



# **Report**

**on the Measures Taken within the Scope of the Ten Point Action Plan of the  
"European Coalition of Cities against Racism"**

**City of Wolfsburg  
2013**



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# Introduction

Wolfsburg is a major city with just under 124,000 inhabitants. As an urban district, it is the fifth largest city of the state of Lower Saxony after Hannover, Braunschweig, Oldenburg and Osnabrück. In the year 2013, it celebrated its 75th birthday. Its present mayor is Klaus Mohrs.

The city was founded in 1938 and has grown at the same rhythm as the Volkswagen Works. At that time, only several hundreds of the city's inhabitants were natives, the major part of the population having moved to the city in the course of time. As a consequence, the integration of immigrated workers has at all times been an important task. At present, about 34% of Wolfsburg's urban society and even 47.5% of those under the age of 3 has an immigration history<sup>1</sup>. Considered over all school types available in the city of Wolfsburg, about 32% of the city's students of classes 1-13 has an immigration history.<sup>2</sup>

As early as 1974, the Committee for Foreigners Affairs took up work as one of the first co-determination bodies of foreign fellow citizens in the Federal Republic. In the sequel, the municipal authorities of Wolfsburg created a Foreigners Section which has meanwhile been re-named into Integration Section. Migration, integration, counselling and education have always been its central tasks.

With the participation of the whole city, the Integration Section designed Wolfsburg's integration concept titled "Living Diversity"<sup>3</sup> which was adopted unanimously by Wolfsburg's municipal council in June 2011. The intercultural opening of the municipal authorities and the Clinical Centre of Wolfsburg is one of the prioritized projects of this concept and is consistently developed and implemented under the aegis of the Integration Section.

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<sup>1</sup> On the basis of the micro-census of 2005, the city of Wolfsburg has established a definition for persons with an immigration history. The group according to this definition comprises persons who (1) have a foreign or dual nationality, (2) are born outside today's frontiers of the Federal Republic and immigrated after 1949, (3) were naturalized, (4) are ethnic repatriates and have settled in Germany after 1993 or have a parent who has immigrated or has been naturalized, has a foreign nationality or is considered to be an ethnic repatriate. Consequently, the concept of immigration history subsumes the migration experience both of the individual person and of the family. As the term "migration background" may have a slightly negative connotation in common parlance, the municipal authorities of Wolfsburg have agreed on using the term "persons with an immigration history" instead.

<sup>2</sup> City of Wolfsburg, School Department, Students Database, reference date: 22/08/2013

<sup>3</sup> [www.wolfsburg.de/integrationskonzept](http://www.wolfsburg.de/integrationskonzept)

The municipal authorities consist of 15 departments, seven sections and five staff units, each of them being answerable to one of the four divisions or to the mayor. The Integration Section, which is headed by Mrs. Sylvia Cultus, is directly answerable to Division II for Youth, Education and Integration.

Since January 1, 2011, the city of Wolfsburg has been a member of the European Coalition of Cities Against Racism of the UNESCO and thus has committed itself to successively implementing the projects of the Ten Point Action Plan.

The questionnaire about the Ten Point Action Plan has been forwarded by the Integration Section to all departments, sections and staff units of the municipal authorities as well as to municipal companies and external facilities and institutions with a request to answer the questions posed. To ensure better readability, the filled-in questionnaires were revised and summarized by the forwarding section.

The detailed literal documentation is kept on file by the Integration Section where it can be inspected.

