

City of Nuremberg

Implementation of the „Ten-Point Plan of Action against Racism“
2017 – 2018



Content

General Information

1. Greater Vigilance Against Racism

Round Table Human Rights
Alliance Against Right-Wing Extremism

2. Assessing Racism and Discrimination and Monitoring Municipal Policies

Sexual Orientation and Gender Identity in the Cities of Nuremberg and Erlangen
Education Monitoring
Cooperation in greater Nuremberg region in competence area human rights

3. Better Support for the Victims of Racism and Discrimination

Officer in charge of anti-discrimination
Officer in charge of women's issues
Contact person for men
LGBTI Coordination
Admission of refugees

4. More Participation and Better Informed City Dwellers

Structure Integration
Updating Guidelines for Nuremberg's integration policy
Integreat
International Weeks Against Racism

5. The City as an Active Supporter of Equal Opportunity Practices

Elternpower – Accompanying Letters
NORIS Inklusion / Rent-A-Huhn
Noris-Arbeit
Nuremberg Award for Company Culture without Discrimination

6. The City as an Equal Opportunities Employer and Service Provider

Intercultural Opening of municipal administration
Intercultural training programme

7. Fair Access to Housing

Situation

8. Challenging Racism and Discrimination Through Education

Oh I see ?!
Human Rights Education
Putting Remembrance in Young Hands

9. Promoting Cultural Diversity

Partnership for Democracy
"Gutmensch" - Music video against discrimination
Nuremberg Peace Table
Intercultural and Sociocultural Offers
Participation in Culture and Sports

10. Hate Crimes and Conflicts Management

Threat Management Programme
Community Mediation
Preventive Network against Religiously Motivated Radicalisation

Annex

Nuremberg - A City Faces Its History
Guidelines on Integration Policy

General information

With around 535,000 inhabitants, Nuremberg is the second largest city of the Free State of Bavaria. Bavaria is located in the south of Germany.

Nuremberg is the cultural and economic center of northern Bavaria.

In 2017 just over half of the population were women. About 77,4 % of the population hold a German passport and 45,1 % of the residents have a migration background.

A large group is represented by citizens of the former Soviet Union, Romania, Turkey and Poland. The largest groups of Non-Germans come from Turkey, Romania and Greece. In Germany ethnicity is not registered. Particularly for Nuremberg it is proscribed to make such a distinction. What we can say is, for example, that the Bavarian State Association of German Sinti and Roma, whose office is located in Nuremberg, represents the interest of around 12,000 Roma in Bavaria.

Economy / Labour Market / Living in Nuremberg

Main business areas: information technology, development of technical solutions, market research, financial services, economic and engineering consultancy. Important is the NürnbergMesse. (Nuremberg Trade Fair)

The unemployment rate is 6 % (2017), of which are 46,4 % female and 40,2 % Non-German. Approx. 46,500 persons receive unemployment benefit II or social assistance (children and handicapped persons). A clear majority of respondents to our last statistical survey enjoys living in Nuremberg. Nevertheless, due to increased rentals the housing situation to people on middle and low incomes is strained.

Political configuration

Nuremberg is traditionally governed by the Social Democratic Party (SPD). Currently SPD hold 31 seats out of 70. 21 seats for the Christian Social Union (CSU), 6 for the Greens. The Left, FDP, Freie Wähler, ÖDP, Die Guten, Piraten take the other democratic seats. In addition, two members of a right-wing party are also represented there.

The next municipal election will take place in March 2020.

Nuremberg has one of the first Advisory Council for Integration in Germany, which represents the interest of citizens with migration background. In 1973, the city council decided the foundation of the advisory council (then called "Foreigners' Advisory Council").

Obligation from the Past

Due to the special role of Nuremberg during the National Socialist Regime in Germany, the City of Nuremberg feels obliged to contribute to peace and the implementation of Human Rights in an active manner. In order to keep the lessons from the past alive Nuremberg has started various Human Rights activities. See Annex 1 "A City A City Faces Its History".

One important point answering its past and future by proclaiming itself the "City of Peace and Human Rights". Another highlight is the Human Rights Office, which the City of Nuremberg established in 1997 within the Lord Mayor's Office. Both as a kind of "moral compass" and as a networking node, the Human Rights Office develop plans for and implement human rights protection as a municipal policy task across all departments. Municipal policy decisions are checked for their alignment with the guiding principle, deficits and gaps are identified, projects and political activities are initiated.

