

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 understand 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 understand 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.

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 on the basis of 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.