trust in public institutions; low literacy/education; weak social networks and spatial exclusion; or administrative and social ‘invisibility’. And it may be especially pronounced for some hard-to-reach groups within migrant populations: e.g. shadow economy workers, refugee women, certain belief communities, and other migrant groups with very limited links to the host society. Without adequate interventions, this situation risks exposing migrant populations to further healthcare risks, while also leaving local communities more vulnerable to public-health crises. Moreover, it may fuel social tensions—for example if some minority groups are seen by other parts of the community as ignoring/undermining disease-control protocols.

²³ European Commission. [Action Plan on Integration and Inclusion 2021-2017](#). COM(2020) 758 final, 24 November 2020.

²⁴ For instance, countries such as France, Germany, Sweden and Finland have provided multilingual information on COVID-19 for migrants, sometimes with dedicated webpages. Germany have also used social media platforms to provide healthcare information in several languages. For more information, see: OECD. [How Best to communicate on migration and integration in the context of COVID-19?](#) (2020).

²⁵ Discussions in plenary meeting of the Urban Agenda Partnership on Inclusion of Migrants and Refugees, 25 October 2020. See also: Behrouz M. Nezafat Maldonado, Jennifer Collins, Harriet J. Blundell and Lucy Singh. [‘Engaging the vulnerable: A rapid review of public health communication aimed at migrants during the COVID-19 pandemic in Europe’](#), *Journal of Migration and Health* 1-2 (2020).

What action is needed?

This action focuses on hard-to-reach migrant populations and aims to a) improve awareness of barriers in accessing health care, with a focus on the organisation and delivery of health care in the context of the COVID-19 pandemic; and b) identify solutions and best practices and develop recommendations on improving access to health care and health literacy addressed to local and national authorities and other relevant stakeholders, from the perspective of a multi-level governance model.

Expected outcomes: Improved awareness across all levels of governance participating in the Action around the factors that limit the effectiveness of information and outreach efforts linked to healthcare prevention and service uptake; identification of successful and promising strategies, drawing on interdisciplinary knowledge; concrete recommendations on how to anchor these strategies in multi-level governance.

While the focus of the discussions may be on practices of immediate relevance to the COVID-19 pandemic, it is expected that the findings and recommendations will go beyond that and tackle healthcare access for the most vulnerable / hard-to-reach in the general context of prevention of communicable diseases and immunisation programmes as well as broader preventive care (including for non-communicable diseases).

How to implement the action?

The action aims to achieve its goals through targeted engagement with health experts, researchers and practitioners, policymakers, as well as civil society and migrant representatives. The engagement will take the format of an expert roundtable.

Roundtable participants will:

- a) explore existing, evidence-based and potentially innovative approaches to minimising barriers to health care, with a focus on those applied during the COVID-19 pandemic and/or those aimed at improved communication and awareness, creating culturally sensitive, patient-centred health care systems, and improving health literacy;
- b) identify best practices and potential solutions that have been/may be put in practice in Europe. Such solutions may include setting effective incentives among the hard-to-reach populations, especially through 'softer' policy tools such as culturally sensitive communication or behavioural economics;
- c) develop recommendations on how these challenges can be addressed through multi-level governance, including through better knowledge-sharing, funding, and regulatory changes at EU level.

In concrete terms, the roundtable participants may tackle questions such as: What are the healthcare entitlements of migrants and refugees in Europe, and what are the best instruments and strategies to

raise awareness for those entitlements? What are the main obstacles to access to healthcare for migrant communities, and at what levels in the healthcare system do they emerge? Where/for whom is access most difficult, and what changes can be observed as a result of COVID-19? How to (best) ensure intercultural competences in health providers? How to ensure migrant participation in health services and decision-making, and how to best tackle literacy gaps for vulnerable migrants? How to work cross-sectorally (for example, with schools, social services, and diaspora networks) to bring down barriers in access to healthcare for migrant communities?

Which partners?

Action Group

- **Action leader:** Council of Europe Development Bank (CEB)
- **Members:** City of Milan, City of Barcelona, City of Torino, Italy, Portugal, European Commission's Joint Research Centre (JRC)

Potential stakeholders for cooperation

- The European Commission's Directorate General for Health and Food Security (DG SANTE)
- World Health Organization (WHO)
- International Organization for Migration (IOM)
- Health care professionals and their representative organisations at both European and national level
- Migrant associations and other relevant grassroots organisations
- Independent health and/or communication experts, as well as experts from the different levels of governance: local/regional authorities, Member States (e.g. national disease-control agencies), EU-level institutions
- Health and/or governance experts from other international organisations (e.g. OECD, UNICEF, international financial institutions)
- Education and social protection experts and practitioners, as relevant for cross-sectoral cooperation

Timeline

The expert roundtable will be prepared in the first half of 2021 and held in October 2021. A first draft on best practices and recommendations will be shared with roundtable experts by December 2021, with the objective to finalise and disseminate the final Action report with stakeholders in the first half of 2022.

ACTION Nº 2 – Improving the prevention, early identification, and treatment of mental health concerns among migrants and refugees

Action Leader: DG Migration and Home Affairs, European Commission

What is the specific problem?

Refugees and migrants may be especially at risk of developing mental health conditions because of stressors they are exposed to before, during, and after the migration process.²⁶ They generally have a higher prevalence of mental health disorders than native populations—such as anxiety, depression, and post-traumatic stress disorder—although this may vary greatly depending on individual characteristics, the healthcare system of the host country, and the specific experiences migrants and refugees may have endured (such as trafficking, detention, and torture).²⁷ The higher prevalence of mental health disorders forms an important obstacle to social integration and employment, which could, in turn, even further increase mental health issues. Despite this higher need for support, migrants and refugees often face multiple obstacles when accessing these services—such as linguistic, financial, administrative, cultural, and other barriers.²⁸

The COVID-19 pandemic even further intensifies the mental health risks for migrants and refugees²⁹, particularly for those living in insecure situations³⁰, and threatens to further exacerbate the already grave disparities in mental health between migrants and native-born individuals.