Present report consists a selection of activities, descriptions and practical examples

1. Greater Vigilance Against Racism

To set up a monitoring, vigilance and solidarity network against racism at city level

[to top](#)

Round Table Human Rights

The Round Table Human Rights acts as a monitoring, vigilance and solidarity network in the City of Nuremberg. It has also been involved in the task of implementing both the European Charter for the Safeguarding of Human Rights in the City and the Ten-Point-Plan of Action Against Racism in Nuremberg. It was established by the city's Human Rights Office and comprises about 30 representatives from local non-governmental organisations, the churches and the municipal administration. Its agenda is concerned with human rights, racism and discrimination issues within the city, looking particularly after vulnerable groups, e.g. asylum seekers, refugees and other minorities. The Round Table has the right to report to the City Council on human rights problems and to present to this body its suggestions for solutions.

Alliance Against Right-Wing Extremism in Nuremberg Metropolitan Region

The Alliance Against Right-Wing Extremisms is an initiative launched by the Human Rights Office of the City of Nuremberg and the Citizens Movement for Human Dignity in 2009. By now, about 149 cities and districts, as well as 196 organisation of civil society have joined the alliance. Its main area of activity comprises the area of the European Metropolitan Region of Nuremberg in the administrative districts of Middle Franconia and Upper Franconia, as well as in sub-areas of the Upper Palatinate and Lower Franconia. In total, around 3,5 million people live in this region. Throughout Bavaria, the Alliance is well connected with relevant political and civil society actors against right-wing extremism. With them, they observe and evaluate activities of right-wing extremist groups and persons. On this basis, the Alliance advises her members and develop strategies against right-wing extremist ideologies.

In 2016 the Alliance was awarded with the Bürgerpreis des Bayerischen Landtags (Citizens' Prize of the Bavarian State Parliament) for its commitment against right-wing extremism and to the social values enshrined in the Basic Law. Only one year later the Deutsche Engagementpreis (German Engagement Award) followed in the category „Strengthening Democracy“.

The increasing shift to the right in countries and states is particularly evident in election results. This is a serious challenge for all democratic parties, organisations and networks. In order to increasing public attention towards the dangers of right-wing extremist and right-wing populist parties and to take a clear position for an open democracy, the Alliance launched a long-term campaign “Wer Demokratie wählt keine Rassisten” (Who vote Democracy do not vote Racists). The campaign started in 2017 and does not only refer to Bundestags- und Landtagswahl (national and state assembly election) or European elections, but also to elections to parish and parents councils, board of associations, works and staff councils as well as integration advisory bodies. In the course of the campaign following will be provided: thematic events and speakers, information points and interactive events, logos, posters, banners and drop flags, display cleaner and much, much more.

2. Assessing Racism and Discrimination and Monitoring Municipal Policies

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.

[to top](#)

Survey – „Sexual Orientation and Gender Identity in the Cities of Nuremberg and Erlangen“ in 2016/2017.

The survey describes municipal policies and makes proposals 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 and fight discrimination. All sectors and services are involved in implementing the results of the local Survey. We are cooperating closely with local and nationwide LGBTI-networks and LGBTI-Foundations. Other collaboration partners: local companies, diversity networks, universities, municipalities, national governmental departments and research institutes, human rights organizations.

Education monitoring

The team of 11 people in the education office records systematically all relevant information on education in Nuremberg. At the core of their observations are indicators, which depict a characteristic of educational processes or the quality of education in each case. In December 2017, for the fourth time, they presented the „Nuremberg Education Report“. The report provides a data based overview of diverse educational pathways and educational offers for a lifelong learning. It enables a critical reflection of the education system, as it is specific in Nuremberg and offers in nine chapter differentiated analyses and recommendations for action. In addition to framework conditions and basic information, it contains the updated chapters "Early childhood education", "Secondary schools", "Vocational training", "Universities", "Professional development" and "Non-formal education". For the second time, a topic-specific focus chapter is already devoted to the current immigration. Once a year an education conference take place.

Cooperation in greater Nuremberg region in competence area human rights

Especially in the area of human rights, the greater Nuremberg region possesses competences at a top level in terms of both scientific research and know how in organisations on the ground. In order to implement its mission, the Human Rights Office is cooperating, for example, with CHREN and/or their single members at theme-related activities.

