



United Nations
Educational, Scientific and
Cultural Organization

International Coalition
of Inclusive and
Sustainable Cities – ICCAR

The assessment of the implementation of ECCAR's Ten-Point-Plan of Action and recommendations

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The City of Leipzig

Evaluation undertaken by the ICCAR Secretariat, Section for Inclusion and Rights, UNESCO

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I. Overall assessment

It is clear from the Report of Implementation submitted to ECCAR that the City of Leipzig is very active in the fight against discrimination, particularly right-wing extremism.

The Report of Implementation for the City of Leipzig highlights the value of responding to the priorities identified at regional level through action addressing specific city-level challenges.

The ICCAR Secretariat commends the City of Leipzig's efforts to operationalize the Action Plan from the highest political level (that of the Mayor) to its municipal services, local communities and businesses. The Secretariat also recognizes the city's commitment and pro-active approach to addressing other forms of discrimination beyond exclusively racism, with attention to the inter-relations between them.

To enhance the impact of the City of Leipzig's actions, one recommendation of the ICCAR Secretariat would be to encourage the City to reinforce the participatory dimension and mechanisms throughout the action plan. The participation of stakeholders – including the beneficiaries of the implemented actions – is often implicit in the strategy, but more explicit references to the different groups and actors that would be participating or have participated in the specific actions, in addition to details of the nature of their participation – for example through focus groups or online consultation –, could strengthen the strategy. Guaranteeing the meaningful involvement of diverse groups in the implementation and evaluation of the City's 10-Point Plan will also help assess the effectiveness and impact of the various initiatives, and can strengthen the links between local authorities and community partners.

The Secretariat would also encourage further reflection on the role of gender in discrimination, and in particular on the ways in which women and men may be affected differently by diverse forms of discrimination. As such, and as detailed below, it is recommended that that this be taken into consideration in the different actions of the 10-Point Action Plan.

In order to further strengthen the City of Leipzig's action to combat discrimination, the Secretariat would encourage the development of benchmarks and indicators to support the evaluation of the impact and effectiveness of the city's interventions to combat discrimination. Gaining insights into patterns of discrimination faced at city-

level and into progress made towards fully-inclusive urban environments can help to optimise cities' strategies and action plans. The Secretariat would also support collaboration with other cities across the ICCAR network in this regard.

Finally, it is recommended that, once edited and finalized, the City of Leipzig publish the Report on Implementation, and share this publication with the Secretariat and all ICCAR Member Cities and stakeholders through the online Community of Practice platform launched by UNESCO. As part of efforts to promote a culture of exchange, dialogue and sharing of experiences, expertise and knowledge across the ICCAR network, this practice can strengthen the collaborative ties between city-level actors around the world in the global combat against discrimination.

II. Putting the Ten-Point Plan into action

1. Greater Vigilance regarding Racism

To set up a network for monitoring, guarding and cooperating in the struggle against racism at city-level.

Implemented actions:

- Action 1.1 Raising public awareness of right-wing extremism, racism and violence
- Action 1.2 Development of educational materials and training on xenophobic, tolerance and interculturalism

The City of Leipzig's proposed actions to meet Commitment 1 of the Plan of Action target discrimination, particularly hate crimes and prevention of violence linked to right-wing extremism. The ICCAR Secretariat recognises the city's initiative to launch actions to raise public awareness of right-wing extremism, racism and violence through education in schools and intercultural training for civil servants.

Recommendations:

- More description of how other forms of discrimination are dealt with is recommended.
- An annual assessment/report is highly recommended.

- Additionally, the Secretariat would encourage further reflection on the particular ways in which women and men may be affected differently by these forms of discrimination, and how this might be addressed in the city's Action Plan.

2. Evaluating Racism and Discrimination and vetting the City's Policies

Collecting data on racism and discrimination, determining achievable objectives and common indicators in order to assess the impact of the city's policies.

Implemented actions:

- Action 2.1 Comprehensive compilation and analysis of neo-Nazi, racist and discriminatory activities in Leipzig
- Action 2.2 An annual survey about racism and discrimination.

The City of Leipzig has proposed a series of coordinated actions to evaluate the situation of discrimination and monitor the situation on a regular basis.

Recommendations:

- Further information could be provided regarding the standards and benchmarks by which the city's policies and programmes will be measured, or how these may be identified.
- Additionally, the Secretariat would encourage further reflection on how efforts to promote equality of opportunity can account for the gendered dimension of existing barriers to opportunity.
- The City of Leipzig also implements an annual citizen survey. It is recommended that the Report of Implementation provide further information regarding the evaluation of this information, as well as indicating whether and in what manner this data may complement other sources of information, particularly given that much discrimination goes un-reported and/or may be taken for granted.

3. Better support to Victims of Racism and Discrimination

To support victims and contribute to strengthening their capacity to defend themselves against racism and discrimination.

Implemented actions:

- Action 3.1 Counselling service for victims of right-wing violence and hate crimes
- Action 3.2 The Anti-Discrimination Office
- Action 3.3 The General Act on Equal Treatment

The Secretariat welcomes the series of implemented actions to support and empower victims of racism and discrimination.

Recommendations:

- Again, the Secretariat would encourage a more explicit mention of how these services may be sensitive to the specific experiences and needs of different groups, particularly in terms of the varying needs of women and men.

4. More Participation and Better informed City Dwellers

Providing better information to citizens about their rights and obligations, about protection and legal options and about sanctions related to racist acts or behaviour, through a participatory approach, to wit in consultation with service institutions and their users.

