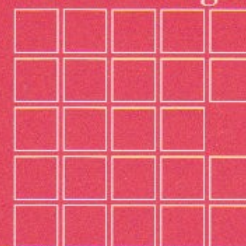


Stadt Erlangen



Leitbild

Integration

ENGLISH TRANSLATION

Leitsätze kommunalen Handelns

Integration Charter for the City of Erlangen

[Text translated by Liz Kraft]

On Being Foreign (“Fremd”)

“You have to adjust.
Everyone behaves differently.
As a foreigner you have to learn the language.
Everyone behaves differently.
You have to find other friends for yourself.
Everyone looks at you.
Everyone behaves differently.
I open the door up wide and walk out
into the foreign city.
Jeton, 13 Jahre”

“To be a foreigner in another
country is like being in
your own country.
There is no difference.
To be a foreigner living in another country
is like living in your country.
There is no difference.
We live with one another.
We speak with one another.
There is no difference.
I am foreign, but
I don't realize it.”
Halil Ibrahim, 12 Jahre”

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Forward

Dear Citizens of Erlangen,

A major German weekly magazine written in the Spring of 2007 cited the country's boom as one reason for the opening up of German borders -- this is more than a subtle hint for the necessity of increased integration efforts: It is a conclusive realization that foreign or naturalized citizens and their children have become a central gear in the clockwork of our society.

Thus the question of "whether or not" no longer exists with integration: As it became clear decades ago that often "speechless" Gastarbeiter, or guest workers, would not return home after a few years, but instead sought a new home here as fellow citizens of Germany, isolated pockets of integration began to sprout up locally. Next, seedlings of integration grew in protected niches, fortifying and widening its reach. Today, integration is an accepted responsibility of municipalities, from which they're able to harvest the fruits of labor.

The importance of integration was also given precedence at the national integration Summit in July of 2006, with a national integration plan introduced in July of 2007.

The German Cities Council, as a professional body of cities in Germany, sees local authorities as "Moderators of social integration". It recognizes that the needs of social inclusion outweigh a mere concentration on citizenship. This is increasingly the case in Erlangen.

Thirty-five years ago the pioneer-plant of integration flourished in Erlangen. The second Bavarian Foreigner council was founded here, and the advisory service for migrant residents was set in place.

From social life, citizens with immigrant backgrounds are indispensable, and the cultural heritage, knowledge, customs and traditions which they bring with them have long been recognized as enrichment to the host society. The City of Erlangen, which encompasses the City Council, municipality, and municipal businesses, works together and with the goal of lasting, increased participation of people with an immigrant background in the development of our city. This strengthens self-confidence, opens development opportunities and ensures peace.

Furthermore, the metamorphosis from "Gastarbeiter" (guest worker) to "citizen with an immigrant background" should not signal an end to integration efforts.

For this reason, at the beginning of 2006, six working groups ["AG"] were invited by the Erlangen City Council to take part in a workshop entitled "Integration Principles for Erlangen". Over the course of a year, six working groups created a mission statement and catalog of measures for use in the future, to represent integration in Erlangen as a cross-departmental, municipality-wide responsibility.

Although the citizens and politicians of Erlangen have done excellent work over the past decades, there are still many open points that urge us all to do more, to promote to every citizen – regardless of age or migration background – according to talent, while continuing to improve the underlying ground for a peaceful coexistence in Erlangen, Germany.

Erlangen is a livable and lovable City: the Integration Principles and the measures derived from them will preserve these traits of our home town well into the future.

Dr. Siegfried Balleis

Lord Mayor

Dr. Elisabeth Preuß

Deputy Mayor

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Preamble

The history of Erlangen proves that integration can be a success. It demonstrates the enrichment that stems from people of diverse backgrounds living together. In retrospect, three distinct periods of immigration can be distinguished.

one:

Starting in 1686, the resettlement of Protestant religious refugees from France sparked the transformation of Erlangen from a mere village into a city. In the beginning, the immigrants formed the majority of citizens, which is why the two population groups took over a hundred years to merge into one.

two:

Following the Second World War, Erlangen, left largely unscathed, took in refugees displaced from the former Eastern territories of Germany. The fact that the newly created industrial hub was in need of workers eased integration considerably.

three:

Foreign citizens who had come to Erlangen from the 1960's on were to an unusually large degree academics and highly-skilled professionals. Their education and language proficiency made it easier for them to adapt.