The Centre for Human Rights Erlangen-Nuremberg (CHREN) consists of a team of researchers of the Friedrich-Alexander University Erlangen-Nuremberg from different faculties and disciplines. They provide scientific and practice-related research concerning the regional, national and international development of a human rights culture. They research fundamental and currently pressing human rights topics. They organize events, sometimes concerning regional, sometimes concerning international matters and make the results of our research projects available to the open public. Members include (among others): Heiner Bielefeldt, Institute for Political Science, Chair in Human Rights and Human Rights Politics, former United Nations Special Rapporteur on Freedom of Religion or Belief Petra Bendel, Director and General Manager of the interdisciplinary Center for Area Studies, board member of the Expert Council of German Foundations on Integration and Migration

(SVR) and chair of the Academic Advisory Council of the Federal Office for Migration and Refugees (BAMF)

Andreas Frewer, Professorship for Ethics in Medicine, Institute for History of Medicine and Medical Ethics

Christoph Safferling, Chair for Criminal Law, Criminal Procedure, International Criminal Law and Public International Law

Makus Krajewski, Institute for German, European and International Law, Chair in Public Law and Public International Law

Michael Krennerich, Chair in Human Rights and Human Rights Politics and Director of the Nuremberg Human Rights Center

3. Better Support for Victims of Racism and Discrimination

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

[to top](#)

Officer in charge of anti-discrimination

The general prohibition of discriminatory practices follows directly from the human dignity due to every person in equal measure, and it is therefore no coincidence that it occupies a central position both in the Universal Declaration of Human Rights and in German Basic Law (constitution). Although many groups, associations, and organisations in Nuremberg have fought to overcome disadvantages for many years, the appointment of an officer in charge of anti-discrimination, in the Human Rights & Gender Equality Office has professionalised this work, pooled resources and initiated an expert approach to anti-discrimination efforts. Unlike her colleagues in some other cities, the Nuremberg officer is a contact person, mediator, and admonisher, both for affected citizens and for other people who have experienced discrimination within the city boundaries, including those who do not reside here. After clarifying the facts, the seriousness of the discrimination must be determined, and possible intervention measures must be worked out together with the people seeking advice. The officer's second focus is on prevention. She provides advice to companies and heads of city departments in order to halt any exclusion or degradation at the workplace, at any entry door, or in the housing market.

Equal opportunities work

Although legally equal opportunities have largely been implemented, every day experiences are still characterised by gender stereotypes and behavioural patterns which often have significant repercussions for individual lives, such as in the choice of profession, disadvantages in the professions, insecurity in claiming the right to parental leave, unspecific health and medical treatment approaches, domestic and sexualised violence, problems in finding accommodation, disputes about child custody, contact periods and maintenance. These topics will remain important issues for equal opportunities work.



In 1986, the City Council took a first step towards equality by appointing an **officer in charge of women's issues**, who was given the task of promoting the interests of women both in the municipal administration and in city society and of furthering equal opportunities for women and men. For further implementation of gender mainstreaming, the city created the post of a **contact person for men**. Nuremberg broke new ground with this approach in 2016.

Germany's first municipal contact person for boys, men, and senior citizens, gives advice on

issues particularly affecting men to citizens, politics and the administration. The objective is perceiving men as agents and addressees of equal opportunities policies.

In Germany were also a lot of advances in the legal equality of lesbian, gay, bisexual, transsexual and intersexual people. For example the legalisation of same-sex marriages in 2017. Despite increasing levels of acceptance, discrimination on grounds of sexual identity is still a reality. Thus, studies document that lesbians and homosexuals still (must) conceal their sexual identities in the workplace. On the playgrounds of German schools, "gay" is still one of the expressions most commonly used in a pejorative context. Therefore, an **LGBTI Coordination Point** in Nuremberg was established in order to integrate LGBTI concerns into municipal equal opportunities policies and to visualise LGBTI in the society. This also makes the team of the Human Rights and Gender Equality Office an engine for gender-political interventions and innovation within the municipal administration and city society.

Admission of refugees

At the beginning of the year 2017, within the city of Nuremberg, 8,240 persons were registered as asylum seekers or refugees or as unaccompanied minors. They were housed in about 192 shared living quarters. Within these are 15 state shared accommodation facilities and annexes to Zindorf's state initial reception centre. Around 240 unaccompanied minors were accommodated in initial reception centres, clearing centres and annexes offered by various providers within the metropolitan area. The refugees' main countries of origin were Syria, Iraq, Ethiopia and Iran.

