

**Action Plan for Internal Administrative  
Implementation of the "Dresden Action Plan on Integra-  
tion 2022-2026"**

**("Action Plan 2022-2026")**

**Contents**

- 1 Order..... 3
- 2 Goals..... 3
- 3 Structures ..... 3
  - 3.1 Coordination group..... 3
  - 3.2 Working groups in the spheres of activity ..... 4
- 4 Tasks ..... 4
  - 4.1 Coordination group..... 4
  - 4.2 Working groups in the spheres of activity ..... 5
  - 4.3 Tasks of the Integration and Foreigners' Commissioner\* for implementing the "Dresden Action Plan on Integration 2022-2026" ..... 5
- 5 Meeting schedule ..... 6
- 6 Resources ..... 6

Attachments

## 1 Order

On 23rd June 2022, the City Council of the City of Dresden adopted the "Dresden Action Plan on Integration" (V1332/21) for the period 2022 to 2026. At the same time, it commissioned the Mayor\* to provide a written report on the implementation status in 2024.

The "Dresden Action Plan on Integration" is the binding working basis for all organisational units of the city administration, including its municipal enterprises, to professionally and proactively integrate the people with a migration history in Dresden. It derives the goals and strategies and resulting measures in eleven spheres of activity.

At the same time, it forms the basis for intercultural orientation and inclusiveness in the city administration, its municipal enterprises and all municipal offers and services.

Prerequisites for the implementation of the "Dresden Action Plan on Integration" are:

- assumption of responsibility for consistent implementation by the Mayor\*, councillors and all executives
- continuous cross-departmental cooperation within the city administration with the participation of external integration policy activists
- further intercultural orientation and inclusiveness in the city administration, its municipal enterprises and all municipal offers and services
- provision of necessary (personnel/material) resources in the departments as well as in the office of the Integration and Foreigners' Commissioner\*

## 2 Goals

The action plan aims to establish cross-departmental structures and their activity for implementing the "Dresden Action Plan on Integration 2022-2026".

The objectives of the activity are

- coordinated, cross-departmental implementation of the goals and measures of the "Dresden Action Plan on Integration 2022-2026",
- preparation of the report on the implementation of the action plan to be submitted to the City Council in 2024,
- monitoring of the updating or revision of the "Dresden Action Plan on Integration" as a sub-strategy of a future diversity and anti-discrimination strategy of the city of Dresden from 2025 onwards, as well as
- cross-departmental information and knowledge management with regard to the integration of people with migration experience in the city administration and in Dresden.

## 3 Structures

A coordination group and up to four working groups in the spheres of activity will be formed in order to implement the goals.

### 3.1 Coordination group

A coordination group will be formed to coordinate the implementation of the action plan across departments. It will be headed by the Integration and Foreigners' Commissioner\*. The deputy shall be an internal member of the coordination group from the departments. In addition, the group will be composed as follows:

- one representative from every department management with inter-office steering competence,
- the heads of the working groups in the spheres of activity,
- the person who is responsible for the implementation of the "Local Action Programme for a Diverse and Cosmopolitan Dresden" or its successor within the administration,
- one executive from the municipal district offices/administrative offices of localities,
- one member of the General Staff Council,
- one member of the Integration and Immigration Advisory Council.

All members are personally appointed by the Mayor\*. The right of nomination is incumbent on the councillors for their departments, the chairperson of the General Staff Council and the chairperson of the Integration and Immigration Advisory Council. In order to monitor the cross-departmental process of intercultural orientation and inclusiveness, internal or external experts can be involved in the work of the coordination group on a topic-related basis.

### **3.2 Working groups in the spheres of activity**

A maximum of four working groups in the spheres of activity are formed to support the work of the coordination group. The number of members should not exceed 20 persons. These are made up of employees of the city administration with implementation responsibility in the sphere of activity, voluntary members of migrant organisations and groups and of neighbourhood alliances and full-time employees of migrant organisations, full-time representatives of local providers of integration work as well as cooperating authorities. The aim is to have equal representation. Other internal or external experts can be involved in the short and long term to work on the topics.

The voluntary members of migrant organisations and groups and of neighbourhood alliances represent field-specific interests of the corresponding networks within the working groups. In addition, full-time employees of migrant organisations represented in the working groups provide expert advice. The city of Dresden gives no remuneration to the voluntary members and full-time employees of migrant organisations and groups as well as of neighbourhood alliances within the working groups.

