

European Coalition of Cities against Racism (ECCAR)

Report of the City of Dresden on Implementation of the 10-Point Action Plan

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Contents:

Preface

1 Situation analysis

1.1 Demographic situation

1.2 Facts on racism and group-focused enmity

2 Selected department-specific measures of the City of Dresden against racism and discrimination

2.1 Selected measures within the sphere of responsibility of the Mayor's Office

2.2 Selected measures of the City Department of Employment, Social Affairs, Health and Housing

2.3 Selected measures of the City Department of Culture and Tourism

2.4 Measures of the Department of Education and Youth of the City of Dresden

3. Selected stakeholders in areas of relevance for the topics of racism and discrimination

3.1 Municipal stakeholders

3.2 Local community organisations

4 The 10-Point Action Plan of the City of Dresden in detail

5 Summary and outlook

Preface

The City of Dresden was accepted as a member of the European Coalition of Cities against Racism in November 2016. The application for membership was based on a resolution passed by the Dresden City Council. As a member of the Coalition of Cities, Dresden has undertaken to implement the 10-Point Action Plan against Racism and Discrimination, and similarly to submit regular reports on the measures taken.

The present report describes selected contributions to the prevention and elimination of racism and discrimination made by the City of Dresden. A focus is placed not only on those structures, concepts and on-going activities of the City Administration which are well established or have already reached an advanced planning phase, but only on specific innovative measures of the municipal departments and facilities. Even though administrative activities stand in the foreground, various citizens' initiatives and cooperative activities relevant for the work against racial discrimination are also presented.

In this context, special thanks are due to all stakeholders and partners across the City Administration and its municipal facilities and in all local groups working for democracy and against racism who are contributing with great commitment to an open-minded and cosmopolitan local community free of discrimination.

1. Situation analysis

1.1 Demographic situation in the City of Dresden

Dresden is a growing city. On 31st December 2019, Dresden counted 563,011 inhabitants with their main place of residence in the city, and a population density of 1,715 inhabitants per square kilometre. Dresden is thus the 12th most populous city in Germany.

Despite the population growth and a relatively high birth rate compared to other German cities, the average age of the Dresden population continues to rise and the group of citizens over 60 years of age is growing.

In Dresden, too, the proportion of the population with a migration background is increasing. This includes both German citizens with a personal or family migration background (e.g. ethnic German resettlers) and persons who do not hold German citizenship and are recorded in the statistics as foreign citizens. There are currently 71,418 persons with a migration background living in Dresden (status: 31st December 2019). That corresponds to a share of approx. 12.7 per cent of the total population. 8.4 per cent of the inhabitants of Dresden are foreign citizens. The proportion of foreign citizens is thus lower than in many other cities, and above all lower than in major West German cities. The number of asylum-seekers peaked in 2015, but has fallen in recent years. In accordance with the so-called

“Königsteiner Schlüssel”, the national quota system applicable in Germany, the Free State of Saxony presently takes up 4.9 per cent of those who seek asylum in the country. Dresden, in turn, is responsible for accommodating 13.42 per cent of these asylum-seekers. There are currently 1,110 persons with a temporary residence permit (initial or follow-up asylum applications, excluding persons with open asylum procedures) living in Dresden, and a further 1,270 persons whose continued temporary residence is tolerated due to a ban on deportations.

In 2019, Syria was the foreign nation with the largest number of citizens living in Dresden, namely 5,219 persons, followed by the People's Republic of China with 3,014, the Russian Federation with 2,784 and Poland with 2,266 persons. Further countries with local populations significantly above the mark of 1,000 citizens were Afghanistan with 1,897 persons, the Socialist Republic of Vietnam with 1,678, Ukraine with 1,671, India with 1,657 and Romania with 1,603 persons.

Around 40 per cent of the German citizens with a migration background in Dresden are ethnic German resettlers from the states of the former Soviet Union.

Around one-quarter of the inhabitants of Dresden belong to a religious community, with approx. 16 per cent being of Protestant faith and five per cent of Catholic faith. Around 1,000 persons are members of the Russian Orthodox Church. Judaism has a long tradition in Dresden; there are currently more than 700 persons of Jewish faith living here. The Muslim community has increased significantly over the course of the migration flows of recent years and is estimated at 20,000 persons.

1.2 Facts on racism and group-focused enmity in Dresden

The victim counselling service of the Saxon Regional Agency for Education, Integration and Democracy (RAA Saxony) counted a total of 226 right-wing-motivated and racist attacks in the Free State of Saxony in 2019. Of these, 53 took place in Dresden. Around two-thirds of the attacks were racially motivated (cases of anti-Muslim, anti-Roma and anti-Black racism). Dresden thus recorded 10.1 such attacks per 100,000 inhabitants in 2019. In addition to offences involving bodily harm, intimidation, coercion or property damage (for example attacks on the accommodation of asylum-seekers), victims are frequently confronted with acts of general hostility and everyday racism. As such incidents are often not reported or otherwise brought to the notice of the counselling service, it must be assumed that the true number of racist, xenophobic or right-wing-motivated attacks is much higher.

Police statistics show an increasing number of cases in the area of politically motivated crimes for the period from 2017 to 2019. The number of xenophobic and racially motivated crimes first increased from 2017 to 2018 before declining slightly in 2019.

	2017	2018	2019
Politically motivated crimes	557	638	890
Xenophobic	82	127	126
Racism	15	21	17

Source: Landeskriminalamt Sachsen (31st August 2020)

The majority of the xenophobic or racially motivated offences recorded were offences under the following articles of the German Criminal Code: § 130 StGB (Incitement of hatred), § 86a StGB (Use of symbols of unconstitutional organisations) and § 185 StGB (Insult), as well as significant offences under § 224 StGB (Dangerous bodily harm) in 2017. The victims were predominantly adults, seldom youths and only in exceptional cases children. The suspects identified were likewise primarily adults. Around a quarter of the politically motivated crimes recorded from 2017 to 2019 were committed by youths.