The overall internal administrative coordination of integrating refugees is managed as a project led by the mayor's office in regular consultation with the cross-sectional committees of departmental heads (decision) and the trans-divisional coordination group for integration (preparation / consultation).

4. More Participation and Better Informed City Dwellers

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.

Nuremberg has more than 45 years of experience with the issues of integration and of intercultural work. In 1973, the City of Nuremberg was one of the first municipalities in Germany who set up a foreigner's advisory council to represent its interests as a democratic body elected by the foreign population. A year later, an emigrants advisory council was established. Today, both committees have been merged in one Advisory Council for Integration and Migration.

[to top](#)

Structure Integration

In Nuremberg, for example, integration practices represent a shared responsibility, yet jointly coordinated by the Nuremberg Integration Network, which includes the following administrative and political bodies:

- Integration Committee, the executive unit, made up of representatives of all the municipality units
- The Council for Integration and Migration, made up of delegates directly elected by migrants and minority groups, which also acts as a consulting body
- The Commission for Integration, comprised of members of the city council and of the council for integration and migration
- The Curatorship for Integration and Human Rights, a consulting board that enables the most important social actors to actively participate in the policy-making process

Updating Guidelines for Nuremberg's integration policy

The integration programme for Nuremberg is permanently been worked out. Its objectives are recording the guidelines for Nuremberg's integration policy, presenting all existing integration projects, but also describing foreseeable future challenges and presenting suggestions for their solution.

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 2018.

See [„Guidelines on Integration Policy“](#), Annex II

Integreat

On the initiative of the Department for Youth, Family and Social Affairs, the City of Nuremberg launched the Integreat App in our city. The app aims to research integration-relevant information for refugees living in Nuremberg and to provide them in various every day subject areas. Inter alia: everyday life, health, shelters, children, youth and family, emergency numbers, education, jobs and university, culture, leisure activities and sport. The contents are available in English, French, Arabic, Persian, Russian and Amharic.

International Weeks Against Racism

For the first time in 2017, Nuremberg officially participated in the International Weeks Against Racism. The response to the media's appeal to pick up on the motto "Nuremberg sticks together!" and engage creatively was overwhelming. More than 20 institutions and organizations, including some schools without racism / schools with courage, submitted events and projects that were advertised in a common flyer. Particularly popular were hands-on activities, but also training for dealing with "cracker barrel slogans" (Stammtisch-Parolen). The highlight was a march of Nuremberg citizens to the Way of Human Rights and the awarding of the Mosaic Youth Prize to three initiatives in Nuremberg on March 21, 2017.

In 2018, the events on the Weeks Against Racism focused on "100% Human Dignity. Together against racism ". With incredibly high level of creativity, especially young people brought the topic to "rocking" with poetry slam, drama, self-designed posters and a flash mob reading.

[to top](#)

5. The City as an Active Supporter of Equal Opportunity Practices

To facilitate equal opportunities employment practices and support for diversity in the labour market through exercising the existing discretionary powers of the city authority.

The City of Nuremberg has strengthened the cooperation with business in order to integrate people who suffers disadvantages in the labour market, which is one of the most important elements of successful social integration. The municipality cooperates closely with business associations and the Employment Agency. Moreover, the city maintains various own companies and is involved in different programmes. For example:

Elternpower – Accompanying Letters

A significant proportion of the unemployed in Nuremberg are non-Germans, migrants and women. In order to increase the chances of finding a job in the medium or long term, the city of Nuremberg undertakes the most varied activities. The hardest hurdle may be facing the inhabitants long before a job: namely to find a training place. Particular, difficulties maybe faced by migrants who are not sufficiently familiar with the opportunities and conditions for

training. To reduce practical difficulties the working group “School and Industry” and the Education Office of the city of Nuremberg published “Elternpower: Accompanying letters for Career Choice”. The “Accompanying letters” are intended give ideas and tips for the transition from school to career. They are available in German, English, Russian, Turkish, Greek and Italian.