²⁶ WHO. [Mental health promotion and mental health care in refugees and migrants](#) (Copenhagen: WHO Regional Office for Europe, 2018); European Commission. [Action Plan on Integration and Inclusion 2021-2017](#). COM(2020) 758 final, 24 November 2020.

²⁷ WHO. [Report on the health of refugees and migrants in the WHO European Region](#) (Copenhagen: WHO Regional Office for Europe, 2018); Jutta Lindert and Guglielmo Schinina. 'Mental health of refugees and asylum-seekers.' *Migration and health in the European Union* (2011): 169.

²⁸ See for example: Emily Satinsky et al. '[Mental health care utilisation and access among refugees and asylum seekers in Europe: A systematic review](#)', in *Health Policy*, Volume 123, Issue 9, September 2019; Alexander Bischoff and Patricia Hudelson. 'Access to healthcare interpreter services: where are we and where do we need to go?' *International Journal of Environmental Research and Public Health* 7, no. 7(2010): 2838–44.

²⁹ Júnior, Jucier Gonçalves, Jair Paulino de Sales, Marcial Moreno Moreira, Woneska Rodrigues Pinheiro, Carlos Kennedy Tavares Lima, and Modesto Leite Rolim Neto. "A crisis within the crisis: the mental health situation of refugees in the world during the 2019 coronavirus (2019-nCoV) outbreak." *Psychiatry research* 288 (2020),

³⁰ World Health Organization. [ApartTogether Survey. Preliminary overview of refugees and migrants self-reported impact of COVID-19](#) (Geneva: WHO, 2020).

What action is needed?

This action will focus on identifying the bottlenecks and barriers on the early identification and treatment of mental health concerns amongst refugees and migrants, with a view to improving their treatment from the moment of arrival to their medium- and long-term integration in their destination. Given the strong links between mental health and other dimensions of inclusion (social participation, employment, etc.), the action will go beyond early identification and treatment to explore factors and strategies for the *prevention* of mental health conditions and the overall *promotion* of mental health among migrants and refugees.

In 2018 the European regional office of the World Health Organization (WHO) produced guidelines on mental health promotion and mental health care for refugees and migrants.³¹ These included aspects such as: social integration; information on entitlement to care; outreach services; interpretation and cultural mediation services; integration of mental, physical and social care; training for the mental health workforce and Research and evaluation for service planning and provision. In September 2020, the European Commission's proposal for a New Pact on Migration and Asylum announced more action on health and healthcare of migrants through the introduction of health checks that will allow an early identification of migrant's potential needs.³² In addition, the Commission's Action Plan on Integration and Inclusion acknowledges that mental health is key to migrants' integration and encourages Member States to facilitate migrant's access to mental health services.³³

This action will build upon the findings and recommendations of the WHO and of other institutions who have worked on the issue on migration and mental health, such as the European Asylum Support Office (EASO), the European Network for Mental Health Promotion (ENMHP), the European Psychiatry Association (EPA), the International Organisation for Migration (IOM) EU office and the EU Health Security Committee.

Expected outcomes: Improved awareness across all levels of governance and several fields of professionals on the barriers/bottlenecks on the early identification and treatment of mental health concerns amongst refugees and migrants, as well as on success factors of practices/strategies for the prevention of mental health conditions and for the promotion of mental health among diverse populations.

³¹ World Health Organization. [Mental health promotion and mental health care in refugees and migrants](#) (Copenhagen: WHO Regional Office for Europe, 2018).

³² European Commission. [Communication on a New Pact on Migration and Asylum](#). COM(2020) 609 final, 23 September 2020.

³³ European Commission. [Action Plan on Integration and Inclusion 2021-2017](#). COM(2020) 758 final, 24 November 2020.

How to implement the action?

To implement this action, the Partnership will firstly organise an expert roundtable involving representations/experts from the mentioned stakeholders, as well as experts from the different levels of governance (i.e. Member States, local/regional authorities, and the European Commission) and independent experts in the field.

The expert roundtable will discuss the state of play in Europe on the challenges related to early identification and treatment of mental health concerns amongst refugees and migrants, with a view to identifying potential solutions to address these bottlenecks and improving their mental health care. For instance, the roundtable could take stock of the findings of recent AMIF/EU funded projects on early recognition of mental health issues.

The roundtable discussions and findings will feed into the elaboration of a report compiling best practices and recommendations.

Which partners?

Action Group

- **Action leader:** DG Migration and Home Affairs, European Commission
- **Members:** European Commission's Joint Research Centre (JRC), Malta, Dutch National Psychotrauma Centre, City of Amsterdam, City of Barcelona, Council of Europe Development Bank (CEB)

Potential stakeholders for cooperation

- European Asylum Support Office (EASO)
- European regional office of the WHO
- The European Network for Mental Health Promotion (ENMHP)
- The European Psychiatry Association (EPA)
- The International Organisation for Migration (IOM) - EU office
- The EU Health Security Committee
- Further interested European cities, Member States, and EU-level representatives.

Timeline

The roundtable will be prepared in the first half of 2021 and organised in the second half 2021 (precise planning will depend on COVID-19 impact on travel). The unmet needs, best practices, and potential for multi-level action identified in the expert roundtable will be further examined. This knowledge and reflections will ultimately be channelled into a report compiling best practices and recommendations, to be drafted, published and disseminated in 2022.

ACTION N° 3 – Advancing the role of art and culture in promoting inclusion and fighting racism

Action Leader: Ireland

What is the specific problem?

As European societies have become increasingly diverse over the past decade, it is important that this diversity is reflected in what is on offer in key cultural institutions and policies, as well as in the media. Across Europe, several initiatives have emerged in recent years to try to leverage art and culture for migrant and refugee inclusion: for example, some have used art and culture as tools for empowerment, educational inclusion, and intercultural exchange; others have aimed to make mainstream culture establishments (museums, libraries) more accessible to migrant populations.