2 Selected department-specific measures of the City of Dresden against racism and discrimination

2.1 Selected measures within the sphere of responsibility of the Mayor's Office

Participation in the federal programme "Live Democracy!"

Dresden's decision to join the European Coalition of Cities against Racism can be taken as a pledge and signal that the city is vehemently opposed to all forms of racism and discrimination, and is fully committed to the promotion of a diverse and open-minded local society. One expression of this determination is the regular participation in the "Live Democracy!" programme initiated by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. The declared aims of the present funding period (2020 to 2024) are to promote democracy, shape diversity and prevent extremism. Dresden has been acknowledged as a so-called "Partnership for Democracy" since 2015 and has received support from the federal programme for its work to establish a network of stakeholders representing the authorities, politics and the local community, as an effective partnership for the prevention of extremism, racism and xenophobia and for the shaping of equal opportunities in a democratic, inclusive society. To this end, funds made available by the federal and state governments can be passed on to the independent organisers of projects serving to strengthen democracy. In this same context, furthermore, a coordinating office has been set up within a local association to implement the "Partnership for Democracy" and to manage appropriate measures against anti-democratic sentiment, extremism and racism.

Local action programme for a diverse and cosmopolitan Dresden (LHP)

In September 2017, Dresden City Council voted to establish the “Local Action Programme for a Diverse and Cosmopolitan Dresden” (LAP) as successor to the “Local Action Programme for Democracy and Tolerance and against Extremism” which had already been in existence since 2010. The programme was developed in an extensive participative process involving members of the City Administration, the various parties represented on the City Council and local community organisations. It defines goals and measures aimed at strengthening democracy, social cohesion and equality, while combatting current forms of group-focused enmity, in particular racism, anti-Semitism and hostility towards Islam. The programme addresses both local government offices and society at large, offering financial support for work which promotes democracy and social cohesion and opposes discrimination, exclusion, hatred and violence. Since 2017, around 60 independent projects have received sponsorship each year, including measures to strengthen the so-called “welcome culture” towards migrants, activities promoting intercultural exchanges and inter-religious dialogue, projects serving the prevention and elimination of right-wing extremism, racism and anti-Semitism, action against homophobia and transphobia, and forms of museum-based education, e.g. events accompanying the exhibition “Racism – The invention of human races” at the German Hygiene Museum.

International Action Weeks Against Racism in the City of Dresden

“International Action Weeks Against Racism” have been organised in Dresden each year since 2016. The individual events are coordinated by the Mayor's Office. Dresden is thus a regular participant in the UN-initiated campaign against racism which is coordinated at national level by the Foundation for the International Weeks against Racism. Cornerstones of the three-to four-week series of events are the official opening, which is usually devoted to a particular thematic aspect of the campaign, and the public remembrance for Jorge Gomondai¹ as the culmination of the action weeks on 6th April each year.

In each of the past years, around 60 local community initiatives, as well as municipal service providers, cultural and educational institutions, integration networks and a diversity of political actors, have planned and presented around 100 individual events. In 2020, however, the vast majority of the previously announced activities had to be cancelled or postponed due to the coronavirus pandemic. The goal of the action weeks is to offer information on racism and discrimination, to cultivate awareness of the issues, and to encourage self-reflection, discourse and moral courage. The events deal with everyday and institutional racism, anti-Semitism, anti-Romaism and other topics; the formats

¹ Jorge Gomondai died as a victim of xenophobic violence in Dresden on 6th April 1991. A square bearing his name and the annual remembrance event keep his memory alive and serve as a conscious call for peaceful co-existence.

range from readings for all age groups, via discussions and meetings with contemporary witnesses, to exhibitions and thematic city tours. Particular importance is attached to the involvement and empowerment of people directly affected by racism and exclusion. The planning and realisation thus follows a participative approach. A working group comprising not only staff of the City Administration, but above all members of local citizens' groups, oversees the annual organisation of the action weeks. A programme of events is published online and in printed form in both German and English.

In 2018, the Foundation for the International Weeks against Racism honoured the city's commitment to date by asking Dresden to organise the national opening event. Guests and speakers from all over Germany and Europe gathered in Dresden: Alongside Mayor Dirk Hilbert, the minister-president of the Free State of Saxony, the chairman of the national foundation and ECCAR president Benedetto Zacchiroli gave welcome addresses. Participants in the subsequent panel discussion included the chairman of the Central Council of Muslims in Germany, Aiman Mazyek, and Prof. Dr. Kai Hafez from the University of Erfurt.

Intercultural Days

Each year, the City of Dresden holds a festival of "Intercultural Days", for which organisation is entrusted to the office of the city's Integration and Foreigners' Commissioner. This event series is based on the Intercultural Week which has been taking place nationwide since 1975. Over a period of two weeks, committed individuals, associations and institutions, including numerous autonomous migrant organisations, present a broad spectrum of events aimed at promoting encounters and exchanges between long-standing and newly arrived residents, at dismantling prejudices and resentment, and at strengthening social cohesion. The annual highlight is the Intercultural Street Festival, which mirrors the inherent diversity of Dresden's society and seeks to bring local people of all backgrounds together. Some 150 individual events focus attention on key themes defined by the organisers of the Intercultural Days each year, for example "Promoting inter-religious exchanges", "Playing a part – Being a part", "Strengthening human and basic rights", "Out and about in a just and fair world" and "Developing European visions for the future". A programme of events is printed in German and English, while information in further languages is provided online.

School exchange programme "SchülerRaustausch"

The City of Dresden supports a variety of opportunities for intercultural encounters between young people from Dresden and abroad, in particular through exchanges with its twin cities and other international partners. Within the framework of the municipal exchange programme

“SchülerRaustausch”, stays ranging from a few days to several weeks are funded for pupils of the city’s secondary, vocational and special-needs schools. The primary objectives are

- to promote tolerance, open-mindedness and the acceptance of diversity through experiences of other countries, languages and cultures,
- to dismantle prejudices and barriers towards people from different backgrounds, and
- to encourage interest in the learning of foreign languages.