## Report of the Municipal Authorities

on the measures taken within the scope of the "Ten Point Action Plan of the European City Coalition Against Racism (ECCAR)"

### Results

ECCAR Ten Point Action Plan	Activities, actions and projects of the departments and sections of the municipal authorities of Wolfsburg
<b>1. Increased vigilance against racism</b> Creation of an observation and solidarity network	<p>The Citizens Services Department, the Green Space Department, the municipal Clinical Centre, the Communication Section and the Integration Section reported that action has been taken.</p> <p>The Citizens Services Department has a steering committee for delinquency prevention.</p> <p>In the Green Space Department, the awareness of the employees as to this issue has been raised by providing wide information. The same applies to the municipal Clinical Centre.</p> <p>In cooperation with the Union of the Persecuted of the Nazi Regime / Association of Antifascists (VVN-BdA), in May 2013, the Integration Section organized an exposition about "Neo-fascism in Lower Saxony" at Wolfsburg's Citizens' Hall.</p> <p>With the Alliance of Wolfsburg's Democrats / Alliance against Right-wing Extremism, of which the city is a member, a city-wide protest meeting against a Neo-nazi march scheduled for summer 2013 was organized.</p>

ECCAR Ten Point Action Plan	Activities, actions and projects of the departments and sections of the municipal authorities of Wolfsburg
<p><b>2. Assessment of the local situation and municipal actions</b></p>	<p>Under the aegis of the Integration Section, the municipal authorities of Wolfsburg have made a point of devising a concept for the intercultural opening of the municipal authorities and the Clinical Centre. This intercultural opening is intended for the municipal authorities to adjust their offers and services to the changes in conditions due to immigration. This means that the persons cooperating acquire or increase their intercultural competencies. Together with the municipal Volkshochschule (Adult Education Centre) and the Human Resources Development Unit of the Staff Department, the municipal authorities develop an appropriate training concept for the city of Wolfsburg. Considering the changes in the operating procedures and operational structures from intercultural aspects, any necessary modifications are made with the participation of all parties concerned.</p> <p>Furthermore, the intercultural opening of the municipal authorities continues to aim at recruiting more employees with an immigration history.</p> <p>The city's intercultural opening concept will be finalized by the end of 2014. The municipal authorities understand that the implementation of the concept will be completed in the year 2020 at the earliest. Considering its operational structures, a separate concept has to be devised for the Clinical Centre. For its elaboration the care and the medical boards of the Clinical Centre cooperate closely.</p> <p>Top-priority items for the purposes of the intercultural opening are the creation of a welcome and appreciation culture as well as the abolition of communication barriers.</p>
<p><b>3. Better support for victims of discrimination</b> Support for the victims to enable them to react better to racism and discrimination in future.</p>	<p>No information has been provided.</p>
<p><b>4. Better opportunities for citizens to participate and inform themselves</b> Better information for the citizens about their rights and obligations, about protective measures and about sanctions for racist behaviour.</p>	<p>The Integration Section and the Equality Section counsel and inform citizens with and without an immigration history.</p>

ECCAR Ten Point Action Plan	Activities, actions and projects of the departments and sections of the municipal authorities of Wolfsburg
<p><b>5. The city as an active furtherer of equal opportunities</b> Furthering of equal opportunities on the labour market</p>	<p>As Wolfsburg's educational landscape is wide and varied, the Strategic Education Management/Education Office, which is a staff unit, plays a central role for the municipal authorities. Wolfsburg endeavours to understand this diversity as a holistic attribute of the lifetime education chain, to make it transparent, and to shape it together with the citizens and institutions. To implement these objectives, the municipal Education Office cooperates on behalf of Wolfsburg's educational landscape.</p> <p>With the University Award offered in 2013 in cooperation with the Ostfalia University for Applied Sciences, the Education Office distinguished a team of students for attending to foreign students, especially from Asia.</p>
<p><b>6. The city as an employer and service provider</b> The city commits itself as an employer and service provider to ensuring and promoting equal opportunities and equal rights.</p>	<p>In this field, a great many municipal departments are active. The Urban Planning Department, the municipal Clinical Centre, the Staff and the Green Space Departments as well as the Citizens Services Department report a great number of employees with an immigration history. Likewise, the International Relations Section has staff members with an immigration history. Intercultural training courses have been offered to raise the awareness of, and competencies for, dealing with cultural otherness.</p>
<p><b>7. Equal opportunities on the housing market</b> Development of specific measures to fight discrimination when accommodation is sought (renting and buying).</p>	<p>On the housing market municipal companies are active, so the municipal authorities cannot report any measures.</p>
<p><b>8. Fight against racism and discrimination through education</b> Development of measures against unequal education opportunities; promotion of tolerance and intercultural understanding through education.</p>	<p>The municipal Education Office and the Culture Department report a great number of measures. Offers of the Musical School which also offers dancing and movement lessons as well as the School of Arts for children provide courses which are financed by sponsors and can thus be offered free of charge. So these offers are also available to disadvantaged families and to all sections of the population.</p> <p>The Coordinated Homework Tutoring / Learning Support program of the city of Wolfsburg is a free offer of the Integration Section for students of classes 1 to 10. Here children and adolescents with an immigration history can do their homework under supervision and get individual learning support or learning support in small groups.</p> <p>The full-time schools which in Wolfsburg are available over the whole city provide information about their offers in several languages and offer school meals allowing for the differences in the dietary habits of their students of different origin.</p>