NORIS Inklusion

NORIS Inklusion is a major social enterprise in Nuremberg, which offers work opportunities and support inclusive living to people with physical or learning disabilities in the city. It provides meaningful economic activity to more than 500 adults with disability, through its assembly and fabrication work, offset and digital printing, packaging, metalworking, recycling, pottery, public parks and gardening in horticulture and domestic activities. Most importantly, it supports service users to play a real role in community life, moving away from the traditional model of social care to being part of a thriving social enterprise.

A particularly creative project of NORIS Inklusion is an egg subscription: **"Rent-A-Huhn"** (rent a chicken). In their plant nursery with an area of approx. 5 hectares, 90 employees with disabilities cultivate ornamental plants and herbs for wholesalers and private customers. Moreover, 300 chickens are lovingly cared by disabled employees. Whoever likes can adopt an individual sponsorship for a chicken. Each sponsor receives six fresh certified organic eggs per week. In addition, the sponsors can visit their individual chicken. For urban children who only know eggs from the supermarket, is this a special experience. „Rent-A-Huhn“ is a very successful project. Currently, more than 170 people are on the waiting list and waiting time is at least 30 months.



Good
Practice
Example

Noris-Arbeit

Noris-Arbeit (NOA) gGmbH was founded in 1991 as a municipal employment company by the city of Nuremberg. NOA aims to provide socially disadvantaged groups of people residing in Nuremberg with access to permanent employment and social participation. This is done by providing temporary employment opportunities in own workshops and by "working with third parties", through qualification and consulting. Projects also for special target groups be in progress.

For example the project „ErFoLG“ (Integration in Employment - Training – Local Profit), which run until December 2018. The aim of the project was to contribute to a sustainable integration of long-term unemployed people into employment, establishing a network of employers with the municipality as shareholder and improving the image of certain neighbourhoods. „ErFoLG“ took place in one of the most deprived areas in Nuremberg where 68 % of the population come from a migrant background. The project covered a wide range of activities from personal capacity building and language skills to apprenticeships and job placements. In addition to their module qualification, participants got a basic practical qualification in areas like gardening, refurbishment or basic elderly care. The work always had a direct link to the needs of the neighbourhood, for example planting of flowers or the renaturing of water creeks.

Nuremberg Award for Company Culture without Discrimination

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 honour local companies, which are committed to the protection of the dignity and rights of all their staff and to supporting the city in its activities against racism and discrimination, beyond the scope stipulated by legal norms.

6. The City as an Equal Opportunities Employer and Service Provider

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.

[to top](#)

Intercultural Opening of municipal administration

Compared to the share of the urban population, the administration of the city of Nuremberg has still a *shortage* of employees with a migration background. Nevertheless, some progress has been achieved in recent years and measures have been taken to increase the proportion of employees with migration background.

For new hires, the proportion of employees with a migration background was 29.7% in 2018. The proportion of trainees exceeded 30 % in 2017, and in 2018, the proportion was 33.9 %. For existing employment relationships, there is no statistical survey of all staff. Furthermore, for reasons of data protection law, the city of Nuremberg refrains from recording the working areas. Data related to migration background only collected in the course of an irregular and voluntary employee survey. In 2010, a sum of 9 % of employees said they had a migrant background. In 2014, the number increased to 10 % and in 2019 to 13 % of the participating employees. However, the data should be interpreted with caution as the unsystematic survey.

In order to achieve a significant increase in the low number of applicants with a migration background, the personnel department increased its information policy aimed at specific target groups. This makes sense if the numerous training opportunities offered by the city and the recruitment qualifications to known to young migrants.

Intercultural training programme

The City of Nuremberg offers its employees a comprehensive training programme, placing especial emphasis on the transfer of intercultural competence.

Since hardly any other ethnic group is overloaded with more stereotypes, prejudices and social exclusion than Sinti and Roma, one point of the programme addresses the question which strategies against antiziganism can be applied in practice.

New training courses and seminars have been offered to promote also interreligious competence.

7. Fair Access to Housing

To take active steps to strengthen policies against housing discrimination within the city.

The population of the city of Nuremberg has been growing for many years. By now, the number of residents had increased to over 535,000 people. The report, "Wohnen 2025" assumes that by the year 2030, there will be a need for at least 33,800 new dwellings. However, not only the stronger immigration is responsible for this situation.

A long-standing trend is societal change, pluralisation of family forms, such as single households or couples with separate flats, leads to a higher demand for housing.

In particular, the housing situation to people on low incomes and the group of asylum seekers is therefore highly strained. There is an urgent need for affordable housing.