Despite this progress, recent events such as the Black Lives Matter demonstrations or xenophobic attacks against minorities in Europe linked to COVID-19 have once again shed light on long-standing issues in the treatment, representation and participation of migrants and minority ethnic groups in diverse societies. These tensions point to the need of continuing investments to harness the potential of art and culture to promote positive encounters, mutual understanding, and social cohesion. Such investments may include bringing the offerings of established cultural institutions—such as museums, theatres and libraries—more effectively to diverse communities and populations. They may also seek to promote a more participatory and inclusive understanding of art and culture— one that is more inclusive and sensitive to the artistic production and cultural engagement of migrant communities.

What action is needed?

In this area, the Urban Agenda Partnership on Inclusion of Migrants and Refugees will support migrant and minority populations' access to and participation in arts and culture, with the objective to leverage the potential of art and culture to promote social inclusion and cohesion in diverse communities.

This action will coordinate with the action on cultural services and social inclusion envisaged under the Urban Agenda Partnership on Culture/Cultural Heritage.³⁴ By focusing on the inclusion of migrants and refugees in cultural services and bringing to the fore the views of cultural institutions, as well as of civil society and grassroots organisations—including migrant-led organisation —this action will complement the one of the Partnership on Culture/Cultural Heritage, which focuses instead on the perspectives and needs of local administrations.

³⁴ For more information on this research, which is led by URBACT and EUROCITIES, see: Urban Agenda for the EU (2020), *Final Action Plan of the Partnership on Culture / Cultural Heritage*, pp. 111 ff.

How to implement the action?

In a first step, this action aims to produce a scoping paper, which will look at approaches to promote social inclusion and cohesion in diverse societies through art and culture. The study will explore the needs/challenges of cultural institutions to be inclusive and representative of diverse populations, as well as the needs/challenges of migrant and refugee communities to participate in art and culture. The research will also assess what can be learned from existing experiences and practices, and explore whether cultural institutions, relevant grassroots organisations, and other organisations in this field would see value in creating a European learning environment. The study, produced by MPI Europe (as the Secretariat of the Urban Agenda Partnership on Inclusion of Migrants and Refugees), will define key policy challenges in this area, explore existing policy approaches as well as their strengths and limitations, identify remaining gaps, and provide recommendations on how multi-level policy action could fill these gaps. This scoping study will also ensure that the Partnership's activities in this area bring together and 'multiply' insights from other projects and programmes in this area (see next paragraph), without duplicating them.

In a second step, the Partnership will draw on the scoping paper to identify an action to be pursued until the end of the current Partnership phase (end of 2022). Based on the findings and recommendations of the scoping paper, this follow-up action may involve, for example, the development of guidelines, the creation of a regular forum of knowledge exchange and consultation, or investments in further research.

Making the most of the Partnership's convening powers, actions in this area will exploit synergies with relevant European networks and programmes (e.g. the ACCESS Action Planning Network, aimed at promoting an inclusive approach to cultural policymaking at city level). In particular, the action will coordinate and seek synergies with the aforementioned action on cultural services and social inclusion of the Urban Agenda Partnership for Culture and Cultural Heritage. This may involve organising a joint roundtable to bring together the findings and outcomes from the two actions (TBC).

Which partners?

Action Group

- **Action leader:** Ireland
- **Members:** URBACT, Eurocities, Government of Flanders, City of Amsterdam, City of Berlin, the European Commission's DG Migration and Home Affairs (DG HOME) and DG Employment, Social Affairs and Inclusion (DG EMPL)

Potential stakeholders for cooperation

- The Urban Agenda Partnership on Culture/Cultural Heritage
- The ACCESS Action Planning Network
- The URBACT Transfer Networks OnStage and Rumourless Cities

- The Eurocities Working Group on cultural services and culture for inclusive cities
- The European Commission's DG for Education, Youth, Sport and Culture (DG EAC)
- Culture Action Europe
- Cultural institutions at local level
- Civil society and grassroots organisations promoting the cultural and artistic production of migrant communities, including migrant-led associations.

Timeline

The scoping study will be finalised and presented to the Partnership by Summer 2021.

Based on areas for policy intervention identified in the report, a follow-up action will be explored in the second half of 2021, and implemented in 2021-2022.

ACTION N° 4 – Promoting the inclusion and participation of LGBTQI+ migrants

Action Leader: Government of Flanders and City of Mechelen

What is the specific problem?

LGBTQI+ migrants experience specific forms of discrimination and obstacles to participate in society. A large-scale survey by the Fundamental Rights Agency (FRA) in 2019 showed that LGBTQI+ people in the EU continue to experience discrimination in a broad range of areas of life, including access to healthcare, housing, social services and employment. Most LGBTQI+ persons also reported to have experienced harassment and violence. In addition, 40% of LGBTQI+ respondents expressed suffering discrimination also on the grounds of their ethnic origin or immigrant background, on top of their gender identity and/or sexual orientation.³⁵

The specific vulnerabilities of LGBTQI+ persons with a migrant background have been exacerbated by COVID-19 – for instance, LGBTQI+ groups tend to have more precarious jobs, lower financial resources, and lower access to healthcare, putting them at higher risk for the socioeconomic impact of the pandemic. Confinement restrictions have also increased their vulnerability to domestic abuse and

³⁵ European Union Agency for Fundamental Rights. [A long way to go for LGBTI equality](#) (Luxembourg: Publications Office of the European Union, 2020).

mental health issues.³⁶ For LGBTQI+ migrants these challenges are compounded by the discrimination and racism they often face due to their migration background or ethnic origin, which has also been aggravated by the pandemic.³⁷

The 2021-2027 EU Action Plan on Integration and Inclusion acknowledges the multidimensional nature of discrimination and the specific challenges arising from the intersection between LGBTQI+ and migration.³⁸ The EU LGBTQI+ Equality Strategy for 2020-2025 also aims to ensure synergies with the EU Action Plan on Integration and Inclusion and bring attention to the intersection between migrant status and other factors of discrimination, such as gender or sexual orientation.³⁹ This action builds on this understanding of multiple discrimination and seeks to explore the particular challenges faced by LGBTQI+ migrants, in order to develop adequate interventions.

