

Jak to jest między nami?

Summary of the Polish-Ukrainian dialogue on mutual relations in the context of the outbreak of full-scale war in 2022

Gdynia, December 12, 2023

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Background of the project

- The Danish Refugee Council, in addition to providing services for the protection of the rights and well-being of refugees and people affected by forced migration (in the running of the community centres), is also interested in carrying out broader activities that can have effects such as: increasing social cohesion/integration, de-polarisation, finding optimal solutions to promote coexistence at the local level.
- The process to which the New Community Foundation (NCF) was invited was aimed at:
 - Testing the potential of the NCF dialogue method as a tool for de-escalating hostile attitudes and fostering constructive public dialogue
 - Bringing about a mutual understanding and hearing between representatives of the Polish and Ukrainian communities and thus putting in place de-escalation mechanisms - as envisaged by the DRC
 - To get to know the most important needs of representatives of both sides of the dialogue in relation to the situation of co-existence in local communities in Poland.

What we did. Community dialogue

DIALOGUE

Community dialogue is a conversation among a dozen people on important and contentious topics, allowing for the exchange of experiences and hearing different perspectives, aimed at integration and mutual understanding. This approach (its effectiveness in de-escalating polarisation and fostering understanding) was the subject of a pilot dialogue.

The dialogue was attended by a group consisting of:

- Refugees from Ukraine (7 persons, including 6 women and 1 man)
- Persons from Poland (2 persons, female)
- Persons differing in terms of their refugee situation (length of stay in Poland, employment situation)
- People with different plans for the future: returning to Ukraine/leaving Poland for another country/staying in Poland permanently
- In addition, due to the linguistically heterogeneous composition of the group, a translator attended the meeting.

What we did. The research component

THE RESEARCH COMPONENT

Research component dedicated to the diagnosis of the situation of Ukrainian refugees in Poland (situation in December 2023).

It consisted of two leading activities:

- *Desk research* (analysis of online found data)
- Individual interviews with representatives of local institutions

The research component in the course of the evaluation of dialogue as a tool (and its effects) in relation to the topic of the interaction between the local (Gdynia) and refugee community:

- Surveys (before and after the dialogue)
- Interviews (4) with dialogue participants one week after the event

In the text of the report, quotes from statements during the dialogue are marked with the country of origin of the participant (UA, PL), quotes from individual interviews with the name of the organisation/institution.

Results

**Diagnosis of the situation,
how it is now**

Diagnosis of the situation. Key factors

The analysis of the data and the interviews conducted with representatives of institutions operating locally, in the Gdynia environment, make it possible to identify **several key aspects** to be taken into account in the topic of Polish-Ukrainian relations related to migration after the outbreak of full-scale war in February 2022. Here collected in one place, they will be discussed in more detail in the following pages:

1. **Gradual phasing out of aid programmes at local/governmental level with a steady influx of the Ukrainian population into Poland**
2. **Heterogeneity of the Ukrainian group** with a tendency to 'homogenise' and stereotype it
3. **The overwhelming predominance of women** in the Ukrainian refugee community
4. **Lack of long-term support** - high sense of insecurity and no plans for the future
5. **Lack of a structured institutional environment** and transparency of procedures
6. **Change in the public mood in Poland**, "extinction" of social, emotional involvement
7. **Changing narrative** on Ukrainian topics, linked to the October 2023 parliamentary elections in Poland
8. **Lack of awareness raising and public education activities** for Polish women and men

1. Gradual phasing out of aid programmes

- **Aid organised just after the outbreak of full-scale war is visibly being scaled down.** Refugee support programmes - in various ways and at various levels - are winding down, from reception points to assistants for Ukrainian families or children at schools or information points at local government sites. Local government institutions (educational and cultural institutions, etc.) have their funding for programmes dedicated to Ukrainians (learning the Polish language, activities for children) reduced. More similar examples can be found.
- Meanwhile, **refugees from Ukraine are still arriving (as the war is still ongoing)** and need specific forms of support. **The key areas** where support is needed are: formalities (residence, labour law, documents related to the right to work, etc.), housing support, childcare arrangements.
- **Nowadays, incoming refugees are often in a more difficult (both psychologically and materially) situation, so the lack of support offered by the Polish state is all the more acute.** Apart from basic needs, they also need psychological support.

Reception, care and support are offered to refugees by Ukrainians already present in Poland, who arrived earlier and have the 'know-how'. **This fact may lead to the creation of an integrated but closed Ukrainian community.** This phenomenon will increase the more the institutional and social environment in Poland is deprived of tools to influence and help Ukrainian refugees.

