

NUREMBERG REPORT (examples)
ON IMPLEMENTATION OF THE 10-POINTS PLAN OF ACTION OF THE EUROPEAN COALITION OF CITIES AGAINST RACISM

Objectives

Measures and Activities

<p>Commitment 1: Greater Vigilance Against Racism</p> <p>To set up a monitoring, vigilance and solidarity network against racism at city level</p>	<p>Roundtable Human Rights (as example for manifold other local networks):</p> <p>The Roundtable Human Rights is an independent and non-party-political association founded in 1997 at the instigation of the municipal human rights office. It comprises representatives of the municipal administration, the churches and independent human rights organizations in Nuremberg. It aims at promoting human rights principles and making the population more sensitive to human rights issues.</p> <p>It takes place at the Human Rights Office of the City of Nuremberg.</p> <p><u>Further information:</u> https://www.nuernberg.de/internet/menschenrechte_e/im_alltag_runder_tisch_en.html</p>
<p>Commitment 2:</p> <p>Assessing Racism and Discrimination and Monitoring Municipal Policies</p> <p><i>To initiate, or develop further the collection of data on racism and discrimination, establish achievable objectives and set common indicators in order to assess the impact of municipal policies.</i></p>	<p>Sexual Orientation and Gender Identity in the Cities of Nuremberg and Erlangen</p> <p>The survey describes municipal policies for lesbian, gay, bisexual, transsexual and intersexual people (LGBTI) in the field of family, elderly people, migrants, youth and human resources development. The aim is to protect and support LGBTI citizens and staff, fight discrimination and to increase the impact of local approaches and spend budgets effectively, resulting into greater social inclusion.</p> <p>The survey was carried out by the Centre for Human Rights (CHREN) of Friedrich-Alexander University Erlangen-Nürnberg</p>
<p>Commitment 3:</p> <p>Better Support for the Victims of Racism and Discrimination</p> <p><i>To support victims and contribute to strengthening their capacity to defend themselves against racism and discrimination.</i></p>	<p>Office for discrimination issues</p> <p>The main activity of the anti-discrimination work consists of prevention and consultation of individual cases. This is intended to strengthen those affected in their capacity to act and to enable effective prevention in a structural context. Every citizen of the city of Nuremberg who is affected by discrimination can seek advice and help. Furthermore general cases of discrimination occurring within the municipal area are dealt with. By systematically and uniformly recording the incidents, structural action is</p>

	<p>made possible. That’s why the office has been established at the human rights office in Nuremberg in 2012.</p> <p><u>Further information:</u> https://www.nuernberg.de/imperia/md/menschenrechte/dokumente/antidiskriminierung/sachstand_antidiskriminierungsbeauftragter.pdf (report 2011- 2016, German)</p> <p>https://www.nuernberg.de/internet/menschenrechte_e/beratung_en.html (general information, English)</p>
<p>Commitment 4:</p> <p>More Participation and Better Informed City Dwellers</p> <p><i>To ensure better information for city dwellers on their rights and obligations, on protection and legal options and on the penalties for racist acts or behaviour, by using a participatory approach, notably through consultations with service users and service providers.</i></p>	<p>Program for Integration in Nuremberg</p> <p>With the program for integration the city of Nuremberg pursues the objective of equal participation in services, offers and social resources for all citizens since 2004. A special coordinating group is working on programs for further developments and a better coordination. The “Nuremberg Integration Plan” describes the integration of migrants into the active process, as well as planning and implementing measures for an intercultural orientation. The cultural diversity represents a positive development potential for the future of the city. It also fits to the commitment 6 “The City As An Equal Opportunities Employer and Service Provider”.</p> <p><u>Further information:</u> https://www.nuernberg.de/imperia/md/integration/dokumente/integration/nationaler_integrationsplan.pdf</p> <p>https://www.nuernberg.de/internet/integration/integrationsprogramm.html#25</p>
<p>Commitment 5:</p> <p>The City as an Active Supporter of Equal Opportunity Practices</p> <p><i>To facilitate equal opportunities employment practices and support for diversity in the labour market through exercising the existing discretionary powers of the city authority.</i></p>	<p>Nuremberg Award for Company Culture without Discrimination</p> <p>The City of Nuremberg presents the "Nuremberg Award for Company Culture without Discrimination" every two years, starting with the first award in 2010. The award is intended to honor local companies which are committed to the protection of dignity and rights of their employees and to support the City in its activities against racism and discrimination, beyond the scope stipulated by legal norms.</p> <p><u>Further information:</u> https://www.nuernberg.de/internet/menschenrechte_e/in_der_wirtschaft_unternehmenspreis_en.html</p>