What action is needed?

The action aims to gain more insight into the obstacles migrants with LGBTQI+ gender identity/sexual orientation encounter in Europe, as well as into how cities, national governments, and the EU level deal with these obstacles and contribute to their inclusion in society. Furthermore, the action seeks to formulate recommendations and best practices, as well as to facilitate networking, information exchange and cooperation among relevant actors and other existing networks.

More specifically, the action will: 1) generate knowledge on the challenges and opportunities for the social inclusion of LGBTQI+ migrant and refugee communities in an urban context, and on including migrant LGBTQI+ communities in decision-making processes (taking into account the heterogeneity both between migrant communities and within the LGBTQI+ movement, as well as the intersecting forms of disadvantage LGBTQI+ migrants may be exposed to); 2) establish cooperation and exchange between existing networks; 3) identify the challenges encountered to design and implement appropriate policies; 4) compile successful and unsuccessful practices and policies; 5) formulate possible next steps and avenues for further synergies with other networks.

Expected outcomes: increased awareness and know-how—among policymakers at different levels of governance—on challenges faced by LGBTQI+ migrants, as well as on existing policies and initiatives on this issue; increased synergies and cooperation between the existing relevant networks.

³⁶ European Commission. [Union of Equality: LGBTQI+ Equality Strategy 2020-2025](#). COM(2020) 698 final, 12 November 2020, p.4.

³⁷ European Commission. [Action plan on Integration and Inclusion 2021-2027](#). COM(2020) 758 final, 24 November 2020.

³⁸ *Idem*, p. 6.

³⁹ European Commission. [Union of Equality: LGBTQI+ Equality Strategy 2020-2025](#). COM(2020) 698 final, 12 November 2020, p.12.

How to implement the action?

This action envisages two half-day meetings:

1. As a first step, a virtual half-day meeting will be held to present existing networks and initiatives of international organisations. The meeting will include presentations of the Rainbow Cities Network, the IOM Equalcity project and its LGBTQI toolbox, the Council of Europe and the European Commission's DG for Justice and Consumers (DG JUST) representing the EU LGBTIQ Equality Strategy, with the aim to discuss existing initiatives and identify lessons learnt and next step. The meeting will also include the voices of LGBTQI+ persons with a migrant background.
2. Secondly, a half-day meeting in a member city (TBD) will take place to present best practices of a selected number of cities. The selection and formulation of the guiding questions will be decided after the first meeting.

Based on the discussions and findings, the action will include the elaboration of a report compiling best practices and recommendations.

Which partners?

Action Group

- **Action leader:** Government of Flanders and City of Mechelen
- **Members:** City of Amsterdam, City of Berlin, Council of European Municipalities and Regions, Rainbow Cities Network, IOM Equalcities Network, Council of Europe, the European Commission, Eurocities Working Group on Migration

Timeline

The first meeting will be organised in June 2021. The second meeting will take place either in the second half of 2021 or in the first half of 2022 (TBD). The report with best practices and recommendations will be published and disseminated in 2022.

ACTION N° 5 – Facilitating evidence-based integration policymaking in cities

Action Leader: Migration Policy Group (MPG)

What is the specific problem?

Evidence-based policymaking in the migrant integration field has become a key objective across EU countries. One of the Common Basic Principles for Immigrant Integration Policy in the EU states that ‘Developing clear goals, indicators and evaluation mechanisms are necessary to adjust policy, evaluate progress on integration and to make the exchange of information more effective.’⁴⁰ Considerable progress has been made across all levels; however, at the local level the Urban Agenda Partnership on Inclusion of Migrant and Refugees has identified specific challenges and bottlenecks which still hold true.

- **Uneven availability of migrant integration statistics at local level:** The scope of integration-related data available to cities across Europe differs widely: with regard to statistical indicators, availability on small spatial scales, or used socio-statistical concepts. While in some countries sophisticated integration monitoring exists, sometimes also at local/regional levels, many cities lack appropriate tools for evidence-based integration policies. Cross-country comparability of data produced in national contexts is low.
- **Increased attention for data at urban/regional level, but need for cities’ involvement, exchange and synergies:** A new interest and demand exists for integration data at urban-regional level, including integration indicators that are comparable across countries (e.g. the recent initiatives led by the OECD, JRC, or ESPON). There is a need for involving cities in the debate and for reflection as to how these different actors and actions can best relate to each other, become mutually reinforcing and contribute to an emerging common agenda.
- **No comparable integration indicators at urban-regional level:** Efforts to create EU (‘Zaragoza’) indicators for immigrant integration have achieved a set of regularly reported, common indicators mostly based on the exploitation of EU-wide standardised sample surveys. Until the Urban Agenda Partnership started its work, these EU integration indicators did not have a sub-national dimension. A common core set of continuously updated integration indicators at urban-regional level is crucial for assessing policy needs and outcomes across the EU, targeted funding decisions and informing EU policies.
- **Little knowledge transfer among cities on evidence-based integration policymaking:** A wealth of experience in evidence-based urban integration policies exists in European cities, reaching as far as governance arrangements that feed monitoring results into municipal policies and planning of

⁴⁰ Council of the European Union. [Common Basic Principles for Immigrant Integration Policy in the EU](#). Press Release 14615/04, 19 November 2004, p.18.

integration measures. These experiences and models could be tapped for peer learning. However, better coordination among the interested parties is needed to identify the best practices and indicate what would be the most appropriate formats for mutual policy learning.

What action is needed?

As result of the action “Towards more evidence-based integration policies in cities”, undertaken in the previous phase of the Partnership on Inclusion of Migrants and Refugees,⁴¹ a new set of integration indicators at infra-national level has become available through Eurostat in the employment and education areas. These data show trends on integration outcomes of migrants, allowing for comparison between urban, semi-urban and rural areas. In addition, a 2019/20 pilot exploiting the newly available Eurostat data has produced a dataset and analysis that identifies different groups of European areas/regions (clusters) with similar characteristics and migration and integration situations.

