

Guidelines for City of Nuremberg's Integration Policy

(Unanimously adopted by the Integration Committee on 7 October, 2004)

Since the beginning of municipal civilisation almost five thousand years ago, the cultural diversity of cities, the progress of culture through the integration of people from different cultural contexts has been the driving force of all social development. Whether or not the goal of basing a society on solidarity was achieved can be measured precisely by the way a city treats those people who cannot yet look back on a long history and continuous roots in this city. If a city deals openly with its citizens, it will be all the more innovative in the globalised context. Cities thrive on the positive tension brought about by different cultures present within their walls.

On the background of its history in times of National Socialism, Nuremberg committed itself to becoming a "City of Human Rights" and is thus immediately challenged to implement human rights in the everyday life of the city – particularly with respect to the human dignity of those inhabitants who recently migrated here (in the following called "migrants").

On the basis of general guidelines, and further developing the City's existing integration policies, the City of Nuremberg therefore establishes the following guidelines for its future municipal integration policies:

1. The City of Nuremberg sees the integration of migrants as a centralised municipal task. Peaceful co-existence of people from various origins and cultures is to continue determining the way our city sees itself.
2. Integration policies are perceived as a task across all departments which enduringly concerns all areas of municipal action and must be taken into account by all municipal departments as well as by the municipal works.
3. These policies are oriented on the life situation of the people concerned, not on their ethnic origin or nationality. They therefore include all migrants who will have their life focus here for any length of time – with or without a German passport, as "foreigners" or as "immigrants of German extraction".
4. The integration services offered are therefore not only directed at "recent arrivals", but also at migrants who have been living here for some time.
5. Municipal integration policies, similar to the Federal Government's integration policies, rely on an approach to integration consisting of four elements (linguistic integration, social integration, professional integration, social counselling and support). Language support, in this context, is considered an essential and necessary, but not a sufficient tool of integration policies.
6. Integration is not a one-sided goal to be achieved by migrants; but it rather challenges all people living in a city to contribute to an approach between people. The City of Nuremberg will support suitable measures promoting mutual acceptance and tolerance as well as inter-cultural dialogue.
7. Wherever the co-existence of different cultures leads to problems and conflicts rooted in inter-cultural causes or with inter-cultural repercussions, the City will strive pro-actively to find solutions. At the same time, it sees cultural diversity within the municipal population as presenting a positive potential for the future development of our city.
8. Migrants living in Nuremberg are to be able to participate on an equal footing in all municipal programmes and services offered. The City of Nuremberg is committed

to an inter-cultural approach in all its planning and measures. In this context, wherever necessary, existing programmes and institutions are to be changed or extended to include target groups, taking into account the diversity of the migrant population.

9. The City of Nuremberg, in its administration and in its municipal works, strives to increase the proportion of migrant employees, thus also setting an example as an employer. Multilingualism and knowledge of several languages and cultures are to be valued as important additional qualifications in job applications. Generally, inter-cultural competence is to be seen as an important key qualification for all municipal employees.
10. The City of Nuremberg strives to include as many social groups as possible in the integration process. Private citizens' initiatives concerned with integration measures are to be supported.
11. Within the scope of its financial possibilities, the City of Nuremberg will support associations, clubs and initiatives in their integration measures and inter-cultural activities. It is hoped that stronger networking will be established between various providers and the city's initiatives.
12. The City of Nuremberg strongly and with determination opposes any kind of racism and discrimination. Within existing legislation and within the scope of their individual rights, it guarantees all its citizens' rights to maintain their religious and cultural affiliation.
13. A pro-active PR policy is seen as an important element of municipal integration policies.
14. The linking of municipal integration policies with other municipal tasks across all city departments is to be safeguarded.
15. The City of Nuremberg, in all associations of municipalities will lobby with the State [of Bavaria] and the Federal Republic for sustainable political and social participation of all [resident] foreigners. Furthermore the City will strive for close co-operation with the Federal Ministry for Migration and Refugees whose headquarter is in Nuremberg.