The pupils stay in host families and are integrated into the everyday home and school life of those families. Each exchange must also promote a particular thematic focus, e.g. the development of remembrance cultures or fair play in sport.

2.2 Selected measures of the City Department of Employment, Social Affairs, Health and Housing

The “Asylum and Integration Plan 2022” of the City Dresden, which was elaborated jointly by diverse municipal, community and political stakeholders under the auspices of the aforementioned city department, contains guidelines for integration efforts in the city and for the work with refugees and asylum-seekers. The centrepiece of this strategy paper is an action plan listing 66 projects and activities in a total of twelve thematic categories, e.g. work and employment, education, health, housing and accommodation, and participation.

Acknowledging the everyday racism experienced by migrants and refugees, and at the same time that the behaviour of both refugees and residents can lead to conflicts, the field of action “Community development as a cross-sectional task” addresses needs and tasks which aim to improve peaceful co-existence. One central instrument is proactive shaping of those dialogue processes in the local city districts which contribute to a more positive sense of community, promote fair solutions to conflicts, expand exchanges on questions of prejudice or discrimination, and raise the acceptance of diversity. Involved parties are municipal facilities active in the field of everyday neighbourhood development, agencies responsible for migration-related social work, and a multitude of independent organisers, initiatives and volunteer alliances in the local districts, whose activities are supported and also funded by the City Administration.

The “Dresden Housing Concept“ is a further strategy paper which summaries general housing policy objectives and interventions which lie within the responsibility of local government. It formulates goals, concrete fields of action and municipal housing policy measures. The central purpose of the concept is to guarantee a needs-based pool of accommodation offers open to all inhabitants of the city, and to ensure adequate housing opportunities explicitly for refugees living in Dresden.

Asylum-seekers are usually provided with accommodation by the Social Welfare Office of the City of Dresden for the duration of their asylum proceedings. Decentralised accommodation is here given

priority over hostel-type accommodation. Under certain circumstances, asylum-seekers are already able to rent accommodation of their own during the asylum proceedings. A coordinated advice system and cooperation between the Social Welfare Office, independent organisations active in refugee social work, potential landlords and the Job Centre supports the identification of suitable rented accommodation. In addition, a guide to finding accommodation for recognised refugees was published in 2017 and is currently being updated.

Alongside the accommodation services of the Social Welfare Office, cooperation between migration advisory services and integration advisors based with independent organisations plays an especially important role in enabling recognised refugees to live in accommodation of their own. Factors which help to counteract discrimination on the housing market are, above all:

a) Asylum monitoring and asylum forecasting

This enables housing demand to be derived. Factors such as status confirmations, repatriations, temporary bans on deportation, moves to other regions and family reunions all impact demand and must be taken into account in possible scenarios.

b) Updating of the Asylum Plan

There are currently local concentrations of recognised refugees living in city districts with low rent levels and where the city already holds a stock of apartments for allocation to eligible tenants. Future updates of the Asylum Plan by the Social Welfare Office are to identify measures suitable to prevent or improve the handling of local concentrations of recognised refugees in individual city districts.

c) Housing mentors or comparable approaches

This measure investigates how the existing cooperation with associations and individual volunteers could be intensified in the direction of a mentoring programme. A housing mentor would assist an assigned household with advice on all matters connected with accommodation and the residential neighbourhood. Mentoring enables individual, personal and trustful support, and promotes rapid integration on the housing market.

d) Introduction of a "Good Tenant Diploma"

Given the positive experience with similar classes in other cities, Dresden will also be introducing a "Good Tenant Diploma" for refugees through a scheme developed by the Social Welfare Office. Information on fundamental aspects of housing practice is already conveyed during the clearing process. In voluntary courses comprising several hours of classes, future tenants can learn more about the important aspects of independent living: From the applicable law and typical duties such as heating/airing and waste sorting, to the general norms of good neighbourly relations. At the end of the

course, participants receive a “Good Tenant Diploma” as confirmation. The aim is to dispel the possible reservations of landlords and to remove barriers faced by refugees on the housing market.

2.3 Selected measures of the City Department of Culture and Tourism

Cultural Development Plan (CDP)

The Cultural Development Plan of the City of Dresden, the updated version of which is to be presented in 2022, describes goals and perspectives for Dresden’s cultural future. The central objective is to master challenges associated with social changes in a growing city. Social cohesion and a “culture of cooperation”, in particular, are to be strengthened. The establishing of cultural and community centres facilitates grass-roots cultural work in the city districts and serves to improve the cultural education and social participation of disadvantaged groups; this specifically benefits also migrants.

“Intercultural work” and “International relations” are key topics within the CDP. The overarching goal of “Intercultural inclusion”, for example, addresses aspects such as barrier-free access to culture for all citizens of Dresden, the founding of a culture of “plurality”, and the reversal of “institutional forms of discrimination”. The target groups are migrants living in Dresden, as well as foreign workers and students and even tourists.

The paths to attainment of the set goals are seen primarily in multi-lingual communication about and within the cultural offers, in better and direct communication with migrant organisations, and in a diversity-oriented opening of cultural facilities.

Planning is also in progress on a “House of Interculture”, which is expected to open in 2023 and will be managed by the family centre “Kolibri”, an established meeting place for migrants with proven experience in the promotion of multi-lingual and intercultural competence. As a low-threshold centre, it will encourage migrants to implement their own cultural and educational projects and thus to form networks with the people of Dresden.

Municipal cultural development and stimulation offer a platform for intercultural formats and community-based activities to promote tolerance and respectful coexistence. A diversity of events supported by the City Administration, such as the annual open-air banquet “Dresden dines colourfully” organised in the city centre by the alliance “Dresden. Respect” or similarly activities connected with Dresden’s application for the title “European Capital of Culture”, have already been successful in promoting the mutual understanding and equal participation of all residents of the city, irrespective of background, religion or appearance, through opportunities to meet.