The full-time representatives of local providers of integration work (e.g., integration advisory services, job market integration services) as well as of cooperating authorities (e.g., Employment Agency, State Office for Schools and Education, Federal Office for Migration and Refugees) provide expert advice in the working groups during their working hours. No additional remuneration is paid.

The professional networks that are related to the spheres of activity and that already exist in Dresden should be taken into account when forming working groups in order to avoid duplication of structures. The working groups are usually chaired by a municipal executive and organised with the participation of members. A working group can be headed by two executives of the city administration if this is advisable based on the structure of the working group (spheres of activity, tasks, topics). The managed tasks are then assumed on a rotating basis with reference to the field of work. A deputy is proposed from among the members of the working group. The structure of the working groups in the spheres of activity as well as the presentation of members can be found in Attachment 1. The tasks of the heads of the working groups can be found in Attachment 2.

Due to the dynamics in the thematic area, restructuring and shifts in focus of the working groups in the spheres of activity are possible during the period of validity of the action plan.

Employees of the city administration, who are members of the working groups, record the minutes of the meetings of the working groups in the spheres of activity on a rotating basis based on partnership agreement.

## **4 Tasks**

Unlike the Integration and Immigration Advisory Council, the coordination group and the working groups in the spheres of activity are only active internally. Tasks of the Integration and Immigration Advisory Council as mentioned in Paragraph 1 of its statutes remain unaffected by the activities of the coordination group or the working groups in the spheres of activity.

Approximately once a year, there is a joint exchange of expertise between the coordination group and the working groups in the spheres of activity.

### **4.1 Coordination group**

Tasks include:

- cross-departmental coordination, optimisation of cooperation and securing the implementation process of the "Dresden Action Plan on Integration 2022-2026" for all spheres of activity and, if required, necessary prioritisation of measures,
- lead role in the management of the process of intercultural orientation and inclusiveness (e.g., coordination of a joint approach in departments, exchange of experience and information, delegation of tasks to the working groups in the spheres of activity, reporting by the heads of the working groups on the activities of the working groups in the spheres of activity),

- communication of feedback on work results or needs for action to the Mayor\*, to the councillors, the departments/divisions, the municipal enterprises, the General Staff Council as well as to the Integration and Immigration Advisory Council,
- parallel development of a municipal integration monitoring strategy,
- expansion of cooperation with the structures for implementing the "Local Action Programme for a Diverse and Cosmopolitan Dresden" or its successor,
- monitoring the reporting on the implementation status of the Action Plan (2024) and
- monitoring of the updating or revision of the "Dresden Action Plan on Integration" as a sub-strategy of a future diversity and anti-discrimination strategy of the city of Dresden from 2025 onwards.

## 4.2 Working groups in the spheres of activity

Tasks include:

- coordinated planning and implementation of the goals and measures of the "Dresden Action Plan on Integration 2022-2026" that are related to the spheres of activity,
- expansion of cooperation as well as the exchange of experience and information (related to the spheres of activity) for implementing the goals and measures,
- professional deepening/updating of individual spheres of activity, e.g., for special target groups or due to changed legal, political, social conditions,
- processing of tasks of the coordination group with respect to the spheres of activity,
- preliminary work on the parallel development of an integration monitoring strategy for the coordination group,
- preliminary work related to the spheres of activity for reporting to the City Council (in 2024),
- preparing of sphere of activity related proposals for updating or revising the "Dresden Action Plan on Integration" as a sub-strategy of a future diversity and anti-discrimination strategy of the city of Dresden from 2025 onwards (goals, measures, indicators etc.).

## 4.3 Tasks of the Integration and Foreigners' Commissioner\* for implementing the "Dresden Action Plan on Integration 2022-2026"

The Integration and Foreigners' Commissioner\* assumes the following tasks:

- preparation for forming the coordination group as well as the working groups in the spheres of activity,
- heading the coordination group and regularly informing the Mayor\* about the work results and needs for action,
- professional support to the coordination group and to the working groups in the spheres of activity, convening meetings of the working group heads as needed,
- preparation and follow-up of the joint exchange of expertise between the coordination group and the working groups in the spheres of activity,
- lead role in preparing the draft report on the implementation status of the "Dresden Action Plan on Integration" in 2024 with the participation of the coordination group, working groups in the spheres of activity, the public and other representatives of the administration,
- cross-sectoral expert advice and events for implementing the action plan as well as for promoting inter-cultural orientation and inclusiveness,
- participation in an internal working group for developing an integration monitoring strategy,
- public relations work to inform the public about the implementation of the "Dresden Action Plan on Integration",
- expansion of inter-municipal cooperation, participation in exchanges of experience on the implementation of action plans and integration concepts in the municipalities,
- lead role in preparing a draft of the updated or revised version of the "Dresden Action Plan on Integration" as a sub-strategy of a future diversity and anti-discrimination strategy of the city of Dresden from 2025 onwards.