<p>Commitment 6:</p> <p>The City as an Equal Opportunities Employer and Service Provider</p> <p><i>The city commits itself to be an equal opportunities employer and equitable service provider, and to engage in monitoring, training and development to achieve this objective.</i></p>	<p>Implementation and updating of the First Equality Action Plan of the City of Nuremberg</p> <p>The Gender Equality Action Plan is prepared and supported by the women’s representatives and the Gender Mainstreaming coordination group. It has been signed in 2010. The plan consists of four fields of action: the city as a gender-appropriate employer as well as the gender-friendly city society. Furthermore the gender-appropriate health and the gender-appropriate education and culture.</p> <p><u>Further information:</u> https://www.nuernberg.de/imperia/md/frauenbeauftragte/dokumente/internet/gender_mainstreaming/gap_web.pdf</p>
<p>Commitment 7:</p> <p>Fair Access to Housing</p> <p><i>To take active steps to strengthen policies against housing discrimination within the city.</i></p>	<p>Anti-Discrimination stipulation and code of conduct for the real estate sector</p> <p>With an anti-discrimination stipulation, the City of Nuremberg ensures nobody may be denied the access to a restaurant, pub, discotheque or fitness studio because of his/her ethnic origin or other discriminatory reasons. Since 2010, the catering license includes a passage regarding this. A separate code of conduct exists for the real estate sector.</p> <p><u>Further information:</u> https://www.nuernberg.de/internet/menschenrechte_e/in_der_wirtschaft_wohnen_en.html</p>
<p>Commitment 8:</p> <p>Challenging Racism and Discrimination Through Education</p> <p><i>To strengthen measures against discrimination in access to, and enjoyment of, all forms of education; and to promote the provision of education in mutual tolerance and understanding, and intercultural dialogue.</i></p>	<p>Human rights education in schools, city administration, health and elderly care</p> <p>To raise awareness for human rights topics a wide range of seminars, workshops and events are offered throughout the year. They concern human rights, discrimination and history-education as the Nazi period or the Nuremberg Trials. Furthermore, walks around the various memorials of the city are offered as well as special events held on commemorative days. There are some special courses, which exist for school classes, new employees of the city administration, employees in health and elderly care.</p> <p><u>Further information:</u> https://www.nuernberg.de/internet/menschenrechte_e/menschenrechtsbildung_en.html</p>

<p>Commitment 9:</p> <p>Promoting Cultural Diversity</p> <p><i>To ensure fair representation and promotion for the diverse range of cultural expression and heritage of city dwellers in the cultural programs, collective memory and public space of the city authority and promote interculturality in city life.</i></p>	<p>Local partnership for democracy as part of the federal program "living democracy!" / Demokratie leben!</p> <p>Since 2015 the federal program encourages political entities in Germany to build up regional and structural alliances. These alliances consist of responsible people from politics, administration and civil society. Local strategies and problems are used to develop common policies. The partnership for democracy in Nuremberg has three objectives on its agenda: Anti-discrimination work; Human rights education and work against right-wing extremism.</p> <p>To set up a monitoring, vigilance and solidarity network against racism at city level. This could also fit to the first commitment "greater Vigilance Against Racism" too.</p> <p><u>Persons in charge:</u> Sophia Brostean-Kaiser Kreisjugendring Nürnberg-Stadt / DoKuPäd Dutzendteichstr. 24 90478 Nürnberg</p> <p>Martina Mittenhuber Menschenrechtsbüro Stadt Nürnberg Hans-Sachs-Platz 2 90403 Nürnberg</p> <p><u>Further information:</u> https://www.nuernberg.de/internet/toleranz/aktionsplan.html</p>
<p>Commitment 10:</p> <p>Hate Crimes and Conflicts Management</p> <p><i>To support or establish mechanisms for dealing with hate crimes and conflict management.</i></p>	<p>Coordination Centre for Community Mediation in Nuremberg</p> <p>Mediation talks often arise from counselling situations in cases of discrimination, but also in situations where no discrimination took part. These situations can also result from an intercultural conflict, through threats or violence. The aim of mediation is to settle the conflict out of court in a common discussion led by both parties and in the best way, a solution from and for both parties is found. The whole group of mediators is proficient in 24 languages.</p> <p><u>Further information:</u> https://www.nuernberg.de/imperia/md/menschenrechte/dokumente/antidiskriminierung/sachstand_antidiskriminierungsbeauftragter.pdf</p> <p>Threat management of the City of Nuremberg</p> <p>The core of this project is to educate people who are able to estimate the threatening situation. These people are</p>

settled in the Mayor´s Office, various departments of the city administration, the employment agency, in women´s shelters and also in the Technical University.
The tasks include learning to recognize differences in the intensity of the cases. The team offers help for the victims as well as for the offenders. It was established in 2016. It can be classified in point 10 of the plan, as it is an offer for institutions about conflict management.

Competent institution

Krisendienst Mittelfranken
Hessestr. 10
90443 Nürnberg

In cooperation with:

Institut Psychologie und Bedrohungsmanagement
64222 Darmstadt
Postfach 11 07 02

Further information:

<http://www.i-p-bm.com/351-nuernberg-baut-als-erste-deutsche-stadt-ein-bedrohungsmanagement-auf.html>

For further projects please see: www.menschenrechte.nuernberg.de

Contact:
City of Nuremberg
Human Rights Office
Hans-Sachs-Platz 2
90403 Nürnberg
menschenrechte@stadt.nuernberg.de