

# Gothenburg Plan for Actions Against Racism 2020–2023



**Sustainable city – open to the world**



**City of  
Gothenburg**

# A plan to create a city free from racism

**What do we know about racism and its implications? Do your name or the colour of your skin matter when applying for a job with the City of Gothenburg? Is racism having an impact on the safety and well-being of the people of Gothenburg? These are key issues which the City of Gothenburg will work with now that its first antiracism plan is in place. The plan was adopted by the City Council in 2020 and applies to the whole of the City of Gothenburg through to 2023.**

Racism is the perception that people are essentially different from each other due to assumptions on ethnicity and skin colour for example, and that they therefore can or should be treated in different ways.

Racism is reflected in situations where individuals as well as groups are alien or undesirable in a society. Racism could be explicit, and lead to unlawful actions such as hate crimes and discrimination. It could also be disguised or unconscious.

## Combatting racism

Everyone is entitled to the same level of service. Service that is free from all forms of racism and discrimination. Combating racism is essentially a human rights issue. The aim of the city plan is to draw attention to and change municipal structures and processes that limit or prevent people from benefiting from equal rights and opportunities. The plan to create a city free from racism is based on the role of the City of Gothenburg as a service provider and employer. The city is also a social stakeholder and should assure democratic and participatory processes.

## Goals that highlight the focus and direction of the work we are pursuing

**Goal 1** – The City of Gothenburg involves and supports individuals, organisations, and groups that are affected by initiatives aimed at combating racism.

**Goal 2** – The City of Gothenburg seeks to highlight, prevent, and counteract racism. Our goals will be achieved through ten initiatives aimed at creating a city free from racism:

- » Increase the level of interaction with civil society. Make the network Western Sweden against Racism known in the city organisation.
- » Set up a reference group to address racism.
- » Build up a network for communication, coordination, and learning.
- » Examine the prerequisites for developing methods aimed at collecting, assessing, and following up data based on a range of variables.
- » Develop the systematic work environment and quality management, and help managers to highlight, prevent and counteract racism.
- » Develop the pilot project *Vidga normen i praktiken*, which focuses on skin colour as a limiting factor in the labour market
- » Integrate racism and hate crimes into the City of Gothenburg safety, security, and crime prevention initiatives.
- » Advocate a more concerted focus on the democracy and values remit assigned to preschools and schools.
- » Combat online hate and threats and offer support to victims.
- » Help teachers and pupils to be more resolute in their efforts to combat racism.

The work that is being done should focus on creating the right conditions and helping employees and managers to be better equipped to highlight and take a stand against racism.

The City of Gothenburg has been a member of the European Coalition of Cities against Racism since November 2019.

[eccar.info/en](http://eccar.info/en)

## You can do something!

- » **As a manager** you need to ensure that all employees feel that abuse, harassment, and reprisals are unacceptable. When you suspect or it comes to your attention that incidents of this nature have taken place, you must investigate without delay to decide if a more detailed inquiry is necessary. You must also make sure the employees concerned receive advice and assistance when filing a report. As a manager you are responsible for verifying that employees have knowledge of and are complying with the city's overarching principles and routines. This should be an integral part of the city's systematic work environment programme.
- » **As an employee** you should be actively involved in creating a good work environment for everyone. You must do everything in your power to avoid subjecting others to abuse or harassment. You must personally speak out, if you can, when you are faced with undesirable behaviour or if you see other people being harmed or offended by such behaviour. You have an obligation to assist in any inquiry regarding abuse, harassment, and reprisals.
- » **If you feel you have been a victim** you can contact your union representative or Employee Support on 031-712 61 61 for help and advice. You can submit a written report on the incident via IT support for occupational injuries and incidents, or verbally by contacting your immediate superior. If you feel you have been subjected to such behaviour by your immediate superior you must report the matter to senior management.

More materials and films are available on the intranet, see **Human Rights theme page**. If you would like to put forward your views on the services provided by the city you can do so at [goteborg.se/lamnasynpunkt](http://goteborg.se/lamnasynpunkt).

**Would you like to know more about  
the work being done by the City of  
Gothenburg to combat racism?**

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Gothenburg Plan for Actions Against Racism  
is also available under Human Rights at  
**[goteborg.se](http://goteborg.se)**.