Based on these achievements, the 2021/22 follow-up action will rest on **two pillars**:

- 1) First pillar: continuing the work with Eurostat and EU data stakeholders, to improve the availability of comparable integration data at infra-national level;
- 2) Second pillar: conducting a further pilot study that will address the drivers of immigration and integration trends/outcomes at the regional level, by linking infra-national integration outcomes to Member States immigration/integration policies—thus shedding light on the varying effect of these policies on different types of urban, semi-urban and rural areas.

Expected outcomes:

Under the first pillar: expansion of the integration indicators based on the EU Labour Force Survey (EU-LFS) at infra-national level published by Eurostat, to also include data on second-generation migrants and reasons for migration.

Under the second pillar: greater insights for cities and policymakers across all levels into how the national policy framework in place is reflected in the integration outcomes of non-EU citizens in urban areas. This will generate key evidence for: adjusting Member State policies to better take into account regional characteristics; advocating for policy changes at national level; and allocating EU funding to fill policy gaps in a targeted fashion.

How to implement the action?

Under the first pillar, the Partnership’s continued engagement for improved EU data at infra-national level will focus on the new EU-LFS currently implemented, which will regularly produce data on second-generation migrants and (biannually) data on reasons for migration. As the new EU-LFS data will be available around the end of 2021, the action will strive to ensure that feasibility testing at infra-national level of the new EU-LFS data on second-generation migrants and reasons for migration can

⁴¹ Urban Agenda for the EU (2017). [Partnership on Inclusion of Migrants and Refugees: Action Plan](#), p. 30-33.

follow suit in 2022. Additionally, the action will continue to explore possibilities of depicting indicators from the EU Statistics on Income and Living Conditions (EU-SILC) at infra-national level.

Under the second pillar, the proposed analysis would explore the effect of national immigration and integration policies on infra-national immigration and integration trends/outcomes. To do so, the current action will link Eurostat infra-national data on integration outcomes with data on integration and migration policies, which are publicly available (MIPEX, IMPIC).⁴² In order to do so, it will rely on the different clusters (groups of areas with similar characteristics) that the previous pilot study had identified.

In addition, the action will re-convene in a “reflection group” the European data stakeholders (OECD, Eurostat, DG REGIO, DG HOME) and city data experts involved in the previous working group.

Which partners?

Action Group

- **Action leader:** Migration Policy Group
- **Members:** European Commission’s DG Migration and Home Affairs (DG HOME), European Commission’s Joint Research Centre, Ireland, Italy, City of Amsterdam, City of Helsinki, Committee of the Regions, UNHCR Cities Network, Organisation for Economic Co-operation and Development (OECD), Eurostat, European Commission’s DG for Regional and Urban Policy (DG REGIO), City data experts involved in the previous working group.

Timeline

Under the first pillar, an ongoing exchange will be held with Eurostat, involving EU integration data stakeholders at DG HOME, DG REGIO, as well as the Joint Research Centre, with the aim of conducting an EU-LFS feasibility testing in 2022. The study under the second pillar will be conducted by the end of 2021. Following this, the action will focus on disseminating the study’s findings among policymakers and other relevant stakeholders.

⁴² Giacomo Solano and Thomas Huddleston, [Migration Policy Index \(MIPEX\)](#) (Brussels: Migration Policy Group, 2020). “[The IMPIC project. Immigration policies in comparison](#)”, accessed 1 April 2021.

ACTION N° 6 – Expanding the use of financial instruments for inclusion by cities

Action Leader: DG Migration and Home Affairs (European Commission); in close cooperation with European Investment Bank and Council of Europe Development Bank.

What is the specific problem?

In recent years, many European cities have been confronted with significant numbers of new arrivals and a growing diversity of profiles and needs in local populations. This has increased the pressure on local authorities to invest in social infrastructure—e. g. improving the provision of education, or creating spaces and opportunities for community building—to promote migrant and refugee inclusion and prevent long-term (financial and social) costs of marginalisation. However, the long tail of the 2008 financial crisis took a high toll on city budgets over the following decade, curtailing forward-looking investments and innovation.⁴³ At present, the COVID-19 crisis looks set to further tighten public spending for years to come. Yet without targeted investments, the crisis risks condemning vulnerable groups, including many migrants and refugees, to durable marginalisation, isolation, and destitution—ailments that will put a strain on social cohesion and will be difficult and costly to reverse.

In this context, the rapidly evolving landscape of financial instruments can provide opportunities to address societal challenges faced by cities and to promote sustainable and inclusive urban development. The aim of using financial instruments with revolving nature is to implement a win-win approach for every entity participating in financial public-private cooperation of different kind. In particular, cities and other administrations could leverage (additional) resources to provide needed services and realise social impact investments, expand and improve the impact of these investments, and develop overall economic growth of local communities and their social cohesion.

The potential of the use of financial instruments is undermined by some challenges, namely: 1) knowledge gaps regarding target groups and possibilities of intervention; 2) expertise on the financial instruments and 3) administrative and organisational capacities and cooperation between actors.

What action is needed?

Through this action, the Partnership aims to raise awareness and build capacities with regard to the means and opportunities available for cities to pool resources and to complement local, national and EU funds that are allocated to address various integration challenges faced by migrants. In particular, it aims to provide cities and other administrations with the knowledge and tools to benefit from

⁴³ European Investment Bank. [Investing in Smart Cities](#) (2015). Council of Europe Development Bank. [Development Plan 2020-2022](#) (2019).

financing provided by private and public financial institutions and other intermediaries. There is a promising potential for actions and investments in this regard, including the existence of viable financial market with capital focused on social inclusion and impact investing; the functioning of solid networks of service providers and other civil society organisations providing social assistance and social services; the willingness of political and administrative decision makers to leverage additional resources; and the interest and various level of skills developed by migrants to develop their own entrepreneurial activities.