This has not been able to be satisfied in Nuremberg for several years now, because of too low a number of available publicly subsidised and/or overall good value homes. The pressing aim is therefore to activate short, medium and long-term sites and to speed up the building of

houses for all groups of the population. This includes developing municipal sites as fast as possible and activating the potential of residential building areas in the site use plan. Where required, this also means supplementing and adapting the technical and/or social infrastructure.

8. Challenging Racism and Discrimination Through Education

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.

[to top](#)

Oh, I see?!

Biographical Comics of LGBTI and LGBTI-Education in Schools (ongoing project). This educational comic project is about LGBTI: (Lesbians, Gay, Bisexuals, Transgender and Intersex) who are still discriminated in Europe, e.g. in school, at work, in health care systems, in churches, in public or private life. Since discrimination is often a result of ignorance and invisibility, the aim is to make the life of LGBTI visible. By means of biographical comic report the living, the environment, the self-concept and the identity of LGBTI is going to be more visible and understandable. The 40 comic strips are funny, surprising, sad or grave. A corresponding educational team has been working with the comics and has conducted several training programs und workshops for pupils, teachers, and for the staff of the youth welfare service in Nuremberg and the region. An educational program for schools will be published enabling teachers to work with young people by themselves. The project is supported by the City of Nuremberg.

www.achsoistdas.com

Good
Practice
Example

Human Rights Education

Human rights education is a further important building block in the activities, and Nuremberg has been regard for a long time as exemplary in this field. The Human Rights Office offers many training initiatives for junior city employees, as a made-to-measure programme offered to municipal departments such as the aliens department, the departments for social and youth issues, for municipal old people's homes, for the police and for the Bundeswehr (Federal Armed Forces). In addition to training for specific target groups, there are programmes with a thematic focus, such as children's rights, inclusion or human rights education for refugees.

Furthermore, the Documentation Centre Nazi Party Rally Grounds and the Memorium Nuremberg Trails provide a unique link between historical education and human rights education, in a responsible culture of remembrance.

Under the heading **“Putting Remembrance in Young Hands”**, the Human Rights Office, together with school classes and youth groups, works out event formats for memorial events, such as Holocaust Memorial Day or Remembrance Day.

The aim is, to create a link between the memories of survivors who have had painful experiences and young people. By engaging with war, violence and the Holocaust, the teens should reflect on peaceful, non-discriminatory living together in today's society. In the past, the students show their high



commitment in facing grave interaction, appropriate words and expressions during these events.

In 2017, students of the Nuremberg School of Economics planted 1950 narcissus in the burial ground at the southern cemetery. One narcissus for each of the civilian victims of the bombing night on January 2, 1945. This "Flowering Remembrance" was presented at the Day of National Mourning in 2018. At the end, the students distributed narcissus to the participants to initiate another sea of flowers.



“Putting Remembrance in Young Hands”
Holocaust Memorial Day with Students of
Sigmund-Schuckert-Gymnasium

[to top](#)

9. Promoting Cultural Diversity

To ensure fair representation and promotion for the diverse range of cultural expression and heritage of city dwellers in the cultural programmes, collective memory and public space of the city authority and promote interculturality in city life.

Partnership for Democracy

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 strategies. The partnership for democracy in Nuremberg has three objectives on its agenda: Anti-discrimination work; Human rights education and work against right-wing extremism.

„Gutmensch“ Music video against discrimination

Good
Practice
Example

Although it is inadmissible according to the "General Equal Treatment Act" to deny people access to a restaurant or a disco because of their ethnic origin or for other reasons of discrimination, it happens again and again to incidents of discrimination in the nightlife. As a result of a charge of discrimination in the city center of Nuremberg, the idea arose to draw attention to the topic with the help of art and to show how diverse the urban society is. In collaboration with the Nuremberg City Commissioner for Discrimination and supported by the federal program "Living Democracy!". The young artist Charles Junior created a music video in which he speaks out against all forms of discrimination and calls for people not to look the other way but to stand up for one to use nonviolent and unprejudiced cooperation.