The supporting tasks of the Integration and Foreigners' Commissioner\* for implementing the "Dresden Action Plan on Integration 2022-2026" include:

- raising awareness about the integration of people with a migration history as a cross-sectional task of the administration, which requires cross-departmental cooperation; independent expert advice and support to and monitoring of departments/divisions and municipal enterprises in the implementation of the cross-sectional task,
- advising the Mayor\* and the City Council,
- independently informing the public about topics related to the integration policy,
- participation in groups that aim to promote democracy, cosmopolitanism and acceptance,
- integration policy based evaluation of the administration's submissions for the City Council, its committees and the Mayor's\* official consultation
- expert advice to parties, associations, organisations and institutions,
- independent support for the work of the Integration and Immigration Advisory Council
- promotion of networking, coordinating activities, creating platforms, support and promotion of civic volunteering related to people with a migration history.

## 5 Meeting schedule

The coordination group meets at least twice a year. The working groups in the spheres of activity meet at least thrice a year. They can convene joint meetings for topics spanning the spheres of activity.

## 6 Resources

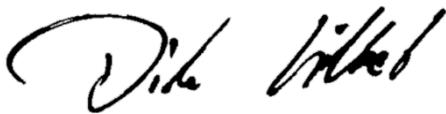
The necessary financial and human resources to implement the measures of the "Dresden Action Plan on Integration 2022-2026" are to be planned in the individual departments with their departments/divisions and municipal enterprises.

Members of the coordination group and the working groups in the spheres of activity (employees of the city administration and municipal enterprises) must be allowed to attend the meetings and be given time to complete their tasks within the scope of their other activities.

There is staff capacity in the office of the Integration and Foreigners' Commissioner\* to support the work of the coordination group and the working groups in the spheres of activity. The Integration and Foreigners' Commissioner\* and the office will continue to be attached to the Mayor\*.

This action plan shall enter into force on 1st September 2022. It is binding for all organisational units of the Dresden city administration and also applies to municipal enterprises.