<https://www.ukrainianinpoland.pl/how-many-ukrainians-have-crossed-the-ukrainian-polish-border-since-the-beginning-of-the-war-current-data-pl/>

1. Gradual phasing out of aid programmes

Now there are fewer and fewer free language courses and assistance programmes, and people are still leaving Ukraine, and it would be very good if such assistance continued. (UA)

2. Changing the structure of the refugee population (1)

- Even before the outbreak of the Ukrainian war, **the majority of the Ukrainian community in Poland were men, adults, of relatively low economic status.** Their arrival was dictated by purely economic reasons. It was this group in reference to which the stereotype of the 'typical Ukrainian' in Poland was build.
- The outbreak of the war changed the population structure of the Ukrainian minority in Poland. The proportion of men in this group has fallen dramatically, while the proportion of women and young people has increased significantly. Since the start of the full-scale war, a large number of people of high socio-economic status have also arrived in Poland.
- As a consequence, **the Ukrainian community in Poland is currently heterogeneous** (and significantly different from what could be said about it until February 2022). These differences concern not only demographic or economic issues. Other very significant differences affecting the refugee situation occur in the following aspects of life:
 - Occupational situation (jobs in the profession, lack of jobs, etc.).
 - Housing situation
 - Future plans (and thus - motivation and needs for staying in Poland)
 - Language (Ukrainian vs. Russian; level of proficiency in Polish)
 - Region of origin from Ukraine
 - Duration of stay in Poland and the resulting legal status of Ukrainian persons

2. Changing the structure of the refugee population (2)

- Despite the significant changes still taking place in the structure of the Ukrainian population in Poland, Poles tend to use the stereotype developed pre-2022. This mechanism is reinforced by the fact that in the public space one can most often come across people from Ukraine doing low-paid jobs in services (shops, taxis, cleaning).
- At the same time, the mechanism of creating a new cognitive schema can be seen. According to it, a person from Ukraine is a refugee who arrived in Poland after the outbreak of full-scale war in the winter of 2022. According to this assumption, all representatives of the Ukrainian minority are treated according to the same criteria and expectations (in terms of knowledge of the Polish language, advancement in the 'adaptation' process, etc.).
- Both heuristics are detrimental to representatives of Ukrainian refugees.

2. Changing the structure of the refugee population quotes

*Only manual workers came from Ukraine before, and that was the image of the Ukrainian. Meanwhile, during the war, very educated people left, 'we pany a ye raby', this started to offend Ukrainians. Besides, there is an expectation that they will work here, but there are some who have savings or work remotely for a company in Ukraine, etc.
(MOPS Gdynia)*

*It came as a surprise to Poles that people from the Ukraine speak Ukrainian, not Russian, and that they have professions other than cleaning and that they look "European", - a very important experience.
(PL)*

After this meeting I have the feeling that the younger people feel worse about the situation than the older people, the older people feel that they get more, the younger people feel that they do not have an equal start. (PL)

3. Prevalence of women in the Ukrainian refugee community

From the point of view of the problems of people from Ukraine, **the significant predominance of women with children in this group is particularly important.** According to statistics, approximately 97% of refugees are women, with men accounting for only 3%.

- Women with children in their care are unable to find employment and become financially independent until they are supported with full-day childcare.
 - Women with children find it more difficult to find rental accommodation - landlords are less willing to rent to them because of legislation that protects this group from eviction if they fail to pay rent.
 - There are many women in the group who were not financially independent in Ukraine (they did not have to work, they did not have to deal with the financial side of running a home). It is particularly difficult for them to find their way in the new reality.
 - Women are not only responsible for their own situation, but also for the wellbeing of their children. This puts additional strain on them psychologically.
 - Women are affected not only by the need to establish a life in Poland, but also often by a complete change of life situation - the risk of a husband's death or the break-up of a family is an additional stress and burden.
- The phasing out of refugee support programmes is affecting women first.
 - The lack of psychological support reduces the willingness of Ukrainian people to engage in the integration process. They seek support from people from their, Ukrainian, community - there they do not experience a language and cultural barrier, but a better understanding and sense of acceptance.

4. No long-term support means no long-term plans

- **A sense of temporariness and lack of planning** - according to representatives of the Gdynia Social Welfare Centres and support centres offering psychological support - these feelings are prevalent among Ukrainian refugees arriving and already in Poland.
 - **Many people declare their desire to return to Ukraine** as soon as the reasons that forced them to leave their homeland cease (according to Eurostat, almost half of refugees from Ukraine want to return home after the war). Many people have already decided to return despite the ongoing war.
 - The feeling that "it's only for a while", which has already lasted for 2 years, **prevents the change from a "wait-and-see" perspective to an "adaptation" mode**. This mechanism negatively affects children and young people, who often find themselves outside the education system and struggle to find their way in the reality of a foreign country.
 - Moreover, **the lack of good solutions from the Polish state** means that many refugees who do not plan to return to their homeland do not think about staying in Poland either.
 - According to data published by Eurostat (report on surveys of attitudes of Ukrainians), only 19% of Ukrainian refugees residing in Poland would like to settle permanently in our country. Meanwhile - by comparison - in Germany the percentage of refugees who would like to stay permanently is 37%.
- This situation significantly reduces the interest of Ukrainians in activities with long-term effects. Building relationships with Polish women and men or learning the language is a time-consuming investment that not everyone can afford. This has the effect of making them less open to participating in the integration activities on offer, which aim to integrate them into the life of the local community. As a result, this leads to isolation.