In many cases, neighborhoods evolved into friendship. Guests became fellow citizens and fellow citizens became locals.

Today, we are facing new challenges. The City of Erlangen is convinced that integration is a reciprocal process between immigrants and natives from which everyone can benefit. The host society initially offers hospitality and later a home. The newcomers in turn contribute their manifold gifts, their experiences and values.

The City of Erlangen is determined to add a new chapter to its successful history of bonding people of diverse backgrounds, tongues and religions. With its principles of integration, the City of Erlangen vows to pursue its motto "Open by tradition", even under changed conditions.

Key Elements of Integration

one:

Integration is one of the central tasks of municipal politics in Erlangen. The peaceful coexistence of people from diverse backgrounds is part of the city's self-conception.

two:

Integration is considered a global objective, concerning each and every area of local administration. All city departments and municipal businesses draw on the principles of integration as a foundation for their work.

three:

Active public relations is a crucial element of local integration policy.

four:

The City of Erlangen strives to hire more employees with a migration background in public administration and municipal businesses in order to serve as a role model for employers. The ability to speak several languages and other intercultural competences are to be considered key qualifications of employees.

five:

Within the range of its financial capacities, the City of Erlangen supports integrative and intercultural measures and activities of associations, societies and initiatives.

six:

Integration is based on individual conditions of life, not ethnic traits or nationality. The reciprocal process of integration involves all individuals with a migration background whose lives are primarily based in Erlangen – regardless of how long they have lived here.

seven:

People with a migration background living in Erlangen may benefit equally from all city programs and services. The commitment of the City of Erlangen to an intercultural opening is mirrored in its strategies and measures. If necessary, services already in place are to be modified and enhanced in accordance to the requirements of the designated target group.

eight:

The City of Erlangen actively includes many societal groups in the integration process and fosters networking amongst them. Support is also provided to civic initiatives dealing with integration.

nine:

The City of Erlangen considers itself a mediator in cases of conflicts with intercultural causes or consequences.

ten:

The City of Erlangen takes a decisive stand against any form of racism or discrimination. Within the framework of laws and individual rights, it guarantees every citizen the preservation of their religious and cultural identity.

eleven:

In municipal associations, the City of Erlangen, in its dealings with state and federal administrations, advocates lasting political and social participation for all individuals with a migration background

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The Importance of an Integration Charter to the City of Erlangen

More than 15.3 million people living in Germany have a migration background. They make up 19% of the German population and, of those, 10% of Germans have German citizenship and 9% foreign. This number is double that of any previously known records.

This development is apparent even in Erlangen where, of 103,000 residents, about 25,600 people share a migration background. They vary from foreign nationals to immigrants, settlers and resettlers or children of foreign-born parents that retain dual citizenship until their 18th birthday.

These numbers impressively emphasize integration as one of the most important tasks of politicians and the community in the years and decades to come.

The topic of migration is often linked to that of demographic developments. Increasingly, experts predict that immigration serves an important role in the protection of the social system while reducing the negative effects of demographic changes.

Clearly, the successful integration of those with a migration background must be of interest for local authorities above all, for they occur in the places where people live: in the cities and communities. The German Association of Cities and Towns coined their annual 2007 conference „Cities Accomplish Integration – Local Politics in in Times of Globalization“. Chief Executive Dr. Stephan Articus nominated the City setting as the most important place for integration: „Community structures establish social openness and a preparedness to act on behalf of those around you... Cities are not borders, they are places of integration“.