Via the initiative “Cosmopolitan Dresden – #WOD”, the City of Dresden provides institutional support to a number of organisations which are working actively against discrimination and racism; a few

examples which can be mentioned are the Dresden Foreign Council and the registered associations “Active Culture” and “Afropa”.

Dresden also supports organisations dedicated to the strengthening of democracy, diversity, interculturality and equal participation within the framework of its project funding. The beneficiaries include the choir project “Singasylum”, the Vietnamese Association and the music group “Banda Internationale”. The latter project, in which many of the musicians are refugees, overcomes the usual helper-refugee relationship. Recently, funding was also given for a film which traced the individual origins of the band and attracted a significant response far beyond the boundaries of Dresden itself.

Fundamentals of remembrance culture in the City of Dresden

Historical recollection of the National Socialist era and its ideological background, along with remembrance for its victims, is firmly anchored in the identity of the City of Dresden on both the civil and political levels. The remembrance concept “Diversity in memories” attempts to embrace a wide variety of occasions for historical remembrance and thereby to promote projects concerned with contemporary history and remembrance culture against the background of the city’s historical responsibility. Besides remembering past injustices and raising awareness for democratic values and human rights, it is above all a question of enabling a future- and action-oriented examination of the negative horizons in our own local history. Accordingly, the following five thematic columns were proposed for this concept:

- Democratic culture of remembrance
- Interpretation diversity
- Communication of history
- Building empathy, and
- Cooperation.

One central element in Dresden’s remembrance culture is the human chain which is formed on 13th February each year to remember the destruction of the city in 1945. The remembrance and other flanking activities combine thoughts for the victims of the bombing of Dresden and the Second World War with discussion of the underlying causes and current enmity and anti-democratic tendencies, and provide motivation for a commitment to democracy, peace and human rights.

In recent years, remembrance culture in Dresden has expanded to include also remembrance for victims of xenophobic and racially motivated violence in Dresden. On 6th April each year, the Dresden Foreign Council organises a public event in memory of Mozambican migrant worker Jorge Gomondai on the square which today bears his name. Jorge Gomondai died as a result of a racially motivated attack in 1991. The racist and Islamophobic murder of Egyptian citizen Marwa El-Sherbini, who was killed in a

Dresden court building in 2009, attracted worldwide attention at the time. Marwa El-Sherbini is also remembered each year, sending out a signal for a tolerant and open-minded society in which no-one must face discrimination on account of his or her origin, appearance, gender or religion. The City Administration has from the beginning contributed to the preparations for the Gomondai and El-Sherbini remembrance events alongside community-based associations such as the Dresden Foreign Council and RAA Saxony.

On the basis of a City Council resolution adopted in July 2020, furthermore, the park in front of the Dresden regional court building has been named after Marwa El-Sherbini. This is intended not only as a place of remembrance, but also as a statement against racism, violence and discrimination, and a sign of solidarity with all victims.

Dresden Municipal Libraries Service

The Municipal Libraries Service plays an active role in the promotion of equal opportunities in Dresden by offering immediate local access to culture and knowledge to people all over the city. At the same time, it provides spaces for social and communicative exchange, and reacts to current social developments and needs with corresponding activities. It is a particular declared aim of the municipal libraries to serve as venues for an active welcome culture and to promote the social integration of migrants in Dresden. Consequently, the current library development plan names support for the social integration of migrants and refugees into local society as a core aspect of the work ahead.

Building upon a broad media diversity and specially developed event formats of their own, the municipal libraries promote not only command of the German language, but also multi-lingual competence and intercultural exchange. Under the title "Dialogue in German", for example, discussion groups in which migrants can practise and improve their German language skills in relaxed conversations have been held in four district branch libraries on a weekly basis since 2017. Organised in an open atmosphere and with a team of volunteer helpers, such offers are both language learning opportunities and places for intercultural exchange and social integration, and generally attract approx. 30-40 participants.

In addition, the Municipal Libraries Service is a regular contributor to the International Action Weeks Against Racism and organises events in a variety of formats on the subjects of racism and racial discrimination, migration, flight and integration for interested individuals, school classes, local government employees and volunteers.

2.4 Measures of the Department of Education of the City of Dresden

Education is one of the main spheres of life in which discrimination is experienced. But it is at the same time a sphere which offers opportunities to act preventively against racism and discrimination and to promote equal participation, tolerance and the acceptance of diversity.

For this reason, the measures anchored in the “Concept for further development of an early learning and school education strategy” of the City of Dresden target kindergartens, child day care centres and schools in socially challenged districts of the city, including especially areas in which high proportions of migrants and asylum-seekers live. Additional personnel and increased budgets for material costs are intended to level up the disadvantaging factors. The education strategy builds upon the Dresden action programme “Growing up in social responsibility”, which has been devoted to the advancement of social (re)integration since 2008.

In cooperation with the German Children and Youth Foundation (DKJS), three “welcome kindergartens” have been set up by the Dresden Child Day Care Office. A programme of coachings, further training courses and professional exchanges prepare the teams in these kindergartens to facilitate the integration of children and families with migration backgrounds and enable them to establish their own support networks with local experts. In this way, they can contribute to the integration of the migrants and at the same time help to overcome prejudices and discriminatory structures. The goal is to make the welcome kindergartens places of intercultural learning (not only) for the children of asylum-seeking families.

Furthermore, Dresden participates in the programme “Building bridges”, which supports low-threshold offers preparing for and accompanying access to child day care facilities and registered child minders. The programme focuses on children and families where child day care plays either no role or at most an inadequate role as a form of early education. This includes children and parents from educationally or socio-economically disadvantaged households, as well as refugee families.

Municipal day care facilities are also supported with “cultural interpreters” within the framework of a cooperation project with Dresden University of Technology. These interpreters work together with the regular staff and can use their language skills to build bridges to children or families from other backgrounds and cultures, for example. They are paid for through the municipal child care budget. In addition, an agreement exists between the municipal providers and the community interpreter service, which enables interpreting needs in connection with the applications for day care places to be met free of charge for migrant families.