<https://biznes.interia.pl/praca/news-coraz-mniej-ukraincow-w-polsce-dane-gus-to-potwierdzaia.nld.7078668>

<https://www.ukrainianinpoland.pl/how-many-ukrainians-have-crossed-the-ukrainian-polish-border-since-the-beginning-of-the-war-current-data-pl/>

5. Lack of a structured institutional environment

- The large scale arrival of refugees associated with the outbreak of full-scale war in Ukraine took the Polish state by surprise. Poland has not experienced a refugee influx on such a scale in modern history. There was a lack of systemic knowledge, procedures and care which resulted in a lack of ready-to-implement solutions. As a consequence, activities were organised in an ad hoc manner - without planning and strategy.
 - Currently, there is still a significant lack of a structured institutional environment, of organisational governance, which would make the process of adaptation and organisation of a refugee person's life simpler and more predictable. As perceived by the interviewees:
 - There is a lack of a single place (at institutional level, but also in the online space) that would act as a "knowledge bank" - integrating knowledge about available solutions from different areas of life
 - There are insufficient assistance centres where diagnosis of needs and advice on institutional, procedural pathways take place
 - There is a lack of information centres that provide answers to simple but also more complex questions about organising life from scratch in a new country
 - A search engine analysis on Telegram shows that many topics are valid threads for the exchange of advice from Ukrainians who have already "recognised the system"
 - Some of the topics covered: how to buy public transport tickets in Poland; what is Blik and how to use it; what maternity benefits can Ukrainian women get in Poland; 300+ - how to apply?
- **The lack of widespread knowledge of and access to systemic solutions (e.g. in smaller towns) makes - again - the Ukrainian minority the most important source of support for newly arriving refugees.**

<https://t.me/ukrainianinpolandpl>

5. Lack of a structured institutional environment quotes

In Germany there are monthly benefits of some kind, social housing, nice support for the first six months provided they go to "job center" courses, it's a shame that in Poland there was not. Apparently there was something, but there was no way to find it- here people have to secure themselves, go to work, then there is no time to go to courses and give themselves a chance to use their high qualifications.

MOPS, Gdynia

6. Changing public sentiment

- **Burn-out of emotional commitment to helping refugees** at the 'micro' level:
 - Less individual assistance - donations, volunteering, providing shelter in home/apartment
 - Decline in civil society involvement (aid groups/actions)
 - The increasingly noticeable narrative of people from Ukraine as "coming for welfare"
- **Decrease of manifested commitment at the institutional level**, e.g. by:
 - Manifesting support and "solidarity" at the symbolic level
 - Taking care of the linguistic accessibility of public institutions (the availability of interpreters is limited)
- **An apparent increase in incidents of manifested dislike** or even hostility towards Ukrainian/Russian speakers.
- **Changing narrative in the official media:** an increase in negative narrative due to the use of Ukrainian themes as a card in the electoral game in connection with the parliamentary elections in October 2023.
- The changing temperature of Polish-Ukrainian relations hinders efforts to build dialogue and understanding between the two sides.

<https://www.amnesty.org.pl/wp-content/uploads/2023/06/Podsumowanie-rocznego-projektu-badawczego-Uchodzcy-z-Ukrainy-w-Polsce.pdf>

6. Changing public mood quotes

The flags hung along Piłsudskiego Street for a very long time (...) eventually they disappeared, I didn't even notice when, probably at some subsequent change. And this is such a signal that you can let go, that everything is alright now, this can be interpreted as such a signal, not only in Gdynia, probably all over Europe. And the war in Ukraine continues all the time, it is just as brutal all the time, what shocked us in the first reports (air raids, shelling), at some point blurred among other information, but after all, it has not disappeared. Such flags, signs do not cost anything, but they give such a signal - we are with you, and they remind the inhabitants that this is happening all the time. (PL)

7. Lack of action targeting Poles (1)

There is an observed lack of action aimed at Polish women and men who are experiencing a change in their social situation and are often unable to cope with it. In particular:

- **Poles are not aware of significant cultural differences between the Polish and Ukrainian traditions** (e.g. evident in the Polish individualistic and Ukrainian more collectivistic approach to building relationships). The tendency to think of the two communities as close Slavic peoples speaking very similar languages can lead to many misunderstandings and unfulfilled/incompatible expectations.
- Poles often have a sense of injustice, perceiving assistance to people from the Ukraine as a kind of favouritism.
- Some declare a kind of overwhelming social change: the presence of Russian/Ukrainian language (for the Polish ear - especially from the younger generation who did not have compulsory Russian language education at school - indistinguishable) in the space of social life is widespread: in workplaces, shops, services, but also in recreational spaces, etc.
- There is a lack of knowledge among many Poles about how to help and how to support wisely, as well as about the legal protection to which refugees are entitled and their consequent right to various forms of support, including material support.

7. Lack of action targeting Poles (2)

It is important to introduce solutions that offer assistance on several levels:

- **Creating spaces for conversation and dialogue** - for Poles unable to cope with the changing social situation due to the influx of refugees into the country. These spaces could become places for open conversations about **the fears and difficulties** faced by people of Polish nationality, which could become an important tool for psychological and communication support.
- **Training and educational activities in the broadest sense:**
 - Targeted at different audiences (e.g. children in schools, "ordinary citizens" who come into daily contact with refugees, staff of institutions responsible for working with refugees)
 - Aimed at strengthening the competences of dialogue, intercultural understanding, empathy, but also at transferring knowledge about the rights and situation of refugees in Poland, the current situation in Ukraine, etc.
- Solutions for action in **areas of relief** (from grassroots initiatives to organisational level solutions e.g. in state education) e.g:
 - Building support for bottom-up aid initiatives
 - Raise awareness of initiatives already in place where you can contribute or which need support.

<https://www.amnesty.org.pl/wp-content/uploads/2023/06/Podsumowanie-rocznego-projektu-badawczego-Uchodzcy-z-Ukrainy-w-Polsce.pdf>

Specificity of the City of Gdynia

In the opinion of people who are representatives of NGOs operating locally in Gdynia, there are 2 key areas of weakness in the implementation of the city's public tasks:

City cooperation with NGOs

Over the last two years, interviewees have encountered a lack of openness on the part of the city towards cooperation:

- Interviewees signalled that the institutions within which they operate often lacked the necessary support to implement their initiatives for refugees. Representatives of organisations declared that also their willingness to engage in the city's activities (cooperation) was not received by the authorities with as much openness as the organisations had hoped for.
- Representatives of NGOs also signalled that they felt that the local government of Gdynia sometimes encroaches on the competences of NGOs or duplicates their activities.
- They also lack a sense that the city is adequately coordinating, at the highest local government level, the range of grassroots activities that have been (and are being) undertaken in various areas.

Giving up on organised forms of assistance too quickly:

- The City of Gdynia has been criticised for abandoning various forms of assistance for refugees too quickly.
- The rapid closure of the reception centre in Orłowo (January 2023), with no solutions that would fill this gap well and without which it is difficult for refugees to find their way after arrival, e.g. Facilitation of access to language courses, assistance with diploma nostrification, job placement, and with a lack of new and inclusive solutions in already existing institutions.

Diagnosis of needs

Four key needs

On the basis of the material collected, and in particular on the basis of the statements of those who participated in the dialogue, it is possible to note four key areas of need which are felt by people from Ukraine and whose satisfaction will become a condition for building better relations between the Polish and Ukrainian communities:

- **Sense of subjectivity** (dignity, sense of worth - agency and power)
- The need to preserve **national identity**
- The need for **security** - a stable environment and institutional support
- The need for **psychological safety**

Sense of subjectivity

Having a sense of subjectivity is, according to the interviewees, the starting point for building good relations between representatives of the coexisting communities, Polish and Ukrainian. This empowerment gives both parties a sense of dignity and self-esteem. A sense of subjectivity can also translate into Ukrainian refugees having a sense of agency and influence.

Interviewees emphasise that their sense of empowerment can be strengthened by the following actions on the part of their Polish hosts:

- **An appreciation of the multifaceted potential and what the presence of people from Ukraine brings to bilateral relations** in Poland. Such a 'strengthening' of the Ukrainian side will help to emphasise the understanding of integration as a bilateral process, an important and valuable experience for both sides.
- **Developing local activities/activities at the interface between the two communities to realise this potential. Involving Ukrainian partners in local activities** will allow to show its representatives as active, "giving" and contributing equal participants in society. These contributions include: cultural, linguistic and intellectual wealth (knowledge transfer).

