



European Coalition
of Cities
Against Racism



ACT OF ACCESSION AND COMMITMENT

The undersigned,

.....

Mayor of the City/ Municipality of

.....

Certify, by signing this Declaration, the full and complete adherence of the City to the European Coalition of Cities against Racism and the adoption of its Ten-Point Plan of Action.

The City undertakes in particular to honor its commitments and to implement the attendant actions (see the attached document). These commitments and actions will be an integral part of the municipality's strategies and policies.

The City undertakes to allocate the necessary human, financial and material resources in order to achieve these commitments, and to report on the actions undertaken to the Steering Committee of the Coalition.

(Date)

(Place)

(Signature)



IMPLEMENTATION OF THE TEN-POINT PLAN OF ACTION

BY THE CITY OF:

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COMMITMENTS WITH RELATED ACTIONS FOR FIGHTING CONCRETELY AGAINST RACISM, XENOPHOBIA AND DISCRIMINATION IN OUR CITY

The 10-point action plan, adopted in Nuremberg on December 10, 2004, must be signed by cities wishing to join the European Coalition of Cities against Racism. The signatory cities commit themselves to integrating the action plan into their strategies and action programs and to providing the human, financial, and material resources necessary for its effective implementation.

Each city should focus its implementation on the points and measures that appear most relevant in the context of its local work against racism. The commitment to implement the 10-point action plan is intended to promote and strengthen the development, implementation, and evaluation of municipal measures to combat racism.

In order to enable regular monitoring of the measures implemented, each city undertakes to report to the ECCAR Scientific Advisory Board, in which UNESCO is also represented, every two years on the individual implementation of the 10-point action plan using the ECCAR Online City Reporting Tool. At least one concrete measure must be reported on.

Cities can use the example measures from the accession and commitment declaration as a guide and supplement them with their own proposals. We recommend that cities that have implemented the proposed measures or wish to set different priorities add these measures when setting out the action plan.

The signatories also undertake to designate a contact and coordination point for the implementation of the 10-point action plan and ECCAR membership. ECCAR's services can be accessed and used by any number of people and departments within the city administration. However, it is important that at least one person within the city administration is the official ECCAR contact person.

(Please indicate actions selected and add other if required)

TEN-POINT PLAN OF ACTION

COMMITMENT N° 1

GREATER VIGILANCE AGAINST RACISM

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

EXAMPLES OF ACTION:

- a) To establish a mechanism for consultation with the various social actors (young people, artists, NGOs, community leaders, the police, the judiciary, etc.) in order to take regular stock of the situation as regards racism and discrimination,
- b) To set up a monitoring and rapid response system to identify racist acts and hate crimes/speech in collaboration with civil society organisations, and to bring them to the attention of the competent authorities,
- c) To put racism and discrimination on the agenda of the various consultation mechanisms that exist within the city (e.g. youth parliaments, elders' councils).

OTHER ACTIONS:

- To put in place continuous mechanisms to monitor and evaluate racism & discrimination, including through regular city-wide resident surveys and additional participative research methods.
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- To adopt targeted approaches against anti-Black racism, antisemitism, Muslim discrimination, queer discrimination and discrimination against people with disabilities.
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TEN-POINT PLAN OF ACTION

COMMITMENT N° 2

ASSESSING RACISM AND DISCRIMINATION AND MONITORING MUNICIPAL POLICIES

To initiate, or develop further the collection of data on racism and discrimination, establish achievable objectives and set common indications in order to assess the impact of municipal policies

EXAMPLES OF ACTION:

- a) To set up formal means of collecting data and information on racism and discrimination in all fields of municipal competence by introducing relevant variables in their data collection,
- b) To establish partnerships with research entities in order to analyse regularly the data and information collected, conduct studies at local level and develop specific recommendations for city authorities,
- c) To define achievable objectives and apply common indicators in order to assess trends in racism and discrimination and the impact of municipal policies,
- d) To set up a research council for an on-going dialogue between researchers and policy makers.

OTHER ACTIONS:

- To actively collect qualitative as well as quantitative data to inform evidence-based policy adjustments;
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To conduct research in order to identify barriers in access to rights and services, including mystery guest research to detect discrimination and exclusion in nightlife settings;
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To maintain ongoing exchange and coordination with other major Dutch cities (G4) to discuss shared challenges, data, and emerging trends related to racism and discrimination;
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To use insights from research, monitoring and inter-city exchange to continuously adapt and improve municipal policies and interventions.

TEN-POINT PLAN OF ACTION

COMMITMENT N° 3

BETTER SUPPORT FOR THE VICTIMS OF RACISM AND DISCRIMINATION

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

EXAMPLES OF ACTION:

- a) To support victims in organising themselves to seek remedies, initiatives (counselling, monitoring, etc.) and preventive measures in counteracting racism and discrimination,
- b) To establish a formal capacity within the city authority (ombudsperson, anti-discrimination unit, etc.) to deal with complaints about discrimination made by local residents,
- c) To provide support to local entities which provide legal and psychological support to local victims of racism and discrimination,
- d) To establish disciplinary measures as part of the standard procedures of the city authority in regard to racist acts or behaviour by city employees.