Nuremberg Peace Table

It has become a bit of a tradition that Nuremberg citizens get together for a meal along a big table immediately after the award ceremony for the Nuremberg International Human Rights Award. At the Peace Table local people celebrate at a party in solidarity with the prizewinner. Starting with the Way of Human Rights, via Kornmarkt and through to Hallplatz, decorated tables invite people to sit down, talk, eat, celebrate and get to know each other. For award

winners from all over the world, this joint “picnic” with friends, relatives, colleagues from work and clubs is a special sign of solidarity. It is a meeting point for people from different countries and continents who get together to advocate respect for fundamental rights and liberties. In 2017, the focus was the civil war in Syria with all its side effects and repercussions.

Intercultural and sociocultural offers

Not only, because of its size Nuremberg offers a diverse and very differentiated range of intercultural and sociocultural. Hermann Glaser, then Director of Nuremberg’s Office of Education and Cultural Affairs, Deputy Mayor in Charge of Culture, opened up the concept of culture in terms of content and tried to involve broader sections of the population in cultural life. He developed and realized the concept of socio-culture.

Today the Office of Culture and Leisure of the City of Nuremberg includes 11 *Kulturläden* (district cultural centres), the field of experience for the development of the senses, the music school, the Intercultural Office, the „KinderKunstraum“ and the German Academy for Football Culture. The Intercultural Office support and organize for example African Culture Day, Greek Culture Day, German-Turkish Literature Day and Latin America Week. In *Kulturläden*, for example, the Russian Theatre Nuremberg has its place of work, exhibitions of Polish art, workshops Bulgarian dances, Syrian lyric evenings, bilingual and multilingual events take place.

Numerous activities aimed at children. When painting, singing or dancing they come into contact with the language and culture of the countries they, their parents or neighbours and friends come from. Information about intercultural and sociocultural offers are disseminated regularly through the free brochure „Culture without Borders“. The Office also publishes „KÜLTÜR“, a Turkish-language culture programme and the Russian-language „KULTURA“

Participation in culture and sports

Expanding the cultural spectrum of programmes by elements of refugee cultures or by including the topics fleeing and asylum contributions can be made to mutual understanding. As part of the integration culture Nuremberg strengthened its commitment in the field of action.

Providers from all areas of leisure, sport, culture and socio-political education offered contacts and measures in great scope and with great commitment. The allocation of roles was often that voluntary helpers in the group of helpers managed the professional programmes with the providers of social care but also organised programmes themselves. The cultural institutions reacted both programmatically as well as with regard to facilitating cultural participation to the changing and newly added needs; the same is true for sports associations.

10. Hate Crimes and Conflicts Management

To support or establish mechanisms for dealing with hate crimes and conflict management

[to top](#)

Threat Management Programme

The City of Nuremberg considers the safety of all to be an important concern. Nobody ought to fear that someone might become victims of violence. Empirical studies have long since shown, that even in the case of extreme acts of violence, such as shooting rampages, the perpetrators almost always display recognisable warning signs. For various reasons, identifying and categorising this evidence is often difficult to achieve in the direct environment

of these people. This is why the City of Nuremberg, in cooperation with the anti-discrimination officer and the officer for women's issues, has established a threat management programme, in order to recognise the development of risks early on and take suitable countermeasures. After warnings concerning a potential act of violence have been received, there is first of all a preliminary assessment. Should this point to a threatening scenario, an interdisciplinary team consisting of people from various professions, including psychologists and police, takes over case management in order to de-escalate the person and the situation.

Community Mediation

In Nuremberg, too, recent years have been characterised by a polarisation in the overall political climate across society, and by an increasingly tough tone in political discourse. As a consequence, discrimination and exclusion scenarios have increased in everyday life. In this context, conflicts often start at a low level and in people's immediate environment: classic cases are disputes about noise and rubbish, about bicycles parked at the corner, about the use of streets or playgrounds. "They always must draw attention to themselves" or "They only say this so that we are banned here." These and similar sentences often constitute the beginning of a spiral of mutual finger-pointing which in extreme cases might end in violence. But in those cases, any nuisance is to a large extent dependant on the perception of individual persons affected. The Community Mediation team reacts to these cases, and in conflicts in the neighbourhood, in the city district or in intercultural contexts, offers itself as a partner for mediation talks. Here, the mediators occupy a neutral position and, together with the people involved, work out solutions to the conflict which can be supported by all parties.