Positive examples: Ukrainian cooking workshops (cooking Ukrainian borscht), the Wryy Ukrainian choir, Ukrainian language teaching by refugees.

https://muzeumgdynia.pl/wydarzenie/kulinarna-ukraina-w-muzeum-miasta-gdyni-warsztaty-z-kuchni-ukrainskiej/?utm_source=mailpoet&utm_medium=email&utm_campaign=Sierpie%C5%84+w+Muzeum+Miasta+Gdyni%21

Sense of subjectivity quotes

In spring 2022, the writers suddenly got together and hired a Ukrainian writer to teach them Ukrainian. She said that it was more important to her than welfare, that someone wanted to learn Ukrainian and that she could help. (PL)

Many of the Ukrainians who came here in their life before had their own businesses and worked in high positions, so when they came here to Poland, they can share their achievements, technology, for example to improve medical services, we have a lot of private clinics in Ukraine. (UA)

The need to preserve national identity

The need to preserve national identity seems particularly important in a situation of loss of connection with the homeland (perhaps forever). Those who participated in the dialogue strongly and emotionally emphasised the importance of knowing the language for a sense of identity preservation. It is extremely important to them that:

- Provide children with access to Ukrainian language learning
- Have access to the Ukrainian education system (Ukrainian schools, remote learning opportunities) - thus maintaining integrity with the education system in the event of return to Ukraine
- To be able to participate in events related to Ukrainian culture and activities that are an expression of the national 'cultural code'.

Meanwhile, refugee people from Ukraine face on a daily basis:

- The expectation is that they will start learning the Polish language first,
- Lack of Ukrainian cultural offer (more often there is an adaptation of the Polish offer, e.g. the translation of literature or the inclusion of Ukrainian captions in Polish films).

The need to preserve national identity quotes

I would like my children to know the Ukrainian language. We also have nowhere to go back to, so I would at least like my children to remember the Ukrainian language. Why should I forget the language my ancestors spoke?
(UA)

I would like my children to learn this Ukrainian language as their mother tongue, we will stay here because our town is gone, the Russians destroyed everything. All the more I would like my children to remember their roots
(UA)

The need for security - a stable environment and institutional support

- **The loss of the familiar framework of functioning (at the legal, institutional level, etc.) with the escape from war in the homeland means that Ukrainian women and men have to recreate an analogous framework in their new place of life.** This is a basic condition for gaining control over one's own situation in the new place, and the sense of security that comes from this.
- In addition, instead of ad hoc actions, it is particularly important to develop a logically structured support system that is: transparent, simple, easy to understand.
- This system should be directly dedicated to solving problems such as housing, childcare or school, financial support system.

The need for security - a stable environment and institutional support - quotes

Instead of using good practice (e.g. German) we are reinventing the wheel. Or - like local governments - some do good things because they have the talent to do so, and others do things their own way, and worse. My sense is that this is how Gdynia works.
IDI, Kalamo NGO

The need for psychological safety

Ukrainian refugees participating in the dialogue emphasise that security on a psychological level and the associated peace of mind, acceptance, sense of security is particularly important to them.

- People coming from war zones bring with them the burden of traumatic experiences, often suffering from post-traumatic stress disorder (PTSD).
- They speak of a deep sense of loss - it not only relates to the loss of their homeland, but also to their possessions, their place to live, or life simply - as they knew and lived it until the outbreak of full-scale war.
- In this context, the need for stability and emotional security is particularly important. It is what guarantees mental balance and readiness to take action aimed at building a stable future in a new place.

Conclusions and recommendations

Recommended courses of action

Based on the data collected, key directions for further action can be identified (discussed in detail in the following pages):

- **Continuing and developing assistance activities**
- **Building a sense of security** (systemic and bottom-up) by creating a stable institutional and procedural framework)
- Bottom-up (micro-scale, local) activities as key to **community building** and integration
- Integration through **activities that promote equality** and empowerment in social relationships
- **Activities with the Ukrainian community** - planned and implemented side by side with its representatives
- Activities designed for the Polish community: **education**, anti-discrimination workshops.

Building a sense of security (systemic and bottom-up)

- **Representatives of the Ukrainian community stick together because in the current situation they are the best possible support for each other.** They turn "inwards" to their own group out of a sense of insecurity: the living situation, the social situation, the lack of acceptance, the lack of stability in the Polish reality.
- Only a sense of security, stability, i.e. securing basic needs, **will make it possible to be more open to building relationships** and seeking one's place in the community of another culture.
- For this reason, **it is extremely important that systemic solutions build a framework for a stable basis for the lives of refugees in the most transparent and orderly way possible.** It is worth drawing on solutions that work well in countries with a rich and long tradition of hosting large numbers of refugees.

Grassroots activities as a means of community building

The sense that a **good community is formed 'bottom up'** is present both among our interviewees and in the data from the reports or statements on social networks.