Implemented actions:

- Action 4.1 The International Weeks against Racism
- Action 4.2 “Arriving in Leipzig. Mentors for Refugees” (Refugee Council of Leipzig)
- Action 4.3 The Immigrant Advisory Council of Leipzig
- Action 4.4 Counselling services and projects of non-profit associations

The City of Leipzig’s report of implementation outlines a concrete series of measures to inform all citizens of their rights and duties with reference to cultural diversity, racism and discrimination, as well as of the protections and services

available to them. The Report of Implementation also outlines a promising cross-cutting strategy to promote the integration and participation of minority groups in the social and political life of the city.

Recommendations:

- The City's Report of Implementation could be enhanced by providing insight into how participatory processes might be mainstreamed across different areas of city-level policymaking and programming, beyond those domains explicitly concerned with ethno-cultural diversity. Potential areas to explore might include the establishment of citizen focus-groups as part of the city's decision-making processes, or the launch of online citizen consultations for the development of particular initiatives.

5. The City as an Active Supporter of Equal Opportunity Practices in the labour market

Facilitating equal opportunities regarding employment and supporting diversity in the labour market.

Implemented actions:

- Action 5.1 Refugees Support for Qualification and Employment PLUS
- Action 5.2 Employment and Professional Training
- Action 5.3 The Immigration Fair "Zukunft statt Herkunft"
- Action 5.4 Representative of immigrants' interests regarding the job market in the Job Centre's Advisory Council

The Secretariat welcomes the wide range of complementary actions proposed by the City of Leipzig to combat labour-market discrimination and enhance immigrants' access to the job market.

Recommendations:

- The Report of Implementation could be strengthened by further reflection on how the city could address the discrimination faced by many female migrants and other groups prone to multiple forms of discrimination. A potential area to explore might be an awareness-raising campaign and potential training for municipal and private sector human resources workers on the question of multiple discriminations.

6. The city as an employer and service provider, with a focus on equality

The city commits itself to: be an equal opportunities employer and an equitable service provider, invest in monitoring, training and development to achieve this goal.

Implemented actions:

- Action 6.1 Campaign “Leipzig Needs Diversity – Apprenticeships at the Municipality of Leipzig”
- Action 6.2 Diversity training provided by the Personnel Services of the City of Leipzig for employees of the city administration
- Action 6.3 Language and Cultural Translation services for non-German speaking immigrants

The Secretariat welcomes the proposed range of initiatives promoting equality through the city’s employment and service provision.

Recommendations:

- The Secretariat would encourage a more explicit mention of how the range of proposed policies and services may be sensitive to the experiences and needs of different groups, particularly those facing multiple forms of discrimination, for example on the basis of gender or disability.

7. Fair Access to Housing

Actively undertake actions in order to strengthen measures against discrimination as regards housing in the city.

Implemented actions:

- Action 7.1 Providing tailored information

The ICCAR Secretariat appreciates the City of Leipzig's efforts in the area of housing. The Secretariat would encourage a more explicit mention of how the immigrants are helped with finding adequate housing and how social housing can benefit immigrants.

8. Combatting Racism and Discrimination Through Education

To strengthen measures against discrimination when accessing and when registered to all forms of education; Educating for mutual tolerance and understanding, as well as promoting intercultural dialogue.

Implemented actions:

- *Action 8.1 interpreting services for parents with non-German background*
- *Action 8.2 important information available in relevant languages*
- *Action 8.3 Special tuition service*
- *Action 8.4 Career and Educational Counselling Services*
- *Action 8.5 Subsidized German language classes*

The Report of Implementation outlines a broad range of measures to combat discrimination and promote inclusion through education and counselling services. The Secretariat supports the proposed initiatives.

Recommendations:

- The city's education strategy could be further strengthened through lifelong and e-learning initiatives, and by ensuring the closer integration and harmonisation of educational and training possibilities outlined elsewhere in the Report of Implementation (including German language education).

9. Promoting Cultural Diversity

Ensuring equivalent representation; promoting the wide range of cultural expressions and heritage of citizens in the cultural programming, collective memory and public space of the city government; and promoting interculturality in city life.

Implemented actions:

- Action 9.1 Annual Intercultural Weeks
- Action 9.2 Interfaith Roundtable
- Action 9.3 Financial support for cultural diversity projects

The Secretariat supports the range of proposed initiatives to promote cultural diversity in the City of Leipzig

10. Hate crime and Conflict Management

To support existing or establish new methods to cope with hate crimes and conflicts.

Implemented actions:

- Action 10.1 Initiative “Culture of Remembrance”

The Secretariat supports the proposed actions to respond to hate crimes and conflicts.

Recommendations:

- The implemented actions for Commitment 10 could be made clearer through reference to Commitments 3 and 4, providing details of how the city could address the three related areas in a coordinated and holistic approach.

III. Cooperation with national and regional level

Implemented Actions:

- Signing the “EUROCITIES Integrating Cities Charter” and the “Diversity Charter”

Recommendations:

In order to enhance the city’s own policy and programming, to foster collaboration with other actors in the fight against discrimination, and to share the innovative policies and initiatives proposed in the Action Plan for 2015-2019, the ICCAR Secretariat recommends that the City of Leipzig participate as fully as possible in the ICCAR network, particularly through the online Community of Practice platform launched by UNESCO. In doing so, the city of Leipzig can capitalise on the potential of networking and knowledge-sharing with other regional/national coalitions of ICCAR.

As outlined above in the overall assessment on page 2, one particular area for cooperation might be the development of benchmarks and indicators on progress made through city-level actions towards the elimination of discrimination and the development of fully inclusive urban environments.

Another potential area of collaboration could be the development and launching of shared communications and awareness-raising campaigns with other Member Cities of the ICCAR network to promote anti-discrimination at city-level.

Enquiries regarding the Community of Practice can be made via email at the following address: SHS.inclusion-rights@unesco.org