ECCAR Ten Point Action Plan	Activities, actions and projects of the departments and sections of the municipal authorities of Wolfsburg
<b>9. Promotion of cultural diversity</b> Promotion of cultural diversity within the scope of the cultural programs, in the public space and in urban life.	The Culture Department organizes the International Summer Platform as an inclusive festival for all inhabitants of Wolfsburg.
<b>10. Racist acts of violence and conflict management</b> Development of, or support for, measures for how to deal with racist acts of violence, and promotion of conflict management.	Racist acts of violence have fortunately not been reported.

## Report of the City's Facilities and Institutions

on the measures taken within the scope of the "Ten Point Action Plan of the European City Coalition Against Racism (ECCAR)"

### Results

ECCAR Ten Point Action Plan	Activities, actions and projects all over the city
<b>1. Increased vigilance against racism</b> Creation of an observation and solidarity network	<p>Schools in Wolfsburg such as the Heinrich-Nordhoff-Gesamtschule (a comprehensive school) and the Eichendorffschule, the Christliches Jugenddorf Wolfsburg (CJD) (Christian Youth Village) and the Wolfsburg Adult Education Centre (VHS) report various programs and projects.</p> <p>"Steps against kicks" and "Priority to diversity" are projects at school level allowing the item "vigilance against racism" to be deepened in specific teaching units.</p> <p>Diverse courses on topical political events and in political education are essential tasks of the Adult Education Centre.</p> <p>The Internationale Freundeskreis e. V. (International Circle of Friends), the Europäische Integrationsverein e. V. (European integration and migration organization for youth, career and education) and the One World Shop "Pueblo" have contributed to the anti-racism efforts.</p> <p>The Wolfsburg police department is a member of the "Alliance of Wolfsburg's Democrats / Alliance against Right-wing Extremism".</p>
<b>2. Assessment of the local situation and municipal actions</b>	No information has been provided.
<b>3. Better support for victims of discrimination</b> Assistance to the victims to enable them to react better to racism and discrimination in future.	<p>Schools such as the Heinrich Nordhoff Comprehensive School and the Christian Youth Village have prevention offers and anti-bullying officers. Wolfsburg's police department provides advice on victim support and the White Ring e.V. The Stadtwerke AG (public utility company) has appointed an equal treatment officer. The One World Shop "Pueblo" informs about its activities against discrimination when welcoming shoppers.</p>

