

City of Nuremberg

“Guidelines on Integration Policy”

Decided by the City Council on July 25, 2018

Since the onset of urban civilization, cities have been places of diversity. Their further development in the course of migratory flows of people from different cultural contexts rendered cities a driving force of societal development in general. The City of Nuremberg regards maintaining solidarity, without sidelining individual interests, and simultaneously preventing discrimination, as a central task of increasingly diverse societies. Human rights form the basis of Nuremberg's municipal activity. The city's mission statement prominently emphasizes the commitment to the active realization of human rights, especially with regard to Nuremberg's historical responsibility. The treatment of all inhabitants determines the degree to which an urban society living in solidarity is realized. This also encompasses those who have not lived long or continually in Nuremberg or those who are looking for a new home as a result of flight and forced displacement. The more open the city becomes toward the diversity of her inhabitants, the better she will be able to face the challenges of a globalized situation.

In 2004 – in the context of her general mission statement – , the City of Nuremberg has formulated the guidelines of her integration policy for the first time. Societal change demands their continued and revised reformulation.

1. Central Issue of Municipal Policy-Making

The City of Nuremberg understands herself as a place where human beings with different cultural backgrounds, religions, or world-views can live together peacefully on the basis of human rights and German fundamental law. The City of Nuremberg – i.e., City Council, Lord-Mayor, and administration – regards the maintenance and organization of this conviction as an ongoing central task of municipal action.

2. Appreciation of Cultural Diversity

The City of Nuremberg considers the population's diversity as a potential for future-oriented development. Based on the mutual appreciation and recognition of individual expertise and potential, we promote the formation of an urban society living in solidarity and, thereby, the development of Nuremberg.

3. Integration as Reciprocal Process

Integration constitutes an ongoing reciprocal process. Creating solidarity is not a matter of unidirectional blending-in, but rather a task that concerns the entire population. Employing appropriate measures, we promote respect, mutual acceptance, as well as equal dialogue among all people living in the city.

4. Equal Participation as Goal

We promote social, societal, and political equality for all sections of the population and encourage everyone to actively engage in city life, irrespective of one's cultural background or residential status. We advocate equal education for all people living in the city. People with disabilities receive special aid and assistance, for instance concerning language acquisition. Language is an essential and necessary, but insufficient sphere of action regarding integration policy. Municipal offers are not based on ethnic characteristics or citizenship, but rather on the living conditions of the people who call Nuremberg their home.

5. Opposing Racism and Discrimination

We strongly oppose all forms of racism and discrimination in order to prevent or dispose of injustice related to ethnic background, gender, religion or world-view, disability, age, or sexual orientation. We advocate respect for all orientations of people living in the city based on applicable law and individual rights. We support the development of democratic awareness by providing diverse educational opportunities.

6. Integration Policy as Cross-Sectional Task

Integration policy is an ongoing task that cuts across all areas of municipal action. Each of the city's departments and offices needs to take it into account. Therefore, the City of Nuremberg interweaves integration policy with other cross-sectional tasks into a comprehensive approach for dealing with diversity (“diversity approach”).

7. Intercultural Orientation of Human Resources

We wish to see the diversity of urban population reflected in the administrative staff of the city and its municipal enterprises. Therefore, we actively seek to hire employees with a migrational background. The city acts in accordance with the Diversity Charter it signed. We regard multilinguality and intercultural competence as valuable qualifications in the application process.

8. Support and Networking

We support associations, clubs, and initiatives of the civil society concerning integrational and intercultural measures and activities. We foster civic engagement and promote the networking of the actors involved.

9. Diversity-Sensitive Public Relations

In order to ensure equal participation and to reach different audiences in a diversity-sensitive manner, PR needs to provide information in simple and clear language via modern media. The attitudes formulated within these guidelines constitute an essential component of the City of Nuremberg's external representation and PR.

10. State, Federal, and European Collaboration

Within the committees of state and federal municipal umbrella organizations, we advocate the political and social equality of all people. Through active membership in European and global networks, as well as respective partnerships, we emphasize our identity as an international European city.

Glossary

Participation: Participation means for all human beings to have equal access to the opportunities and resources society has to offer. It is possible to distinguish further between social and political participation. Social participation means, for instance, making use of social advisory services or social security benefits. This improves participation in everyday social life. Political participation means, for example, being able to vote, actually casting one's vote, engage in party or union activities, or visiting a politician's office hour.

Racism: Racism is a process in which human beings are categorized, negatively evaluated, and discriminated against according to actual or supposed characteristics. Skin color, religion, and cultural background have been frequent examples of such characteristics. Classical racism holds that human beings are not equal due to purportedly biological differences.