Dresden, 8th August 2022

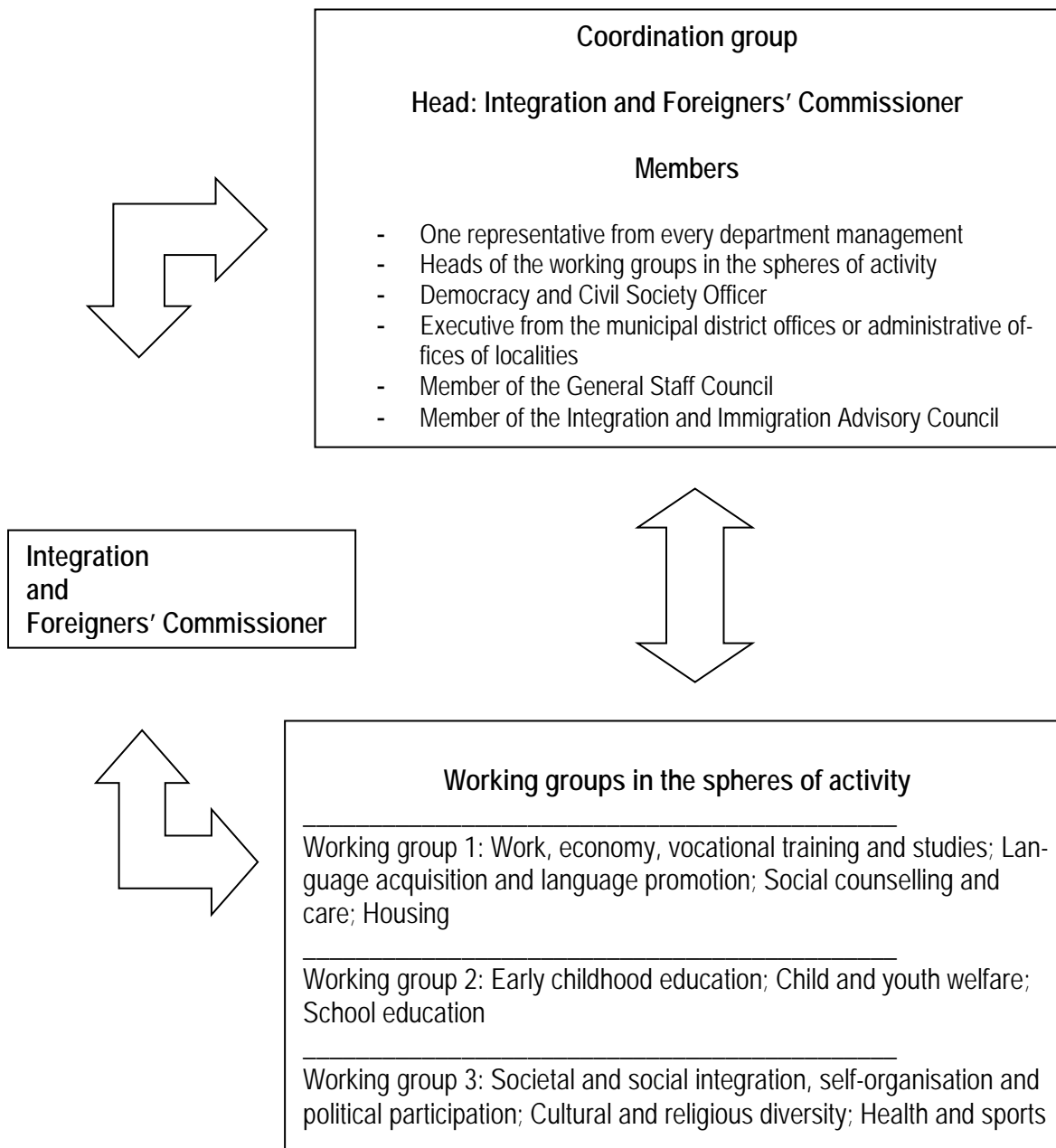


Dirk Hilbert  
Mayor

## Attachments

## Attachment 1

### Organisational structure and members of the working groups in the spheres of activity



Working group 1 Work, economy, vocational training and studies; Language acquisition and language promotion; Social counselling and care; Housing					
Role		Area of responsibility	Remarks		
	Head	Social Welfare Office and Office for Economic Development	Department Head Internal Service/Principle/Social Planning and staff unit Skilled Labour Strategy (rotating)		
	Members				
1		Office for Economic Development	Staff unit Skilled Labour Strategy		
2		Social Welfare Office	Department Head Internal Service/Principle/Social Planning		
3		Citizens' Office	Immigration Office		
4		Office for Urban Planning and Mobility	Officer Urban Redevelopment		
5		Integration and Foreigners' Commissioner	Officer Migration and Integration		
6		Employment Agency Dresden	Team Leader Employee-Oriented Job Placement		
7		Jobcenter Dresden	Team Leader Integration		
8		Federal Office for Migration and Refugees	Regional Coordinator Integration Dresden		
9		Advisory centre, migration advice	Ausländerrat Dresden e. V.		
10		Advisory centre	Dresdner Verein für soziale Integration von Ausländern und Aussiedlern e. V.		
11		Migration advice	AWO Sonnenstein gGmbH		
12		Migration advice and Youth Migration Service	Caritasverband für Dresden e. V.		
13		Migration advice	Cabana, ÖIZ Dresden e. V.		
14		Migration advice	Landsmannschaft der Deutschen aus Russland e. V., Dresden chapter		
15		Sächsischer Flüchtlingsrat e. V.	Resque Continued or subsequent project or counselling on asylum		
16		IQ Network Saxony	E.g., Expert Information Centre for Immigration, IBAS		
17		Regional coordination Migrant social work, Centre	Ausländerrat Dresden e. V.		
18		Regional coordination Migrant social work, North	AFROPA e. V.		
19		Regional coordination Migrant social work, West	SUFW Dresden e. V.		
20		Regional coordination Migrant social work, South	Caritasverband für Dresden e. V.		
21		Job market integration services	E.g., Arbeit und Leben Sachsen e. V., job market mentors		
22		Dresden Anti-Discrimination Office			
23		Neighbourhood management	E.g., Dresden-Prohlis		
24		Migrant organisation	E.g., Dachverband sächsischer Migrantenorganisationen		
25		Volunteer neighbourhood alliance	E.g., Willkommen in Löbtau e. V.		