In addition, the action provides distinct advantages for other entities involved. Financial institutions and intermediaries could invest in more viable projects and schemes of interventions, de-risking or sharing the risk of financial operations and potentially generating returns commensurate to the risk undertaken, as well as operating under market terms while pursuing social objectives. For social service providers and other implementers, the use of financial instruments would provide adequate resources to realise projects and schemes of interventions. It would also strengthen coherence of actions and improve their performance, as well as develop providers' network beneficial for all actors.

This action aims at supporting the implementation of the orientations laid down in the European Commission policy and legal acts, including its Action plan on Integration and Inclusion 2021-2027⁴⁴ and the Implementing Decision of 26 June 2020⁴⁵ on 'the financing of Union Actions in the framework of the Asylum, Migration and Integration Fund and the adoption of the work programme for 2020'.⁴⁵

Expected outcomes: increased capacity, expertise and knowledge within the public administrations and organisations about the advantages and ways of setting up financial instruments; development of relevant partnerships; increased level of social impact investments on migration with support of EU funds and/or under InvestEU.

It is expected that public authorities' growing interest and capacities, as well as the establishment of partnerships between relevant stakeholders, could lead to an increasing use of financial instruments with various sources of budgetary support. Depending on the interest and readiness of stakeholders, the establishment of Blending facilities may be envisaged at the EU and national levels by 2024.

⁴⁴ European Commission. [Action Plan on Integration and Inclusion 2021-2027](#). COM(2020) 758 final, 24 November 2020

⁴⁵ European Commission. [Commission Implementing Decision on the Financing of Union Actions in the framework of the Asylum, Migration and Asylum Fund and the adoption of the work programme for 2020](#). COM(2020) 4223 final, 26 June 2020. In particular, this action supports priority 4.3 on projects building capacities and developing partnership with financial and other stakeholders as regards the use of financial instruments.

How to implement the action?

The action will revolve around an Action Group *Financial Instruments for Cities*, co-chaired by the European Commission's DG Migration and Home Affairs and the City of Amsterdam. The Action Group aims to be a leading platform for partnership between the European Commission, cities, participating member States, the European Investment Bank, the Council of Europe Development Bank. When relevant, stakeholders can be invited on an ad hoc basis to share their expertise and contribute to the objectives of the Group.

The Action Group will meet four times a year, with each meeting documented in a short report that could be the basis for elaboration of a more complete guidance at a later stage. The Action Group's goals will be to: a) explore ways of multi-level cooperation and coordination; b) exchange good practices and information on the added value of interventions with involvement of financial institutions; c) develop good models of financial instruments with strengthened social impact of investments; d) develop awareness-raising and communication actions to scale up interest in the use of financial instruments; e) lay down grounds for developing pilot projects.

The scope of the initiatives will cover major policy fields of intervention (e.g. employment, education, social and health care, housing); major financial instruments (loans, micro-finance, guarantees, equity, crowdfunding, social outcomes contracting); major EU funds and financial frameworks (AMIF, ESF+, ERDF, EMFF, EFRD, InvestEU); major relevant stakeholders (financial institutions and intermediaries and non-banking organisations); all forms of financial engineering (self-standing, financial instruments, and combination of the financial instruments with EU funds – bundling and blending); and various objectives such as awareness-raising, exploratory actions, capacity building and possibly preparing and launching pilot projects by particular administrations/organisations.

This action will be implemented through the following activities and formats:

1. Exploratory and awareness-raising actions to expand the use of financial instruments for migration.

- Webinars (possibly in close cooperation with Eurocities) to share good practices among cities on design and implementation of intervention schemes on social inclusion or migration.
- Webinars with major financiers to share experience on the investments on social inclusion or on migration and on ways to stimulate financial market with investments on migration.
- Webinars to share experiences of beneficiaries (services providers, target groups).
- Webinars on blending activities and on Social Outcomes Contracting.
- Webinars with European Networks and representatives of administrations dealing with EU funds (housing, social economy, microfinance, venture capital etc) to share information on relevant investments and to raise awareness on the migration related investments.
- Repository/database of social investments related to integration of migrants.
- Exploratory questionnaires to cities, Member States, financial intermediaries and major service providers to explore interest, readiness and needs to setting up financial

instruments for integration of migrants – contribution to the design and discussions on the results.

2. **Capacity building to expand the use of financial instruments for migration.** This will include:
 - Webinars and other actions to develop partnerships in specific cities.
 - Guidance to design and implement models of interventions with support of financial instruments in cities in the area of integration of migrants.
 - Finetuning of the recommendations for EU migration blending facility under AMIF and migration blending facilities under the National and operational programmes
 - Use of specific platforms (e.g. Urbis) to provide financial engineering to prepare and carry out financial instruments.

Which partners?

Action Group

- **Action leader:** DG Migration and Home Affairs (European Commission), with the European Investment Bank and the Council of Europe Development Bank.⁴⁶
- **Members:** Eurocities, City of Amsterdam, European Investment Fund, European Commission's Joint Research Centre, Portugal, European Council of Municipalities and Regions, Committee of the Regions.

Potential stakeholders for cooperation

It is expected that the activities of the Action Group would involve various institutions and organisations that may be invited on an ad hoc basis and without giving them the status of members. Involvement of these entities will contribute to the achievement of the objectives of the Action Group. In particular, members of the Action Group will liaise with stakeholders within their networks to implement the actions. Potential stakeholders include:

- Public administrations at the local, regional and national level
- European networks such as EU Microfinance Network, Housing association
- Eurocities
- Social and economic partners such as civil society organisations, educational institutions, employers, social economy organisations, foundations service providers.
- Public authorities, social enterprises, healthcare professionals, skills assessments and validation services, public enterprises in the area of social infrastructure, research institutions.

⁴⁶ Forthcoming Contribution Agreements the European Commission is planning to conclude with the European Investment Bank and the Council of Europe Development Bank will support the implementation of relevant initiatives included in this Action Plan.