A project providing education coordination for (newly arrived) migrants aids the integration of local residents with a migration background, including refugees, into appropriate education at all stages in their life. The project works on behalf of and together with trainees and qualified specialists in administrative functions and elsewhere, e.g. with refugee social workers, educational facilities and various municipal offices. The goals are to achieve transparency in respect of local educational offers and the relevant paths of access for (newly arrived) migrants, providers and other stakeholders, to establish a robust system of knowledge management by optimising the processes of coordination with the authorities, and to avoid discrimination with regard to access to education.

3. Selected stakeholders in areas of relevance for the topics of racism and discrimination

3.1 Municipal stakeholders

Integration and Foreign Citizens Advisory Committee

The Integration and Foreign Citizens Advisory Committee represents the interests of migrants living in Dresden and advises the Mayor and the City Council on all matters which influence the shaping of an open-minded, discrimination-free city and the development of optimal conditions for the social integration of foreign citizens with a migration background. The committee comprises 11 members with a migration background, who are elected directly by Dresden's foreign citizens, and 9 city councillors, all of whom contribute on a honorary basis. The work of the Integration and Foreign Citizens Advisory Committee currently focuses on topics such as

- the accommodation and integration of refugees (e.g. language learning, participation in social life and the employment market, and integration in child day care, schools and further education),
- the promotion of native-language teaching for children with a migration background, and
- better access to medical care for citizens with a migration background.

Integration and Foreigners' Commissioner

The Integration and Foreigners' Commissioner is the lead contact within the City Administration for all matters relating to the overall task of social integration and thus the representative of all Dresden citizens with a migration background. Important goals of her work are the promotion of equal opportunities and equal participation for all migrants in Dresden, as well as the removal of existing structural and individual forms of discrimination and disadvantage. To this end, she cooperates closely with municipal, political and community stakeholders, provides information to promote public awareness, and organises events on relevant topics.

3.2 Civil society organizations

Dresden.Respekt and Cellex Foundation

In 2016, the Dresden physician Prof. Dr. Gerhard Ehninger with the Dresden - Place to be! and the Cellex Foundation invited members of other civil society initiatives from science, culture, politics, business and religious associations to campaign for respectful treatment of one another and against intolerance. The work of the alliance began with a common commitment to the basic values of living together, which numerous individuals and organizations signed. Campaigns are held regularly to promote humanity, mutual respect and non-violent coexistence in a diverse society. In particular, the annually organized meal "Dresden eats colourful", to which residents, guests, institutions and organizations of the city are invited in July, contributes to getting to know each other (including people of different origins/nationalities and lifestyles), to understanding, to strengthening tolerance and to break down barriers and discrimination.

The Cellex Foundation was founded in 2015 with a focus on science and society. It supports projects, initiatives and prizes that strengthen social cohesion, the democratic coexistence of cultures and the social participation of all. In accordance with its motto "Overcoming Boundaries", the foundation helps to shape a tolerant and inclusive society. To this end, it organizes meeting parties with partners, initiates fundraising campaigns and seeks dialogue with the residents of Dresden. The foundation supports z. B. the project "Musaik - Boundless Music Making" in a disadvantaged/discriminated part of the city. Children with and without a migration background from different social classes and also educationally disadvantaged households learn social and intercultural skills by playing a classic orchestral instrument together. In this way, the project contributes to the promotion of cultural and social participation and has a preventive effect against exclusion, disadvantage/discrimination and intolerance.

Kulturbüro Sachsen e. V.

Since 2001 the association "Kulturbüro Sachsen" has been campaigning for a lively democracy and the reduction of discrimination. The four work areas "Mobile Advice", "Specialist Office for Youth Welfare", "Specialist Office for Empowerment & Community" and the "Specialist Office for Educational Offers" pursue the goal of counteracting any devaluation of people, be it based on attributed or actual origin/nationality, religious affiliation, sexual identity or social status. The interdisciplinary team supports the design of democratizing processes and encourages its clients to Stand up for their concerns. The teams have local, regional and nationwide expertise. The offer is politically and

religiously independent. It is aimed at all people, municipalities, administration, politics, business, religious communities, children, youth and educational institutions, initiatives, associations and alliances whose concerns are developed into needs-based ideas and concepts. It can be:

- Moderation and conflict management
- Analysis and research
- Dissemination and transfer of information
- Development, support and implementation of local strategies
- Planning and implementation of events and projects
- Further training, curricula and documentation.

The association works for a social culture in Saxony that:

- includes people on an equal footing regardless of abilities, identities and status,
- sees the diversity in society and ways of life as a matter of course,
- carries out conflicts argumentatively and takes minorities into account in the process,
- Supports those affected by discrimination and actively counteracts discrimination.

Alliance against Racism

The Alliance against Racism - for a just and humane Saxony is an amalgamation of over 40 clubs, associations and self-organizations. It sends a visible signal against racism and discrimination to the public in Dresden and Saxony. The alliance, which also includes migrant self-organizations, sees itself as a lobby organization for the concerns of people affected by racism. The main focus is - in addition to other forms of racism - in particular structural racism and its reduction, also within own organizations. The network provides anti-racist and political education and supports the empowerment of migrants and migrant institutions. Depending on the occasion, it cooperates with the state capital Dresden and primarily provides the technical know-how of its members, for example in the organization and implementation of the democracy conference 2018 or as part of joint events with the city libraries.

House of Resources

The Dresden House of Resources is a project of the associations Kulturbüro Dresden e. V. and the Ausländerrat Dresden e. V. The facility, which is funded by the Federal Office for Migration and Refugees (BAMF) and municipal budget funds, contributes to the social integration of migrants and in particular of asylum seekers. To this end, it supports integrative and intercultural engagement by migrant organizations and other activists involved in integration work in Dresden. With the aim of empowering and networking immigrants, advice and training (for example on legal and organizational aspects when founding associations, on the management of projects or on the subject of public

relations), as well as spatial and financial assistance, are offered. Integration-promoting micro-projects can be supported from a dedicated funding fund. The Dresden House of Resources, which cooperates with the state capital Dresden on a topic and occasion, is one of only 13 institutions of the same name in the whole of Germany that are funded by the BAMF.

