

10 Points Plan of Action

To fight racism on the municipal level in Europe

Greater vigilance against racism

Commitment N° 1

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, in collaboration with civil society organizations, a monitoring and rapid response system to identify racist acts and hate crimes/speeches and 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).

Assessing Racism and Discrimination and Monitoring Municipal Policies

Commitment n° 2

To initiate, or develop further the collection of data on racism and discrimination, establish achievable objectives and set common indicators 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 concrete recommendations for the 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

Better Support for the Victims of Racism, Discrimination

Commitment n° 3

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

Examples of action

- a) To support victims to organize themselves in seeking 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 within the routine functions of the city authority in regard to racist acts or behavior by city employees.
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More participation and better informed city dwellers

Commitment n°4

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 behavior. To disseminate in the various public places, forms or contact information that victims or witnesses can use in the case of racist acts or behavior in order to contact competent authorities or support groups.
- b) To organize, on a regular basis, Municipal forums against racism, in collaboration with existing organs 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 mobilization among city dwellers.
- d) To empower local NGOs to pursue their actions in providing information on and developing actions against racism and discrimination.

The City as an Active Supporter of Equal Opportunity Practices

Commitment n°5

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

Examples of action

- a) To employ the existing powers of the city as a purchaser 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 business, to support economically viable activities developed within discriminated groups.
- d) To set up a partnership with businesses interested in supporting city authority 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 programs 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.

The City As An Equal Opportunities Employer and Service Provider

Commitment n° 6

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 practice on the basis of an accurate data base;
- b) To implement impact and needs assessment (anti-discriminatory check list) when developing any new initiative. A standardized simple protocol could be developed in order to routinize 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 practice; 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 in city authority staff; and particularly in their 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.

Fair access to housing

Commitment n° 7

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

Examples of action

- 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 facilities and incentives to owners and estate agents that commit to the municipal anti-discrimination Code of Practice.
- c) To establish or support advisory services with a brief to assist and support residents from those affected by discrimination in seeking accommodation in both the public and private sectors.

Challenging racism and discrimination through education

Commitment n° 8

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, audiovisual or multimedia documentation, kits) on mutual tolerance, respect of human dignity, peaceful coexistence and intercultural dialogue that can contribute to enhancement of the ability of pupils, teachers and trainers to operate in a multiethnic, multicultural and intercultural environment and to deal with the pressures and opportunities of such diversity.
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Promoting cultural diversity

Commitment n° 9

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, in partnership with professionals from the groups affected by discrimination, audiovisual material (feature films, documentaries, programmes, etc.) that enables them to express their experience of and aspirations 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 centers, 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, neighborhoods) and / or to commemorate events specifically relevant to groups suffering from discrimination, in order to recognize their contributions and to integrate them into the memory and collective identity of the city.
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Hate Crimes and Conflicts Management

Commitment n°10

To support or 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 advise, and carry out analysis of the situation to ensure that there is a proper analysis before responses are determined.
- b) To establish an inter-agency group of knowledgeable employees, representing agencies with potential ownership to such conflicts (police, education sector, youth workers, social workers, civil society organizations, 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.).

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