OTHER ACTIONS

- To structurally support and strengthen the local anti-discrimination service, and additionally expand mediation services and follow-up support for victims;
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- To establish a city-wide reporting system for street intimidation and harassment.
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TEN-POINT PLAN OF ACTION

COMMITMENT N° 4

MORE PARTICIPATION AND BETTER INFORMED CITY DWELLERS

To ensure better information for city dwellers on their rights and obligations, on protection and legal options and on the penalties for racist acts or behavior, by using a participatory approach, notably through consultations with service users and service providers

EXAMPLES OF ACTION:

- a) To publish and disseminate as widely as possible a brochure or municipal bulletin giving relevant information on local residents' rights, the obligations of a multiethnic and multicultural society and the city authority's anti-racist commitments, as well as penalties for racist acts and behaviour. To disseminate in the various public places, forms or contact information that victims or witnesses can use in case of racist acts or behaviour to get in touch with competent authorities or support groups,
- b) To organise, on a regular basis, municipal forums against racism, in collaboration with existing bodies and mechanisms, in order to offer an opportunity to discuss the problems of racism and discrimination in the city, local policies, and their impact,
- c) To commemorate each year, on the 21st of March, the International Day for the Elimination of Racial Discrimination, with a range of initiatives to promote awareness and mobilisation among city dwellers,
- d) To empower local NGOs to pursue their actions in providing information on and developing actions against racism and discrimination.

OTHER ACTIONS:

- To implement an obligatory inclusive participation strategy, based on multiple perspectives;
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- To organise structural opportunities for city dwellers to meet each other, for example by organising dialogues, neighbourhood meetings, and focus groups;
- To actively involve groups experiencing discrimination in policy development and evaluation.

TEN-POINT PLAN OF ACTION

COMMITMENT N° 5

THE CITY AS AN ACTIVE SUPPORTER OF EQUAL OPPORTUNITY PRACTICES

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

EXAMPLES OF ACTION:

- a) To use the existing powers of the city as a contractor through the inclusion of non-discrimination clauses in local contracts,
- b) To set up a certification procedure for local firms, shops and local professional entities who are committed to challenging racism and willing to accept the implementation of the local mechanisms for dealing with complaints about discrimination,
- c) To establish a micro-credit, sponsorship and mentoring programme, in partnership with businesses, to support economically viable activities developed by discriminated groups,
- d) To set up a partnership with businesses interested in supporting the city authority's anti-racist policies and in promoting diversity as an economic strategy and a commercial asset,
- e) To support, in association with professional bodies and trade unions, the development of relevant learning and development programmes aimed at enabling employees to deliver culturally sensitive and appropriate services,
- f) To make licenses (e.g. to serve alcohol) conditioned on non-discriminatory practices of equal access and perform tests (or audits) to check whether places of entertainment follow a non-discriminatory practice in order to ensure equal access to places of entertainment.

OTHER ACTIONS:

- To provide funding for civil society initiatives aimed at combating racism and discrimination, promoting inclusion, social cohesion and equal opportunities for everyone;
- To investigate research opportunities on labour market discrimination and actively collaborate with employers' and employees' organisation to address discriminatory practices;
- To develop a local health care and support system that is sensitive to the needs of queer individuals;
- To focus on establishing equal educational opportunities for every child in the Hague and on developing a targeted approach to equal apprenticeship opportunities.

TEN-POINT PLAN OF ACTION

COMMITMENT N° 6

THE CITY AS AN EQUAL OPPORTUNITIES EMPLOYER AND SERVICE PROVIDER

The city commits itself to be an equal opportunities employer and equitable service provider, and to engage in monitoring, training and development to achieve this objective

EXAMPLES OF ACTION:

- a) To engage in routine diversity audits in order to inform the development of appropriate policies and practices on the basis of an accurate data base,
- b) To implement impact and needs assessments (anti-discriminatory check list) when developing any new initiative; A simple protocol could be developed in order to standardise this process,
- c) To identify and provide support for the learning and development needs of municipal employees by setting up introductory and advanced training for local authority staff in order to: enhance their ability to manage ethnic and cultural diversity, promote intercultural dialogue, develop competence in anti-discriminatory practices, and acquire the necessary competences in order to provide culturally sensitive and appropriate services,
- d) To implement positive action in order to improve the representation of discriminated groups or communities among city authority staff, particularly in executive bodies,
- e) To establish a special scholarship and training programme for young people from discriminated groups with a view to preparing them for employment by the city.