HERZ STATT HETZE (HEART INSTEAD OF HATRED/ENIMITY)

HERZ STATT HETZE is an initiative that arose after the Pegida demonstrations began in 2015. Since then, it has been responsible for building a broad civil society alliance of people, initiatives and institutions of different political, religious or ethnic affiliations as a strong antithesis to racist and anti-Muslim attitudes, such as B. found at Pegida, to create. HERZ STATT HETZE opposes racist agitation and hostility, in addition to a big heart, above all in publicly visible actions.

Numerous other institutions, associations, initiatives and alliances in Dresden have been committed to fighting racism and discrimination for years. The city administration recognizes the commitment of civil society organizations and committed residents for the preservation of democratic values and the protection of basic and human rights and also supports selected activities and projects financially.

4 The 10-Point Action Plan of the City of Dresden in detail

Commitment	Measures and activities
<p>1</p> <p>Greater vigilance against racism</p> <p>To set up a monitoring, vigilance and solidarity network at city level</p>	<p>The monitoring committee of the Local Action Programme (LAP) is a body comprising representatives of different city departments, local society and the academic world who meet regularly to discuss questions relating to the strengthening of democracy, the elimination and prevention of racism and extremism, and the promotion of participation, equal opportunity and integration. The committee observes and identifies changing problems and needs in the region, derives action strategies, supports the cooperation of the different stakeholders, and accompanies projects and measures in democracy education and the work against racism.</p> <p>The Crime Prevention Council, furthermore, is an advisory body which responds in an event-driven and problem-oriented manner to the actual crime situation in Dresden. It develops preventive measures to suppress local crime in the relevant categories. This includes also the category of politically motivated and hate crimes.</p> <p>Awareness for the subject is strengthened among City Administration employees through internal training measures, e.g. “Arguing against right-wing-extremist and racist opinions” or “Current developments in right-wing extremism and right-wing populism in Saxony”, through offers prepared by the Integration and Foreigners' Commissioner, and through events organised within the framework of the LAP, e.g. a film presentation and workshop discussion on the situation of migrant workers in Eastern Germany before and after Reunification (2019).</p> <p>The district management teams which have been set up in several parts of the city, and in particular in areas covered by the joint federal/state programme “Social City”, are active directly in the lifeworld of the local citizens and are finely tuned to phenomena such as exclusion, xenophobia and racism.</p> <p>The municipal coordinator for volunteer work and community involvement for asylum-seekers maintains close networks with initiatives, associations and individuals who work directly with refugees and are able to provide information on racist or hate-motivated incidents witnessed within the framework of their activities.</p> <p>In addition, there are various independent providers from religious, socio-cultural, sports-related and trade union contexts in Dresden, whose specialised offers promote racism-critical and preventive action against different forms of group-focused enmity.</p>

<p>2</p> <p>Assessment of the local situation and municipal measures against racism and discrimination</p> <p>To initiate and develop the collection of data on racism and discrimination, to establish achievable objectives, and to set common indicators for assessment of the impact of municipal policies</p>	<p>The City of Dresden does not possess a central system through which instances of (racial) discrimination are recorded, but is nevertheless able to access data from a number of different sources. These sources include</p> <ul style="list-style-type: none"> - the Municipal Statistics Office, - local crime statistics (e.g. recorded cases of political crime and violence) and - the RAA victim counselling service (statistics on right-wing-motivated violence with data on motives, the offences committed and victims). <p>In addition, a periodic status report drawn up by the office of the Integration and Foreigners' Commissioner of the City of Dresden contains information on the life situations of migrants living in the city.</p> <p>Continuous exchanges with representatives of the City Administration, the security authorities, academic institutions and community stakeholders, in particular the Dresden Foreign Council and the Cultural Office Saxony, is guaranteed.</p> <p>Cooperation with migrant associations, educational institutions and economic organisations is continued consistently in order to detect relevant incidents, to determine the necessary action response and to plan corresponding measures.</p> <p>Already in 2013, the City of Dresden supported a study of the Institute of Media and Communication at TU Dresden entitled "Foreign workers and xenophobic tendencies", the results of which were then used directly in the planning of measures to promote democracy development and integration work.</p>
<p>3</p> <p>Better support for the victims of racism and discrimination</p> <p>To support victims and strengthen their ability to defend themselves against racism and discrimination</p>	<p>In 2018, the City of Dresden established an advice centre in the City Hall as a first place of contact for citizens who have suffered discrimination. This centre provides information on the General Equal Treatment Act (AGG), offers an initial assessment of the reported case and puts the person concerned in touch with relevant partners. In addition to advice, which can also be provided anonymously where requested, legal texts and further information on the Equal Treatment Act are published on the city website in various languages.</p> <p>Info materials for citizens who have experienced racism and discrimination can also be picked up in the City Hall and in the local administrative offices in the individual city districts.</p>