In case of thematic need: State Office for Schools and Education, Education Office, Main and Personnel Office (10.3, 10.5, 10.7), Youth Welfare Office (Youth Counselling Centre), TU Dresden



Working group 2 Early childhood education; Child and youth welfare; School education					
Role		Area of responsibility	Remarks		
	Head	Office for Child Day Care and Youth Welfare Office	Quality and Project Management Officer and Migrant/International Youth Work Officer (rotating)		
	Members				
1		Office for Child Day Care	Quality and Project Management Officer		
2		Youth Welfare Office	Migrant/International Youth Work Officer		
3		Youth Welfare Office	Social Education Worker Altstadt/Clearing team		
4		Municipal enterprise Day care centres	Regional Manager Human Resources Management, Expert Advice		
5		Office for Schools	Project Coordination Officer		
6		Social Welfare Office	Department Head Inclusion/Integration		
7		Department 2, Education Office	Education Management and Monitoring Officer		
8		Integration and Foreigners' Commissioner	Officer Migration and Integration		
9		State Office for Schools and Education	Migration Coordinator		
10		Ausländerrat Dresden e. V.	Family Work area		
11		Ausländerrat Dresden e. V.	Special Unit for Immigration/Mobile Services		
12		Kolibri e. V.	Project Intercultural Educational Landscape		
13		Caritasverband für Dresden e. V.	Youth and Family Immigration Service		
14		Deutsche Kinder- und Jugendstiftung, (German Children and Youth Foundation, Saxony)	WillkommensKitas		
15		Family centre	KALEB e. V., intercultural work with families		
16		Family centre			
17		School social work	Rotating based on topic		
18		Specialist working group Young Migrants			
19		Regional coordination Migrant social work			
20		Volunteer neighbourhood alliance	E.g., Willkommen in Johannstadt (Welcome to Johannstadt)		
21		Migrant organisation	E.g., women's group Friedensbotschaft (Message of Peace)		

In case of thematic need: young people with a migration history, Office for Culture and Monument Protection, Heinrich-Schütz-Konservatorium.

Working group 3 Societal and social integration, self-organisation and political participation; Cultural and religious diversity; Health and sports					
Role		Area of responsibility	Remarks		
	Head	Integration and Foreigners' Commissioner			
	Members				
1		Integration and Foreigners' Commissioner	See above		
2		Office for Culture and Monument Protection	Officer for Galleries, International Artists and Exhibition Exchange		
3		Municipal libraries	Integration Officer		
4		Social Welfare Office	Head of the Integration specialist department		
5		Social Welfare Office Volunteer Coordination	Volunteering and Civic Volunteering Coordinator, Asylum		
6		Public Health and Prevention Office	Department Head Health Promotion and Prevention		
7		Office for Urban Planning and Mobility	Officer Urban Redevelopment		
8		Municipal enterprise Sports	Strategic Management Officer		
9		Youth Welfare Office	Youth Welfare Planning Officer		
10		StadtSportBund Dresden e. V.	Integration Advisor*		
11		tjg.theater junge generation	Diversity Manager		
12		Regional coordination Migrant social work			
13		Integration & Immigration Advisory Council:			
14		Kulturbüro Dresden e. V./ Ausländerrat Dresden e. V.	E.g., House of Resources or "Engagement Advisor"		
15		Dachverband sächsischer Migrantenorganisationen e. V.			
16		Psychosoziales Zentrum Dresden (Psychosocial Centre Dresden)			
17		Working group Health Promotion for Women* with Migration Experience			
18		Coordination and Special Unit for the Local Action Programme Dresden	Aktion Zivilcourage e. V.		
19		Migrant organisation	E.g., Iranischer Kulturverein Sachsen e. V.		
20		(Volunteer) neighbourhood alliance	E.g., Prohlis ist bunt		

In case of thematic need: Anti-Discrimination Office, Runder Tisch der Religionen (Round Table of Religions).

## Attachment 2

### Tasks of the heads of the working groups in the spheres of activity

- Scheduling, room reservation, preparation and follow-up of the working group meeting (invitation, dispatch of minutes, invitation to officers, administrative staff, guests, etc., deciding topics in consultation with the members of working groups in the spheres of activity)
- Management/coordination of the working group, including moderation, with regard to the planning and implementation of the goals and measures in the spheres of activity
- Participation in the meetings of the coordination group
- Supporting the Integration and Foreigners' Commissioner in promoting the joint exchange of expertise between the working groups in the spheres of activity and the coordination group
- Reporting the problems that occur and cannot be solved by the working group to the Integration and Foreigners' Commissioner
- Reporting on the work of the working groups in the coordination group