Discrimination: Discrimination is a process in which human beings are negatively evaluated and put at a disadvantage according to actual or supposed characteristics. The characteristics may vary: cultural or ethnic background, social status, educational attainment, gender, age, sexual orientation, disability.

In contrast to racism, discrimination does not only take into account purportedly biological, but also social differences.

Diversity: Diversity is the established term to describe the multiplicity of socio-cultural differences, such as skin color, ethnic background, social status, age, educational attainment, gender, sexual orientation, religion, and disability. It has positive connotations and means that one should respect and value socio-cultural differences and see them as a potential chance for a more just society.

Diversity Charter: The Diversity Charter is an initiative of companies and institutions that seeks to promote diversity in companies and organizations. Initially, four companies brought the Charter to life in December 2006. By now, almost 300 companies, institutions, cities, and municipalities have signed the Charter, and still more are on the way. The City of Nuremberg is also part of it. Whoever signs the Charter regards the diversity of human beings as a potential to be valued. The Charter demands respect and appreciation for all employees, irrespective of their cultural background, social status, education level, gender, age, sexual orientation or disability.

City of Nuremberg

Integration Policy



Appreciating Diversity. Fostering Participation. Shaping the Future

www.integration.nuernberg.de

City of Nuremberg Integration Policy in a Nutshell

Stimulating solidarity between human beings – no matter how different or for how long they may have lived here – is a central goal of the City of Nuremberg. In 2004, the city formulated her so-called “Guidelines on Integration Policy” for the first time in order to achieve this goal. The guidelines signify values and rules that all employees of the city have to respect. The City of Nuremberg has now revised and updated her guidelines. The City Council passed them on July 25, 2018.

Integration in Nuremberg

The City of Nuremberg regards integration as an ongoing process relevant to everybody. It is not simply the task of immigrants. All people need to be part of it and to work on it together. This also pertains to city administration: Questions of integration are a matter of all areas within the city. All offices, departments, and municipal enterprises are to look into this affair.

Nuremberg is supposed to be a place where all people can live together peacefully, irrespective of their cultural background, their religion, or world-view. The only precondition is that all people in Nuremberg respect human rights and German fundamental law. The city wishes to provide equal opportunities and access to social services, as well as to education and political engagement for all her inhabitants. Everyone should be able to participate actively in urban life, regardless where one is from or of one’s residential status. People raised in different cultural contexts bring with them a variety of valuable new skills and talents. The rich cultural differences of Nuremberg’s inhabitants yield great potential for the city’s future.

The City of Nuremberg also promotes equal education for all people living in the city. Special aid is available to those who need it, for instance regarding language acquisition.

Everything the city has to offer is based on the needs and living conditions of her inhabitants, and not on their ethnicity or citizenship. In order for them to have equal chances and opportunities, access to relevant information is necessary. The city seeks to provide information in simple and clear language to achieve this.