	<p>Other non-municipal institutions in Dresden have set up helplines and complaints offices in accordance with § 13 AGG (e.g. TU Dresden). Furthermore, an anti-discrimination office has existed in Dresden since January 2019 (provider: Saxony Anti-Discrimination Office).</p> <p>On an event-driven basis, the City of Dresden also cooperates with the victim counselling service of RAA Saxony (e.g. on committees and in working groups), as well as with other organisations active in victim support.</p> <p>In 2018, municipal funding was given to a project devoted to the empowerment of citizens who have experienced racism.</p>
<p>4 More participation and better informed citizens</p>	<p>The City of Dresden continues to implement various measures in this context:</p> <ul style="list-style-type: none"> - Strategic planning and realisation of public relations and campaign work (internal and external); distribution of info materials, e.g. publications of the Federal Agency for Civic Education, the City Administration, and various independent and public providers of relevant advice and support, in the foyer of the City Hall and temporarily in the local district offices - Advice and support for persons and groups affected by and/or under threat of discrimination through the Integration and Foreigners' Commissioner, the Equality Officer and the Officer for Disabled Citizens' Affairs of the City of Dresden - Cooperation with the Saxony Anti-Discrimination Office, the Welcome Centre of TU Dresden and the Dresden House of Resources - Coordination and realisation of the International Action Weeks Against Racism with offers geared to the prevention of racism, increased participation and the empowerment of disadvantaged groups - Projects/events to promote participation and co-determination for various target groups (e.g. dialogue with the Mayor in the local city districts, participation workshops, "Dresden Lounge", offers promoting the participation of children and young people). <p>A citizen participation statute has already established and implemented an organisational framework for the involvement of local citizens in planning and decision processes of the City of Dresden. Possibilities to request a participatory procedure and to submit citizens' recommendations are anchored in the statute and serve to promote individual initiative, a culture of dialogue and democratic involvement right down to local district and</p>

	<p>neighbourhood level. The objective is to offer all groups within society the same opportunities for participation, and here above all those groups which are otherwise known to remain under-represented in citizen participation contexts (for example migrants).</p>
<p>5 The City as an active supporter of equal opportunities To facilitate equal opportunities and support diversity on the employment market by utilising all available possibilities of the local authorities</p>	<p>Officers of the City Administration, in particular the Equality Officer, the Integration and Foreigners' Commissioner and the Officer for Disabled Citizens' Affairs, fulfil duties aimed at realising equal opportunities and equal participation for all citizens. Accordingly, diverse informative events, actions, conferences and discussions are organised at regular intervals.</p> <p>A municipal project providing education coordination for (newly arrived migrants) has been aiding the integration of citizens with a migration background into appropriate phases of education since 2016, for example by providing information on offers of advice, vocational orientation, coaching and qualification opportunities for (newly arrived) migrants. To this end, the project collaborates with education providers, administrative offices, authorities, community stakeholders, volunteer helpers and the migrants themselves. The primary objective is to achieve transparency and thus improved integration in education and employment.</p> <p>Within the framework of the project "Learning mentors", the Youth Affairs Office of the City of Dresden helps young refugees and others with a migration background to learn German, to find suitable work experience and training placements, and thus to integrate successfully in education, on the employment market and in local society through the support of volunteer mentors.</p> <p>Together with the Free State of Saxony, the City of Dresden grants a Marwa El-Sherbini Scholarship for Open-Mindedness and Tolerance worth 750 euros per month to promote future specialists who are prepared to take on social responsibility and stand up actively for freedom, democracy, respect and fundamental human rights.</p> <p>To ensure equal opportunities in the field of health care and to remove barriers restricting access to medical services, Dresden became the first city in Saxony to introduce an electronic health insurance card for asylum-seekers in 2020. In addition, the Municipal Public Health Office employs doctors who themselves have a migration background and can thus play an important role in the provision of health care to migrants thanks to their specific language skills and intercultural knowledge.</p> <p>The City of Dresden also awards an annual "Integration Prize" to community initiatives and business enterprises which demonstrate particular commitment in their work to promote the social participation and vocational integration of migrants.</p>

	<p>In numerous parts of the city, volunteer welcoming networks have been established with community support and, in part, with funding from municipal budgets. They provide mentors, help migrants to learn German, accompany them on necessary visits to government offices, and organise activities promoting integration.</p>
<p>6 The City as an equal opportunities employer and service provider</p>	<p>The City of Dresden tackles access barriers and promotes diversity in its local government through a variety of steering measures.</p> <p>Between 2018 and 2019, young employees and trainees of the City of Dresden formed the project group “#LHDDiversity” to draw the attention of their colleagues to the subject. As part of a public relations campaign, they developed various ideas spotlighting people whose diversity is a valuable gain for local government. In 2019, the City Administration then ran a 120-poster campaign across the whole city describing diversity as a fixed asset and opportunity for Dresden. A series of postcards, furthermore, depicted employees in a multitude of different jobs – people of all ages and backgrounds, and in some cases also with disabilities – to demonstrate just how diverse the City Administration is.</p> <p>The promotion of diversity is moreover a key project within the framework of the city’s organisational development concept. In 2018 and 2019, the Integration and Foreigners’ Commissioner teamed up with the Dresden Job Centre to organise conferences under the banners “Diversity as a resource?” and “Diverse Administration – Successful Administration?”</p> <p>Organisational and personnel development aimed at equal opportunities and diversity is likewise a focus of the project “Preparing young asylum-seekers for vocational training”. Refugees are here introduced to the demands of a future training programme over the course of a two-year period. Successful participants are offered a training placement. Five municipal enterprises cooperate in this programme.</p> <p>Municipal offers and events are publicised in several languages. Multi-language info materials are made available on topics ranging from social services or child day care to waste sorting and disposal (in 13 languages, including Chinese and Tigrinya).</p>