It is therefore important **to build and support a network of local initiatives, creating links between representatives of the two groups**, Polish and Ukrainian:

- There is a huge **potential for NGOs and local initiatives** in this area
- **The evaluation of the dialogue** shows that this tool, too, **has great potential for bonding** and reducing social tensions.

It is also important **to create communal spaces** where communities can meet, e.g. community activity houses, using the resources of a network of libraries, community centres or day centres. The more local, the better.

Grassroots activities as a way of creating community quotes

Organise meetings for understanding! This helps to dispel myths and perceptions, such as the myth of drunken Ukrainians."

MOPS, Gdynia

Actions: the lower the better - the government will not issue a decree to be good to each other. Everyday relationships are built at the bottom, in places and groups like this (dialogue). (PL)

I think a good way to integrate is an inclusive language coming from the top, from those who support, but at the same time a lot of local micro-activities, so that people don't pass each other by, but get to know each other. (PL)

I am a great believer in local initiatives, when you get to know an individual you change your mind about the whole nation. (PL)

Integration through equality and empowerment

At present:

- The Ukrainian community is mainly confronted with demands and expectations (learning the language, entering and opening up to the Polish environment), the Ukrainian community is sometimes treated as “recipients” (of help, support) or - in extreme cases - “those who take away” (limited resources: rental housing, access to a doctor, etc.).
- The Polish side is treated as the 'giving' one, the privileged side, treating refugees from a position of strength. This leads to the objectification of representatives of the Ukrainian minority.

In order for integration to be successful, the efforts made should be two-way. It is extremely important that - with the help of proper education and procedures:

- To make the presence of the Ukrainian minority perceived - by both the Ukrainian and the Polish side - as a value.
- Bring about the empowerment of representatives of the Ukrainian community in an intercultural relationship by accepting their needs and giving them the right to decide on the best way to support them.

Activities with the Ukrainian community

In order to effectively empower the Ukrainian minority and to provide its representatives with the best possible support, it is necessary:

- Provide the Ukrainian side with the necessary resources and co-create with its members the tools to assist, integrate, exist in the local space, e.g., premises, guide to procedures and formalities, logistical support, legal advice, etc.
- This will be followed by a sense of agency, responsibility for one's situation, and a sense of partnership in the relationship.

Activities with the Ukrainian community quotes

It is important to create some kind of platform so that the Ukrainian side and the Polish side can jointly design an integration program; so that it is not guesswork, but so that we really work out some standards or some recommendations for integration activities, and so that they are worked out by the two sides after studying the needs. (PL)

When I worked in Ukraine with people with disabilities, they said "not to do for us and for us, but with us." Therefore, on the initiative of psychologists from Ukraine, a center for psychological assistance was established here - it brings together 30 psychologists from Ukraine. (UA)

Activities designed for Polish women and men

The fact is that Poland is becoming a country with a significant Ukrainian minority presence. The statements of the participants in the dialogue resound with the conviction that this is a world that "will already stay with us." It seems **extremely important in this situation to build a sense that this is "our business", a sense of emotional involvement, but also responsibility for the new reality. This can be done by reaching out to the following solutions:**

Social campaign

- on the situation of the Ukrainian minority
- on the positive effects of the presence of the Ukrainian community in Poland (e.g., impact on Polish demographics, economy, cultural diversity - with the simultaneous language of transactional benefits.

Building ties by referring to the common experience of emigration (emigration experience of Poles for political and economic reasons)

Creation of formal and informal support tools for people of Polish nationality

- Creating sustainable, systemic tools for building intercultural understanding
- Widely available educational facilities on intercultural understanding and anti-discrimination workshops

Activities designed for Polish women and men quotes

*I also often speak Ukrainian and then catch suspicious glances, even though I've lived here for 20 years and don't know where my home is anymore myself. I would like Poles to understand that the arrival of such a large number of Ukrainians is an opportunity to become better - an opportunity to show empathy, understanding, plasticity of thinking, to move away from stereotypes. It's an opportunity to embrace something we don't face every day.
(Translator)*

Dialogue as a tool for fostering Polish-Ukrainian relations

The dialogue was a good experience for the participants

The dialogue was very well appreciated by those who participated, both in the evaluation survey and in direct comments.

A very pleasant meeting and it is good to know that Poles can also take something for themselves from such discussions (UA)

It was very pleasant to talk from both sides, if there are more such meetings, there will be better integration (UA)

The dialogue was a good experience

The experience gave those who participated positive reinforcement on a psychological and emotional level: a sense of being listened to, accepted, getting to know and understand each other.