- Financial intermediaries such as National Promotional Banks and Institutions, commercial banks guarantee societies, microfinance institutions, leasing companies, crowd-lending and crowd-equity platforms, risk capital operators
- Non-banking financial institutions including loan funds, patient capital providers such as cooperatives, microfinance institutions, credit unions, guarantee institutions, insurance companies, pension funds, risk capital operators who can also act as financial intermediaries for both debt and equity finance.

Timeline

To implement the activities, it is expected that the Action Group will meet four times a year in the period 2021-2022.

ACTION N° 7 – Better protecting children in migration

Action Leader: City of Amsterdam

What is the specific problem?

Between 2014-2017, it is estimated that 30,000 children went missing in the EU after their arrival.⁴⁷ Missing migrant and refugee children are not a homogenous group: the reasons for their disappearance may vary, leading to different types of vulnerabilities.⁴⁸ Therefore, understanding the factors that lead to unaccompanied minors going missing, and addressing the resulting vulnerabilities and protection needs, is a complex challenge requiring coordinated and tailored policy approaches. In 2019 the NGO Missing Children Europe (MCE) produced a report on the bottlenecks in cross-border cooperation and developed specific recommendations on how children in migrations can better be protected in Europe.⁴⁹ The barriers to cross-border cooperation include diverse issues such as lack of clear procedures within and between Member States; legal and procedural gaps in protecting the child's information when cooperating across borders; lack of harmonised approach on Guardianship; lack of legal provisions and multi-agency cooperation in finding a durable solution for the child; and needs for more training for frontline professionals.

⁴⁷ European Migration Network. [Approaches to Unaccompanied Minors following status determination in the EU plus Norway](#) (2018)

⁴⁸ Council of Europe Parliamentary Assembly. [Missing refugee and migrant children in Europe](#). Committee on Migration, Refugees and Displaced Persons. Doc. 14417, Ref 4343, 24 November 2017

⁴⁹ Missing Children Europe and ECPAT UK. [Interact: Towards a more efficient cooperation across borders for the protection of children in migration from trafficking and exploitation](#) (2019: Missing Children Europe)

What action is needed?

Building upon the findings and recommendations of MCE, this action aims to address this challenge by improving awareness on the barriers/bottlenecks in the protection of children in migration and to identify potential solutions to improve cross-border cooperation. The particular characteristic of the Partnership as a multi-level framework for cooperation and its convening powers will bring an added quality to the findings and recommendations of MCE. Moreover, the action aims at promoting a more nuanced understanding of the different motivations, situations and needs of missing unaccompanied minors (for example, the different situations of victims of trafficking vs. unaccompanied minors in transit who go under the radar to reunite with family members or for other reasons). This is an important precondition to develop tailored approaches to ensure unaccompanied minors' adequate care and protection.

The action will be targeted to government officials (national/local/regional/EU) responsible for the domain of migration and minors, and frontline professionals that are by way of their daily work involved in the chains that form the safety net for missing children (e.g. guardians, social workers, hotline operators, law enforcement officers, asylum authorities and the civil society).

Expected outcomes: Improved awareness across all levels of governance and several fields of professionals on the barriers/bottlenecks in the protection of children in migration. More nuanced understanding of the different motivations, situations and needs of missing unaccompanied minors. Identification of, and agreement on, targeted solutions on improving the cooperation between levels of government and relevant authorities and agencies.

How to implement the action?

An expert roundtable will be organised involving the different levels of governance: Member States, local/regional authorities, the European Commission, relevant EU agencies, relevant NGO's and/or independent experts in the field.

The expert roundtable will discuss the findings and recommendations from MCE, in particular on the gaps in cross border cooperation in the EU, with a view to agree on solutions to improve cross-border cooperation. Insights from other stakeholders on the better protection of children in migration can be tabled as well. The expert roundtable will also take stock of the findings of relevant AMIF/EU funded projects on the protection of children in migration.

Which partners?

Action Group

- **Action leader:** City of Amsterdam
- **Members:** Eurocities, European Commission's DG for Migration and Home Affairs (DG HOME), City of Barcelona, City of Berlin, City of Tilburg, Italy, Portugal, Missing Children Europe (MCE)

Potential stakeholders for cooperation

- Child Defence
- Relevant ministries from several Member States
- Experts from several European cities
- Experts from relevant European NGO's (ex on Guardianship)
- Experts from relevant EU agencies/institutions (European Commission, EUROPOL, EASO, FRA),
- European Forum on Urban Security (EFUS)

Timeline

The roundtable would be prepared in first half of 2021 and organised in the second half 2021 (TBD depending on COVID-19 impact on travel). Based on the unmet needs, best practices, and potential for multi-level action identified in the roundtable, a follow-up event may be planned and implemented in 2021-2022.

4. CONCLUSIONS AND WAY FORWARD

After the Action Plan's approval by the Partnership in April 2021, each action will be implemented by a group of members in an action group, and supervised by an action leader. Each member of an action group will contribute to attaining the action's objectives, depending on their capacity and resources: for example, providing expertise, organisational support, hosting capacity, and/or access to networks. In addition, each action will rely on the essential contribution of relevant stakeholders from outside the Partnership. As Section 3 has shown, some actions will adopt an incremental approach: first steps dedicated to gathering knowledge, which will then be used to identify further options for action. The current phase will draw to a close in December 2022—with the final steps marked by a new evaluation of the Partnership's efforts, as well as by a reflection on the initiative's future.

Yet the ambition and perspective of this Action Plan go well beyond this two-year timeframe. In line with its mission, the Urban Agenda Partnership on Inclusion of Migrants and Refugees will seek to feed impulses and lessons from its actions into long-term policy strategies. Even more than in the previous phase, the social, economic, and political volatility of the post-pandemic period will require big-picture thinking, strategic partnerships, and sustained outreach efforts to protect investments in migrant and refugee inclusion. At this historic juncture, the Partnership can once again work as a catalyst for coordination, experimentation, and knowledge sharing, helping governments at all levels to leverage inclusion as a force for social recovery and community wellbeing.