OTHER ACTIONS:

- To implement an internal diversity and inclusion strategy for the municipal organisation;
- To support employee networks focusing on gender equality, queer inclusion and neurodiversity;
- To execute dialogue-based approaches to strengthen social safety and foster an inclusive workplace culture.

TEN-POINT PLAN OF ACTION

COMMITMENT N° 7

FAIR ACCESS TO HOUSING

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

ACTIONS TO BE UNDERTAKEN:

- a) To draw up legal normative instruments (ethical charter and a code of practice) for public and private bodies involved in renting and selling accommodation in order to combat discrimination in access to housing,
- b) To grant incentives to owners and estate agents who commit to the municipal Code of Practice concerning Anti-Discrimination,
- c) To establish or support advisory services that assist residents who are affected by discrimination in seeking accommodation on the public and private market.

OTHER ACTIONS:

- To develop policies to prevent discrimination in access to housing and housing allocation;
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- To monitor signals and complaints related to housing discrimination.
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TEN-POINT PLAN OF ACTION

COMMITMENT N° 8

CHALLENGING RACISM AND DISCRIMINATION THROUGH EDUCATION

To strengthen measures against discrimination in access to, and enjoyment of, all forms of education, and to promote the provision of education in mutual tolerance and understanding, and intercultural dialogue

EXAMPLES OF ACTION:

- a) To intervene to ensure equal opportunities, especially in terms of access to education, through affirmative action policies,
- b) To enact an anti-discrimination charter and an institutional mandate for teaching and training establishments run by the city authority in order to combat racism in access to education and racism at school,
- c) To create an “Equality School” certificate to reward local schools for their anti-racist work and a “Mayor’s Prize” awarded regularly to the best local school initiative against racism,
- d) To develop teaching material (textbooks, guides, audio-visual or multimedia documentation, kits) on mutual tolerance, respect of human dignity, peaceful coexistence and intercultural dialogue that is suited to strengthen the ability of pupils, teachers and trainers to operate in a multi-ethnic, multicultural and intercultural environment and to deal with the pressures and opportunities of such diversity.

OTHER ACTIONS:

- To support educational initiatives addressing colonial history, slavery and their contemporary impact;.....
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- To commit to targeted measures to promote safety and inclusion in schools, including actions addressing antisemitism and supporting queer emancipation and gender equality.
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TEN-POINT PLAN OF ACTION

COMMITMENT N° 9

PROMOTING CULTURAL DIVERSITY

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

EXAMPLES OF ACTION:

- a) To facilitate the production of audio-visual material (feature films, documentaries, programmes, etc.) in collaboration with professionals from groups who are affected by discrimination, that enables them to express their experiences within and ideas for their city; To facilitate distribution of such material at local, national and international level,
- b) To fund on a regular basis cultural projects and meeting places (e.g. events, cultural centres, etc.) that represent the diversity of city dwellers (music, theatre, dance, painting, etc.) and to integrate them in official city programming,
- c) To name places (streets, squares, monuments, neighbourhoods) and / or to commemorate events specifically relevant to groups affected by discrimination, in order to recognise their contributions and to integrate them into the memory and collective identity of the city.

OTHER ACTIONS:

- To structurally organise interfaith dialogues and regular meetings with religion and faith communities about social topics.
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- To support neighbourhood-based intercultural activities through cultural and community partners;.....
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- To facilitate shared spaces and initiatives that promote encounter and mutual understanding.
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TEN-POINT PLAN OF ACTION

COMMITMENT N° 10

HATE CRIMES AND CONFLICTS MANAGEMENT

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

EXAMPLES OF ACTION:

- a) To establish a pool of experts (researchers and practitioners including those of discriminated groups) with relevant competence to provide the local community with advice, and carry out an analysis of the situation before responses are determined,
- b) To establish an inter-agency group of skilled employees, representing agencies with potential ownership to such conflicts (police, education sector, youth workers, social workers, civil society organisations, etc.) with responsibility for coordinating actions at an early stage when racist crimes or group conflicts arise,
- c) To provide training on racist crimes and conflict management to selected employees from relevant agencies and institutions (schools, youth programmes, integration offices, etc.).

OTHER ACTIONS:

- To implement measures within the safety and enforcement domain to prevent discriminatory practices, including ethnic profiling;.....
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- To cooperate with police and community actors to improve reporting, response and mutual trust and understanding.....
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Against Racism



This document should be sent to:

ECCAR Office
c/o Stadt Heidelberg
Danijel Cubelic / Evein Obulor / Jana Christ
Eppelheimer Str. 13
D - 69115 Heidelberg
Tel.: +49 (0) 6221 58 15 519
Fax: +49 (0) 6221 58 49 160
office@eccar.info

ECCAR Office
o/c City of Heidelberg
Eppelheimer Str. 13
D-69115 Heidelberg

+49 6221 58-15519
office@eccar.info
www.eccar.info