Participants also appreciated the practical aspects of the meeting:

- Exchange of experience
- Contact with Polish/Ukrainian language
- Tangible benefits - new information, new contacts

Direct effects of dialogue

Dialogue participants were asked to answer 7 questions before and after the dialogue. Responses were to be expressed on a scale from 1 (strongly disagree) to 5 (strongly agree):

QUESTIONS:
I think Ukrainians are treated well in Poland
I think Ukrainians are getting the support they need
I believe that Ukrainians want to integrate
I believe that Poles care about the integration of Ukrainians, they help and encourage them to do so
Poles and Ukrainians are able to find common ground on many issues
I think Poland is doing enough to make Poles and Ukrainians want to stay here permanently
Napływ uchodźców z Ukrainy może być korzystny dla Polski

- **The opinions of Ukrainian women participants have improved slightly.** It cannot be concluded from this that their perception of their own situation has changed in favor. Instead, **the improvement may be due to the positive emotions associated with participating in the dialogue.**
- The change in the responses of female participants of Polish nationality (notes slightly lower after the dialogue) show a direct result of the knowledge exchange: **an increase in awareness of the situation of Ukrainians in Poland, the scale of problems and the psychological condition of the Ukrainian population in Poland.**

Positive feelings after dialogue stay for longer

Selected participants in the dialogue (two Polish and two Ukrainian women) were interviewed by phone 7 days after the meeting. After that time, the positive impressions of participating in the dialogue only strengthened. In the minds of the people, the dialogue is:

- Space to explore different perspectives
- The opportunity to speak up and be heard
- Opportunity to go beyond one's own cognitive limitations, frames and stereotypes
- Uplifting, uplifting conclusions about the potential for mutual relationships and building a sense of community
- Warm atmosphere - a sense of security and acceptance
- Psychological support: live contact, positive energy
- Effective prevention of propaganda activities

Positive feelings after dialogue quotes

Everyone was able to comment: only so much and so much. (PL)

It gives the feeling that we are all in the same situation. The whole social situation in Poland depends on solving social problems - in this case, the situation of Ukrainians in Poland. (UA)

Any action on this topic makes sense! We need to arrange relationships, scoring what is good and what is bad will always have value. (PL)

Conclusions after the implementation of the dialogue

When organizing similar events in the future, you should:

- Ensure proportions in the group of dialogue participants - equal participation of the PL and UA side (despite recruitment efforts, the proportions could not be maintained in the realized dialogue)
- Ensure the periodicity of such meetings (need for continuity among those attending)
- Complementary: Organize working groups dedicated to developing specific recommendations
- Implement activities that integrate, create ties and bring together those participating in Polish-Ukrainian meetings.

Appendix

Detailed information on participants

Dialogue participants:

O.(PL)- journalist, reporter, resident of Gdynia for several years

M1. (PL)- resident of Gdynia, works at the Gdansk Archipelago of Culture

P. (UA)- from the Donetsk region

N1. (UA) - from Kharkiv

A. (UA) - from Kherson district, has been in Gdynia for 1.5 years

M2. (UA) - from Cherkasy, in Poland for 2 years

T. (UA) - from the Kiev region, in Poland for 7 months

N2. (UA) - from Slovyansk, 4 years in Poland

K. (UA) - from Donbass

Interviews with 4 female participants in the dialogue 7 days after the event - the names of the interviewees are underlined (O., M1., M2., P.).

Individual interviews were conducted with people from the following local institutions:

- Kalamo Academy for Creative Development
- MOPS Gdynia
- MOPS Sopot
- Emigration Museum Gdynia

Survey (before and after the dialogue)

Proszę przeczytać uważnie każde stwierdzenie i odpowiedzieć na ile się Pan/Pani zgadza z jego treścią.

1. Uważam, że Ukraińcy są dobrze traktowani w Polsce

Zdecydowanie się nie zgadzam <input type="checkbox"/>	Raczej się nie zgadzam <input type="checkbox"/>	Nie mam zdania <input type="checkbox"/>	Raczej się zgadzam <input type="checkbox"/>	Zdecydowanie się zgadzam <input type="checkbox"/>
--	--	--	--	--

2. Uważam, że Ukraińcy dostają potrzebne wsparcie

Zdecydowanie się nie zgadzam <input type="checkbox"/>	Raczej się nie zgadzam <input type="checkbox"/>	Nie mam zdania <input type="checkbox"/>	Raczej się zgadzam <input type="checkbox"/>	Zdecydowanie się zgadzam <input type="checkbox"/>
--	--	--	--	--

3. Uważam, że Ukraińcy chcą się integrować

Zdecydowanie się nie zgadzam <input type="checkbox"/>	Raczej się nie zgadzam <input type="checkbox"/>	Nie mam zdania <input type="checkbox"/>	Raczej się zgadzam <input type="checkbox"/>	Zdecydowanie się zgadzam <input type="checkbox"/>
--	--	--	--	--