Preventive Network against Religiously Motivated Radicalisation

Nuremberg for a long time has been characterised by a pluralist society. Diverse cultural and religious influences are doubtlessly enriching, in the best case they trigger mutual learning processes which again have positive effects on a peaceful, respectful and tolerant interaction of people in the city. Nevertheless, here too, anti-Muslim racism has increased. This lack of recognition of people of Muslim faith, as well as discrimination against them at work, in everyday life and leisure can make young people, in particular, vulnerable to neo-Salafist ideologies. The Human Rights and Gender Equality Office therefore established a Preventive Network against Religiously Motivated Radicalisation. The network addresses activists in child, youth and family work, in social work, in the police and the judiciary, as well as religious groups and associations, which are confronted with this topic, which feel the need for support, and want to network. Individuals may also get advice from this network. In addition, the network supports existing programmes provided in the field of democracy training and prevention of extremism. Gaps in the programmes on offer are to be identified, and closed, if possible.

For further information please do not hesitate to contact us: menschenrechte@stadt.nuernberg.de

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Nuremberg - A City Faces Its History

[to top](#)

- 1993 **The Way of Human Rights – a Memorial to Human Dignity**
 Whatever can be achieved by a work of art, has certainly been achieved by the row of pillars and its creator: the “Way of Human Rights” has set a new spiritual, political and social accent in Nuremberg.
https://www.nuernberg.de/internet/menschenrechte_e/im_stadtbild_strasse_der_menschrechte_en.html
- 1995 **Nuremberg International Human Rights Award**
 Since 1995 the City of Nuremberg has awarded the biennial “Nuremberg International Human Rights Award”. It is Nuremberg's answer to the horrible crimes against humanity of the national socialist years. The award honors individuals or groups who have, in an exemplary manner, committed themselves to the respect of Human Rights, sometimes at considerable personal risk. The decision on the awardees is made by an international jury comprising outstanding personalities from all over the world.
https://www.nuernberg.de/internet/menschenrechte_e/menschenrechtspreis_e.html
- 1997 **Human Rights Office**
 In 1997, the City of Nuremberg established a special Human Rights Office within the Lord Mayor’s Office. Its tasks are planning, organising and co-ordinating the city’s human rights activities at an international, European, national and local level. For all the commitment and the activities the city was awarded with the UNESCO Prize for Human Rights Education (now Bilbao Prize) in 2000.
https://www.nuernberg.de/internet/menschenrechte_e/
- 2001 **Documentation Centre Party Rally Grounds**
 The north wing of the unfinished Congress Hall on the former Nazi Party Rally grounds is now houses the Documentation Centre. Covering 13,000 square metres, the permanent exhibition "Fascination and Terror" looks at the causes, the context and the consequences of the National Socialist regime of terror. The exhibition is supplemented by an educational programme and special exhibitions.
<http://www.museums.nuernberg.de/documentation-centre/index.html>
- 2007 **Street of Children’s Rights**
 The “Street of Children’s Rights” is intended to tell children more about their rights in a playful manner suitable for them. So far, seven colourful and inviting stations have been created: Tortoise, Play Lane, Amphitheatre, Equality Figures, Letter Tree, Parent Sculptures and Advertising Pillar.
https://www.nuernberg.de/internet/menschenrechte_e/im_stadtbild_strasse_der_kinderrechte_en.html
- 2010 **Memorium Nuremberg Trials**
 In 1945 – 46, world history was written in the courtroom 600 of the Nuremberg Palace of Justice. This is where leaders of the Nazi regime had to answer for their crimes before an International Military Tribunal. The trials had an enormous influence on the development of international criminal law right up to the present.
 Now, an information and documentation center, the Nuremberg Trials Memorial (“Memorium Nürnberger Prozesse”), is located on the top floor of the Courthouse. It provides insights about the defendants and their crimes, the Subsequent Nuremberg Trials of 1946-49, and the impact of the Nuremberg Trials up to the present.
<http://www.memorium-nuremberg.de/project/project-history.html>

2015 International Nuremberg Principles Academy

The academy is dedicated to the promotion of international criminal justice and human rights. Conscious of historic heritage, the Nuremberg Academy supports the fight against impunity for universally recognized international core crimes: genocide, crimes against humanity, war crimes and the crime of aggression. The Nuremberg Academy promotes sustainable peace through justice, the Nuremberg Principles and the rule of law, by supporting worldwide enforcement of international criminal law, furthering knowledge, and building capacities at the national level to investigate and prosecute these crimes.

<http://www.nurembergacademy.org/>

City of Nuremberg “Guidelines on Integration Policy”

[to top](#)

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.