<p>7</p> <p>Fair access to housing</p> <p>To take active steps to strengthen policies against discrimination on the city housing market</p>	<ul style="list-style-type: none"> - Founding of the municipal housing association “Living in Dresden” in 2017 with the objectives of promoting social housing construction and ensuring socially responsible and fair access to housing above all for disadvantaged home-seekers. - The City of Dresden cooperates closely with local landlords, especially with the real estate company Vonovia. The latter makes apartments available for needs-based allocation by the local authorities and enables refugees with a confirmed right to stay to subsequently rent an apartment in their own right. Applicants for an apartment from the pool subject to municipal allocation demonstrate their eligibility by presenting a so-called “housing entitlement certificate”. Such certificates, in turn, are issued in accordance with the stipulations of the Housing Promotion Act (WoFG). - Municipal funding is made available to residential projects for refugees in need of particular support, for example safe houses and assistance for LGBTI* refugees subject to or under threat of violence (within the framework of the Asylum and Integration Plan 2022)
<p>8</p> <p>Challenging of racism and discrimination through education</p> <p>To develop and strengthen measures against discrimination relating to access to education, and to promote tolerance and intercultural understanding through education</p>	<p>The City of Dresden implements an action programme entitled “Growing up in social responsibility”, which currently brings together 25 child day care facilities, primarily in disadvantaged residential areas. The objective of the programme is to grant all children equal opportunities to develop their potential, irrespective of social or ethnic background, and thus to promote equality in the field of education. To this end, additional material and structural resources are made available to promote corresponding developments in the individual facilities and to provide the necessary systematic and scientific support.</p> <p>One objective of the so-called “welcome kindergartens” which the Dresden Child Day Care Office has established in cooperation with the German Children and Youth Foundation is to integrate children from migrant and refugee families, children from different social backgrounds and children with disabilities into early learning facilities, and in this way to promote equal opportunity. These kindergartens are for the children, their parents and staff a place of democratic education, where they can experience how cultural diversity is normal and enriching, and learn to treat others with tolerance and respect. In the meantime, more than 20 kindergartens are participating in the programme. They receive accompanying support from corresponding experts, opportunities for practice-oriented exchanges within the network, and access to relevant further training, above all for the work with children from different cultural and language backgrounds.</p>

	<p>The City of Dresden also gives financial support to the project “Musaic”, which seeks to bring children and young people from different social backgrounds together in socially mixed and more disadvantaged areas of the city. The project makes a contribution to the cultural education, participation and integration of young people from all strata of society. The children, many of them with a migration background, learn not only how to play classical instruments, but also values such as tolerance and respect.</p> <p>Thematic events organised by the City of Dresden itself, e.g. within the framework of the International Action Weeks Against Racism or the Intercultural Days, serve to promote acceptance, social cohesion and open-mindedness, while combatting forms of group-focused enmity, exclusion and discrimination. One example is a conference on history, stereotypes, culture and the strengthening of Roma and Sinti in Dresden and Saxony (2020), which was organised by the Integration and Foreigners' Commissioner and the Heinrich Böll Foundation.</p> <p>In Dresden schools and youth work facilities, projects which raise awareness for racism and other forms of group-focused enmity and promote respect towards other cultures and diverse lifestyles receive funding from the budgets of the LAP or the programme “Live Democracy!” and consolidate the goals of school social work.</p> <p>Several schools in Dresden have been awarded to title “School without racism – School with courage” for their active commitment against racism and all forms of discrimination and violence.</p>
<p>9 Promotion of cultural diversity To ensure fair representation and participation for the diverse spectrum of cultural expression and personal heritage among local citizens in cultural programmes, in collective memory and in public spaces, and to promote interculturality in city life.</p>	<p>The City of Dresden supports cultural institutions and offers which represent the cultural diversity of the local population. Municipal institutions such as the Theatre of the Young Generation (tjg) or the Dresden Youth Art School not only promote cultural diversity and participation, but also spotlight important social issues and create opportunities for discussion.</p> <p>It is planned to establish two community centres for migrant organisations and to install a community manager with the task of promoting cultural diversity and the social participation and empowerment of migrants, e.g. by providing rooms and facilitating competences in self-organisation, applications for funding, etc. The centres are to be opened before the end of 2020 and will be financed through the municipal budget.</p> <p>Further projects which are/have been implemented in this action field include:</p> <ul style="list-style-type: none"> - Annual “Intercultural Days” with an intercultural street festival. 2019: Community network meeting for migrant groups and a conference on history, stereotypes, culture and the strengthening of Roma and Sinti in Dresden and Saxony

	<ul style="list-style-type: none"> - Public events marking the Islamic and Jewish New Year (since 2016), with the participation of religious groups and associations - Participation-oriented application for the title “European Capital of Culture” under the banner “Neue Heimat – New Home” with the goal of developing joint visions for an integrative society; currently pursued through the continuation of individual projects - Support for organisers and projects which promote and render cultural diversity visible, e.g. “Musaic” (integrative music project for children), BIRD interreligious peace concert.
<p>10 Hate crimes and conflict management To develop and support mechanisms for dealing with hate crimes and conflict management</p>	<p>The City of Dresden supports offers within the framework of local district and neighbourhood work, above all in areas covered by the joint federal/state programme “Social City” and other precarious neighbourhoods, by providing for points of contact and mediation in conflict situations.</p> <p>The City Council has already passed a resolution to rename a public green space in front of the Dresden regional court building “Marwa El-Sherbini Park”, in memory of the Egyptian citizen who was murdered in the court in 2009 in a racist and Islamophobic attack. Naming the park after her will establish a worthy place of remembrance and warning, and makes a statement for peaceful coexistence without violence.</p> <p>Remembrance, warning and the prevention of racism and xenophobic hate are also served by annual acts of remembrance for Marwa El-Sherbini and Jorge Gomondai, which are prepared by local initiatives together with the City of Dresden.</p> <p>The City of Dresden accompanies the work of welcoming networks and volunteer initiatives in numerous areas of the city, providing support for integrative measures promoting participation, as well as offers which strengthen tolerance, acceptance and mutual respect between different groups within the population and mediate in conflicts between new and long-standing residents.</p>

5 Summary and outlook

Dresden was implementing effective measures and delivering prominent messages against racism and discrimination even before its application for ECCAR membership.

At the same time, the organisation of a working meeting of the German-speaking ECCAR members in December 2019 underlines how implementation of the 10-Point Action Plan and networking with the other member cities to further the protection and strengthening of human rights are matters of utmost concern for the City of Dresden.

Especially in a time in which intolerance and enmity are very present in the most varied spheres, it is important to continue and expand these activities. Accordingly, the integration concept of the City of Dresden is currently being updated and will serve as an essential compass for the work to strengthen equal opportunity in the coming years.

Furthermore, the City of Dresden is committed to continuing the cooperation with its community partners on the further prevention of xenophobic, racist and discriminatory attitudes, actions and structures, and on the promotion of respect and appreciation for diversity.

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