4. Uważam, że Polakom zależy na integracji Ukraińców, pomagają im i zachęcają do tego.

Zdecydowanie się nie zgadzam <input type="checkbox"/>	Raczej się nie zgadzam <input type="checkbox"/>	Nie mam zdania <input type="checkbox"/>	Raczej się zgadzam <input type="checkbox"/>	Zdecydowanie się zgadzam <input type="checkbox"/>
--	--	--	--	--

5. Polacy i Ukraińcy są w stanie łatwo znaleźć wspólny język w wielu sprawach.

Zdecydowanie się nie zgadzam <input type="checkbox"/>	Raczej się nie zgadzam <input type="checkbox"/>	Nie mam zdania <input type="checkbox"/>	Raczej się zgadzam <input type="checkbox"/>	Zdecydowanie się zgadzam <input type="checkbox"/>
--	--	--	--	--

6. Uważam, że Polska robi wystarczająco dużo, by mieszkający w Polsce Ukraińcy chcieli tu zostać na stałe.

Zdecydowanie się nie zgadzam <input type="checkbox"/>	Raczej się nie zgadzam <input type="checkbox"/>	Nie mam zdania <input type="checkbox"/>	Raczej się zgadzam <input type="checkbox"/>	Zdecydowanie się zgadzam <input type="checkbox"/>
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7. Napływ uchodźców z Ukrainy może być korzystny dla Polski

Zdecydowanie się nie zgadzam <input type="checkbox"/>	Raczej się nie zgadzam <input type="checkbox"/>	Nie mam zdania <input type="checkbox"/>	Raczej się zgadzam <input type="checkbox"/>	Zdecydowanie się zgadzam <input type="checkbox"/>
--	--	--	--	--

Будь ласка, уважно прочитайте кожне твердження і дайте відповідь, наскільки ви згодні з його змістом.

1. я вважаю, що в Польщі добре ставляться до українців

Я категорично не згоден <input type="checkbox"/>	Я скоріше не згоден <input type="checkbox"/>	Я не маю думки <input type="checkbox"/>	скоріше згоден <input type="checkbox"/>	повністю згоден <input type="checkbox"/>
---	---	--	--	---

2. я вважаю, що українці отримують необхідну підтримку

Я категорично не згоден <input type="checkbox"/>	Я скоріше не згоден <input type="checkbox"/>	Я не маю думки <input type="checkbox"/>	скоріше згоден <input type="checkbox"/>	повністю згоден <input type="checkbox"/>
---	---	--	--	---

3. я вважаю, що українці хочуть інтегруватися

Я категорично не згоден <input type="checkbox"/>	Я скоріше не згоден <input type="checkbox"/>	Я не маю думки <input type="checkbox"/>	скоріше згоден <input type="checkbox"/>	повністю згоден <input type="checkbox"/>
---	---	--	--	---

4. я вважаю, що поляки дбають про інтеграцію українців, допомагають їм і заохочують їх.

Я категорично не згоден <input type="checkbox"/>	Я скоріше не згоден <input type="checkbox"/>	Я не маю думки <input type="checkbox"/>	скоріше згоден <input type="checkbox"/>	повністю згоден <input type="checkbox"/>
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5. поляки та українці легко знаходять спільну мову з багатьох питань.

Я категорично не згоден <input type="checkbox"/>	Я скоріше не згоден <input type="checkbox"/>	Я не маю думки <input type="checkbox"/>	скоріше згоден <input type="checkbox"/>	повністю згоден <input type="checkbox"/>
---	---	--	--	---

6. я вважаю, що Польща робить достатньо для того, щоб українці, які живуть у Польщі, хотіли залишитися тут назавжди.

Я категорично не згоден <input type="checkbox"/>	Я скоріше не згоден <input type="checkbox"/>	Я не маю думки <input type="checkbox"/>	скоріше згоден <input type="checkbox"/>	повністю згоден <input type="checkbox"/>
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7. приплив біженців з України допоможе Польщі

Я категорично не згоден <input type="checkbox"/>	Я скоріше не згоден <input type="checkbox"/>	Я не маю думки <input type="checkbox"/>	скоріше згоден <input type="checkbox"/>	повністю згоден <input type="checkbox"/>
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- The questionnaire was distributed to dialogue participants before and after the meeting.
- Participants received the questionnaire in the language version appropriate to them.

People involved in the implementation of the project

New Community Foundation's team involved in the implementation of the dialogue:

Magdalena Latuch, Michał Jastrzębski *dialogue facilitation*

Marta Szycman *researcher, author of the report*

Joanna Zięba *coordination, substantive supervision*

and

Julia Szostek *desk research*

Mikołaj Lewicki *research consultation*

Sonia Sokołowska *administrative support*

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