ANNEX I – Overview of the Actions

No. of the Action	Action	Objective	Implementation	Timeline	Action Leader	Action Group members
1	Improving migrants' and refugees' access to healthcare	Improve awareness of barriers in accessing health care (with a focus on the COVID-19 context), identify best practices and develop concrete recommendations to improve access the health care.	Expert roundtable to improve awareness of barriers in accessing health care, identify best practices and develop recommendations on how to address these barriers	The roundtable will be prepared in the first half of 2021 and organised in October 2021. A first draft on the Action report will be developed by December 2021, with the objective to finalise and disseminate the final report in the first half of 2022.	CEB	City of Milan, City of Barcelona, City of Torino, Italy, Portugal, JRC
2	Improving the prevention, early identification and treatment of mental health concerns among migrants and refugees	Improve awareness on the barriers/bottlenecks on the early identification and treatment of mental health concerns amongst refugees and migrants. The action will also explore strategies for the <i>prevention</i> of mental health	Expert roundtable to identify challenges related to early identification and treatment of mental health issues. The roundtable discussion and findings will feed into the elaboration of a report compiling best practices and recommendations	The roundtable will be held in the second half 2021. The report compiling best practices and recommendations will be drafted, published and disseminated in 2022	DG HOME	JRC, Malta, Dutch National Psychotrauma Centre, City of Amsterdam, City of Barcelona, CEB

		conditions and the overall <i>promotion</i> of mental health				
3	Advancing the role of art and culture in promoting inclusion and fighting racism	Support migrant and minority populations' access to and participation in arts and culture and leverage the potential of art and culture to promote social inclusion and cohesion	Scoping paper to look at existing barriers/approaches to promote social inclusion and cohesion through art and culture, and follow-up action	The scoping paper will be written in the first half of 2021. A follow-up action will be explored in the second half of 2021	Ireland	URBACT, Eurocities, Government of Flanders, City of Amsterdam, City of Berlin, DG HOME, DG EMPL
4	Promoting the inclusion and participation of LGBTQI+ migrants	Gain more insight into the obstacles LGBTQI+ migrants encounter in Europe and how to contribute to their inclusion, and facilitate the networking of existing initiatives	Virtual meeting and meeting in a member city to share initiatives and best practices between relevant networks and cities. Discussions will feed into a report compiling best practices and recommendations	A first virtual meeting will take place in June 2021 (TBC). A follow-up meeting in a selected member city will take place in 2021-2022	Government of Flanders, City of Mechelen	City of Berlin, City of Amsterdam, CEMR, CoE, EC, Rainbow Cities Network, IOM Equalities Network, Eurocities Working Group on Migration
5	Facilitating evidence-based integration policymaking	Improve the availability of comparable integration data at infra-national level (first pillar); Explore the effects of national immigration and integration policies on infra-national immigration and	Under the first pillar, a feasibility testing of the new EU-LFS data will be conducted. Under the second pillar, an analysis linking Eurostat data with data on integration and migration	Under the first pillar, an ongoing exchange will be held with EU data stakeholders, with the aim of conducting an EU-LFS feasibility testing in 2022. The study under the second	MPG	DG HOME, JRC, Ireland, Italy, Dutch National Psychotrauma Centre, City of Amsterdam, City of Helsinki CoR, UNHCR Cities Network, OECD, Eurostat, DG REGIO, City

		integration trends/outcomes (second pillar)	policies (MIPEX, IMPIC) will be carried out.	pillar will be concluded by the end of 2021, and results will be disseminated in 2022.		data experts involved in the previous working group
6	Expanding the use of financial instruments for inclusion by cities	Pool resources and complement local, national and EU funding allocated to address integration challenges	Awareness raising and capacity-building actions to expand the use of financial instruments for migration	To implement the planned activities, the Action Group will meet four times a year	DG HOME, in close cooperation with CEB and EIB	Eurocities, Portugal, City of Amsterdam, EIF, JRC, CEMR, CoR
7	Better protecting children in migration	Improve awareness on the barriers/bottlenecks in the protection of children in migration and identification of targeted solutions to improve cross-border cooperation	Expert roundtable to discuss MCE recommendations and identify targeted solutions	The roundtable will take place in the second half 2021. Depending on the findings, a follow-up event may be planned and implemented in 2021-2022.	City of Amsterdam	MCE, Eurocities, DG HOME, City of Barcelona, City of Berlin, City of Tilburg, Italy, Portugal

ANNEX II – Overview of the Timeline

 Key deliverable

No.	Action	2021										2022											
		Q2			Q3			Q4				Q1			Q2			Q3			Q4		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
1	Improving migrants' and refugees' access to healthcare							Roundtable	Draft Action report			Report finalisation and dissemination	Communication of Action results (Feb/March onwards)										
2	Improving the prevention, early identification, and treatment of mental health concerns							Roundtable in Q3/Q4 2021 (Date TBD)			Identification and implementation of follow-up activities			Elaboration of a report compiling best practices and recommendations									
3	Advancing the role of art and culture in promoting inclusion and fighting racism	Scoping Study			Identification and implementation of follow-up action																		
4	Promoting the inclusion and participation of LGBTQI+ migrants		Virtual meeting				Meeting in a member city in Q3/Q4 2021 or Q1/Q2 2022 (Date TBD)					Elaboration of a report compiling best practices and recommendations											
5	Facilitating evidence-based integration policymaking	Ongoing exchange with EU data stakeholders					Feasibility testing of the new integration indicators																
					Pilot study linking infra-national integration outcomes to MS policies			Dissemination of study results among policymakers and relevant stakeholders															
6	Expanding the use of financial instruments for inclusion by cities	Quarterly Action Group meetings					Quarterly Action Group meetings																
		Exploratory and awareness-raising activities, such as webinars and exploratory questionnaire (Dates TBD)					Capacity-building activities, such as webinars and guidance on design and implementation of interventions models with support of financial instruments (Dates TBD)																
7	Better protecting children in migration						Roundtable in Q3/Q4 2021 (Date TBD)			Organisation of follow-up event (TBD)													