ECCAR Ten Point Action Plan	Activities, actions and projects all over the city
<p><b>4. Better opportunities for citizens to participate and inform themselves</b>  Better information for the citizens about their rights and obligations, about protective measures and about sanctions for racist behaviour.</p>	<p>The Wolfsburg Adult Education Centre, the public utility company, the Heinrich Nordhoff Comprehensive School and the One World Shop "Pueblo" offer not only information and educational opportunities but also contacts to the Flüchtlingshilfe Wolfsburg e.V. (refugee aid organization).</p>
<p><b>4. The city as an active furtherer of equal opportunities</b>  Furthering of equal opportunities on the labour market</p>	<p>The Wolfsburg Adult Education Centre has adopted this idea as a general principle. The International Circle of Friends e. V. sets great store by equal opportunities.  The One World Shop "Pueblo" provides relevant information on its market day on May 1.</p>
<p><b>6. The city as an employer and service provider</b>  As an employer and service provider the city commits itself to ensuring and promoting equal opportunities and equal rights.</p>	<p>The replies received from the Wolfsburg-Helmstedt police department, the public utility company and the Christian Youth Village report an increase in employment for persons with an immigration history. The Wolfsburg waste management and street cleaning company WAS even reports that 38% of its staff has an immigration history.</p>
<p><b>7. Equal opportunities on the housing market</b>  Devising of specific measures to fight discrimination when accommodation is sought (renting and buying).</p>	<p>Irrespective of the origin of the applicants for an apartment, the Neuland Wohnungsgesellschaft mbH (a housing company) as a municipal company ensures equal opportunities when allocating free apartments using a uniform application system. In urgent cases of hardship (in most cases, financially disadvantaged persons or families), a social management round table is summoned every two weeks to find solutions ensuring positive and risk-minimized rental of apartments. The Wolfsburg CJD cooperates in the working group for housing shortage (a sub-group of the PSAG) and offers assistance in the search for accommodation.</p>

ECCAR Ten Point Action Plan	Activities, actions and projects all over the city
<p><b>8. Fight against racism and discrimination through education</b>  Development of measures against unequal education opportunities, promotion of tolerance and intercultural understanding through education.</p>	<p>The Berufsbildende Schule I (a vocational school), the Ratsgymnasium (a secondary school), the Heinrich Nordhoff Comprehensive School, and the Henri Dunant School with the Westhagen Hauptschule (lower secondary school) are members of "School without Racism". This association organizes varied projects - from cooperation events with the theatre or the cinema to study trips to Auschwitz and other Nazi concentration camps to training courses of mediators.</p> <p>The Wolfsburg-Helmstedt police department has signed the Charter of Diversity. The International Circle of Friends Wolfsburg e. V. cultivates contacts with foreign countries.</p> <p>The Christian Youth Village has profited from its day-to-day school life to develop, among other things, teaching materials relating to racism and discrimination.</p> <p>At present, the One World Shop "Pueblo" informs shoppers about the situation of the producers in Africa who have to compete with producers of the "first world".</p> <p>The Sparkasse Gifhorn-Wolfsburg (a savings bank) and its Cultural and Social Foundation support measures to fight racism and discrimination through education.</p> <p>The Chinaforum Wolfsburg e. V. informs about issues and festivals of the Chinese Society as an opportunity to meet.</p> <p>The Wolfsburg Adult Education Centre engages in the municipal project aiming at the intercultural opening of the municipal authorities and the Clinical Centre. Its principle and general mission is the promotion of diversity.</p> <p>The Stadtteilbüro Westhagen (a district office) promotes cultural diversity through varied offers such as the annual Ramadan Feast and a winter festival.</p>
<p><b>9. Promotion of cultural diversity</b>  Promotion of cultural diversity within the scope of the cultural programs, in the public space and in urban life.</p>	<p>No information has been provided.</p>

## **ECCAR Ten Point Action Plan**

## **Activities, actions and projects all over the city**

### **10. Racist acts of violence and conflict management**

Development of, and support for, measures for how to deal with racist acts of violence, and promotion of conflict management.

The Wolfsburg-Helmstedt police department organizes training courses for conflict and crisis management.

The Christian Youth Village offers mediation and conflict management.  
The Wolfsburg Adult Education Centre offers political education events.

## Summary

For some of the measures stated above, the municipal authorities of Wolfsburg and their manifold fields of action can already be described as outstanding.

As to the item of **increased vigilance against racism**, for example, the "Alliance of Wolfsburg's Democrats / Alliance against Right-wing Extremism" whose members come both from the municipal authorities and from the urban society has successfully organized resistance to a neo-Nazi march in summer 2013. At the Wolfsburg Town Hall, the exposition "Neo-fascism in Lower Saxony" took place. A steering group for delinquency prevention has been founded, and diverse information events have conscientized contributors from the various departments and institutions.