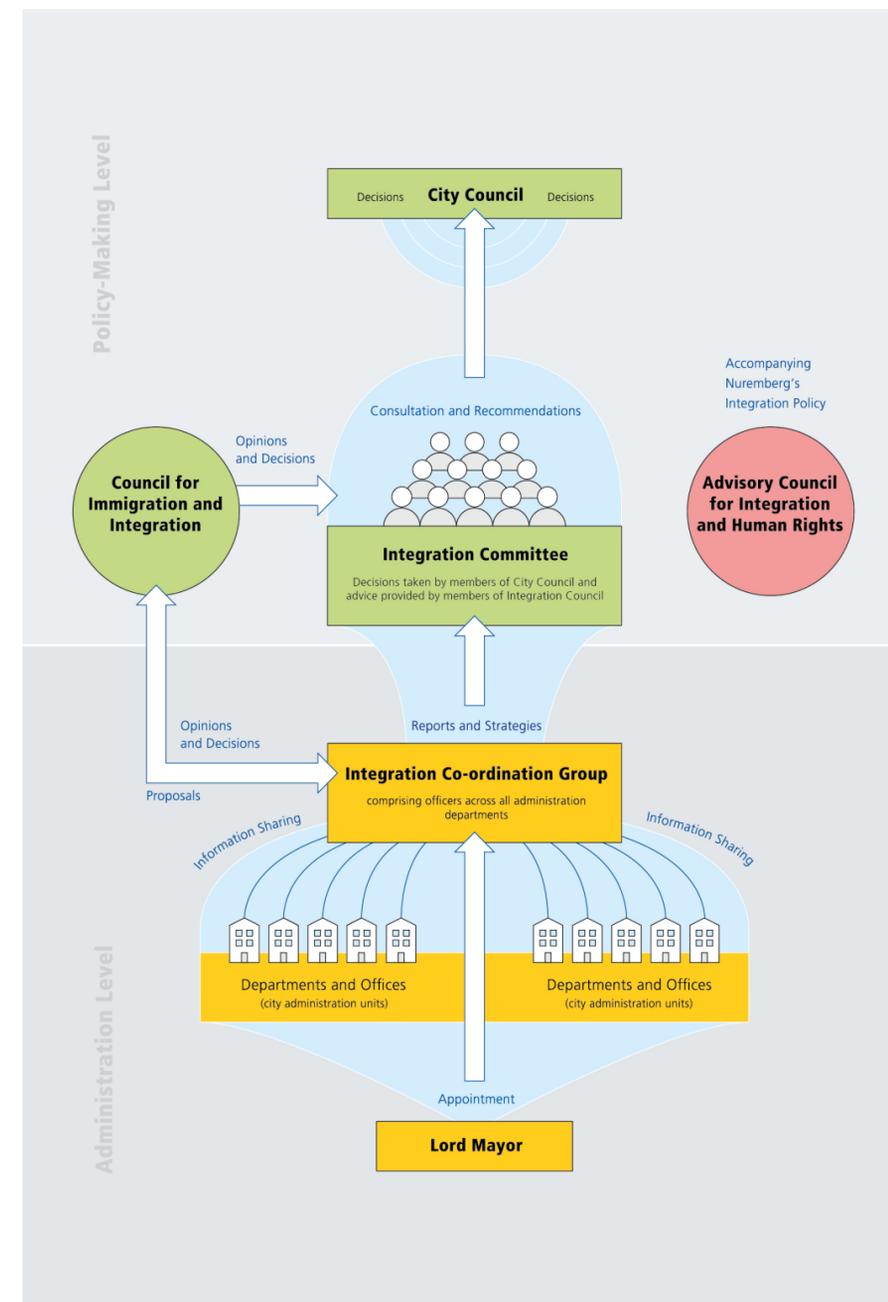
The city also works toward a reflection of said cultural differences within her own administration. She encourages immigrants or people stemming from immigrant families to consider the city as their potential employer. The City of Nuremberg regards knowledge of other cultures and proficiency in multiple languages as key qualifications in the application process.

Diversity and Tolerance

All urban facilities also deal with other matters that concern our increasingly diverse society, since people differ with regard to age, religion, cultural background, disability, sexual orientation, and gender. The city calls these differences “diversity”, appreciates them, and aims to prevent or dispose of any form of racism and discrimination. Nobody is to suffer discrimination due to any of these differences. Democracy values both differences of opinion and differences of people. The City of Nuremberg engages in various activities to ensure that her inhabitants make these democratic ideals their own and act accordingly.

What the City Does

Ensuring that living together peacefully is possible is a central task of municipal policy-making. The City of Nuremberg advocates respect, mutual acceptance, and equality by engaging in various projects, events, and activities. The city sponsors associations, clubs, and initiatives that stand up for successful integration and cultural diversity. The city strengthens people’s initiatives and voluntary activities. The city supports the collaboration of all these individuals, groups, and facilities. The city promotes the equality of all people on various political levels. The city regards herself as an international European city. The city emphasizes this in all European and worldwide networks, in which she is active.



Committees of Nuremberg’s Integration Policy

The **Nuremberg Council for Integration and Immigration** (in short: Integration Council) represents the interests of immigrants on the level of local politics. Determined by secret and direct vote, its members are elected for a term of six years. The Integration Council’s function is to assist in improving the living conditions of Nuremberg’s immigrant population and in fostering a peaceful and equal living together within the city. The Integration Council offers advice to the City Council in all questions concerning people from immigrant families that fall into the city’s own purview.

The **Integration Co-ordination Group** constitutes the city administration’s internal control unit for matters of integration and intercultural living together. It provides reciprocal information and coordinates the administration’s comprehensive plans. The Group is in charge of the realization of the “Guidelines on Integration Policy” and is made up of employees with planning and coordinating tasks from all departments and divisions of the city. With the installment of the Co-ordination Group in 2002, the City of Nuremberg has defined “integration” as an issue that cuts across administrative sectors.

The **Integration Committee** is a panel of experts derived from the City Council. The Committee deals with all pressing matters regarding immigrants and to the living together of people with and without a migratory background in Nuremberg. It consists of City Council members from different parties, members of the Integration Council, as well as other experts. Within the Committee, members discuss decisions made by the Integration Council, petitions filed by the parties, as well as, occasionally, reports issued by the administration.

The **Advisory Council for Integration and Human Rights** accompanies the City of Nuremberg’s integration policy and human rights efforts. It forms an assembly of representatives from influential societal forces that are included into municipal integration and human rights policy in order to reach the broadest social consensus possible. The Lord Mayor appoints these members and functions as the chairperson of the Advisory Council.

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