As to the **assessment of the local situation and the municipal actions**, it may be summarized that the municipal authorities of Wolfsburg have engaged in developing a concept for the intercultural opening of municipal authorities and Clinical Centre which enables the authorities to adjust their offers and services to the changes in conditions due to immigration. Through training measures aiming to raise the intercultural competencies and from the analysis of operating procedures and operational structures from intercultural aspects necessary structural modifications are defined and implemented. The intercultural opening of the authorities continues to aim at employing more persons with an immigration history. The creation of a welcome and appreciation culture as well as the abolition of barriers to communication are an integral part of the concept development.

In addition to this, the **city as an employer and service provider** commits itself to ensuring and promoting equal opportunities and equal treatment. In this field a notable number of departments are active. The municipal Clinical Centre, the Urban Planning Department, the Staff, Green Space and Citizens Service Departments, the International Relations Section and the Integration Section report a great number of collaborators with an immigration history. The Wolfsburg-Helmstedt police department, the public utility company as well as the Christian Youth Village report an increase in the employment of persons with an immigration history. In the Waste Management and Street Cleaning department, 38% of the staff has an immigration history.

Both the Wolfsburg-Helmstedt police department and the municipal authorities of Wolfsburg have signed the Charter of Diversity.

**The fight against racism and discrimination through education** is of particular importance to the city. Several of Wolfsburg's schools have been distinguished as a "school without racism". Often in cooperation with the Zentrum für demokratische Bildung (Centre of Democratic Education), the Institut für Stadt- und Zeitgeschichte (Institute for the city's and for contemporary history), the theatre or the cinemas, they work on diverse projects. Study trips to Auschwitz and the training of mediators are also part of the education program.

The Coordinated Homework Tutoring / Learning Support program of the city of Wolfsburg is a free offer of the Integration Section for students of classes 1 to 10. Here children and adolescents with an immigration history can do their homework under supervision and get individual learning support or learning support in small groups. The full-time schools which in Wolfsburg are available over the whole city provide information about their offers in several languages and offer school meals allowing for the differences in the dietary habits of their students of different origin.

Wolfsburg's Musical School, sports clubs and the School of Arts for children have offers which are financed by sponsors so that children from all groups of the population can take part. The International Circle of Friends e. V. cultivates contacts with foreign countries and furthers international meetings and international understanding in the city by attractive offers. The Chinaforum Wolfsburg e. V. informs about issues and festivals of the Chinese Society and offers events as an opportunity to meet at regular intervals. The Gifhorn-Wolfsburg savings bank and its Cultural and Social Foundation support measures to fight racism and discrimination.

There further are many working groups which cooperate with organizations acting all over the state and the republic and which have not explicitly participated in the survey but are nevertheless active in this field. The sports association of the state with its Integration through Sports department is one of them, and its events such as the annual intercultural women's sports day contribute to intercultural enrichment and prevention of discrimination and racism. Furthermore, the municipal authorities cooperate with the Refugee Aid organization and the Refugees Council of Lower Saxony. Further cooperation partners are the Ostfalia University for Applied Sciences and the Social Work Faculty which has initiated a workshop on "Racism in the Middle of Society".

The city of Wolfsburg visibly and vehemently shows its will to actively fight discrimination and racism in the great many fields involved. Furthermore, the Migration and Integration Committee arranges for antiracism questions to be analyzed and their presentation to the municipal council.

## Outlook

The activities aiming to fight discrimination, racism and human rights abuse are further extended.

So an event is planned for the year 2014 on the occasion of which the Integration Section of the city of Wolfsburg offers, in cooperation with the Prevention Council of Lower Saxony, the proVal-Institut and the Centre of Democratic Education, a modular qualification scheme as a counselling specialist for victims having suffered right-wing violence. This qualification program is intended for employees who are already entrusted with the counselling of victims of hate crimes or right-wing violence as well as for those who are confronted with racism and wish to increase their knowledge and competencies by a qualification measure.