The city of Erlangen has faced this challenge for many years, which is why, in October of 2005, the unanimous decision was made by the Erlangen City Council for the leadership to establish a Project Group entitled “Integrationsleitbild für die Stadt Erlangen” (or “Integration Charter for the City of Erlangen”), in which all representatives took part.

Assignment of Tasks

first: Development of a city-wide approach for integration policies

second: New conceptualization of the municipality's migration and integration policies.

With the integration approach and concept the city of Erlangen wants to update and successfully employ their positive approach and experiences by embedding it in a total concept.

The multitude of Integration-related activities in Erlangen has been acknowledged and examples for concrete action items are being made available.

The City of Erlangen relies here on the recommendations of the “KGST” (or Professional Association of Cities, Communities, and Districts) and the experiences of other cities which have recognized that the below criteria is decisive in the success of Integrations-related work:

.... the formulation of an Integration Policy Master Plan

.... the formulation of goals and the measurement of successful integration

.... the interconnectedness and coordination of offers made by the leadership and other related institutions.

Course of Action and Implementation within the Project and Work Groups

.... Systematic duties based on the model of Strategic Management of the “KGST” (or Professional Association of Cities, Communities, and Districts)

.... The curriculum and concrete measures will be compiled in a communicative process in which integration-relevant parties of the City Council of Erlangen will be invited to participate.

.... In a kick-off workshop on January 27, 2006 work groups were established with sponsors.

In accordance with the request of the town council and the Project-defined milestones, the 6 established groups (“Arbeitsgruppen”, or “AG”) worked intensively from February 2006 to February 2007 on an integration concept and strategies for the following integration fields:

.... AG 1: Conception of the Integration Principles

.... AG 2: Verbal Integration and Training

.... AG 3: Integration in the Workplace – Economy and Work

.... AG 4: Social and Cultural Integration

.... AG 5: Political participation Integration

.... AG 6: Town planning, residential environment, social setting

Preliminary Report of the Six Working Groups

The intermediate reports of the 6 working groups were taken into account on 19.7.2006. The project groups were charged with the task of implementing the Integration Concept and in the Summer of 2007 the integration concept was worked into the list of measures to be taken.

Results of the Six Working Groups

The results and means catalog of all 6 working groups document the work involved and report on the involved people and organizations. It was distributed to all City Council members and involved parties and is available from the project management on request throughout the project.

The results of Group 1, which is the overall Integration Principles complete with its Preamble, Key Elements, and definitions, can be found in this document.

Regarding the necessary measures established by the remaining five groups, since they are on the one hand very extensive and on the other requiring further evaluation and examination, the committee – in coordination with the mayor – suggested that the city council select projects for implementation in 2008.

All further proposals and measures serve as a basis and idea-pool of sorts for updating and implementation by the committee within 6-10 years.

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Defining Integration in Erlangen

People with a migration background culturally enrich urban society. The individual strengths which they contribute create a new whole, which is more than the bare sum of its parts.

Integration of people with migration background, who've made Erlangen their place of residence, means changes in total urban social processes and cultural exchanges. Its aim is the active promotion and protection of a peaceful and equal cooperation of all residents in a community, rather than a relationshipless co-existence. The goal is the equal articulation and participation possibility of the immigrants in vital sectors within the city, such as economics, politics, living, culture and leisure.

Integration is successful where immigrants feel accepted and heard within their society, where they can identify with the community and accept responsibility within it, and where they feel whole and at home. It runs on a long-term basis and varies according to the given setting. To be guided and shaped, integration requires a community approach in a setting where it is understood as a community- and city-wide responsibility: all municipal decisions take the aspect of integration into consideration. An integration policy such as this is not reactive, but proactive and preventative, not only emphasizing, but promoting and demanding that the potential of people within a community be released. In this way the integration policy develops a culture of enlightened and positive interaction and balance. Integration requires the creation of appropriate mediums, enabling those with migration backgrounds to find their way independently. Acceptance of integration and utilization of these strategies via individual competencies is encouraged not only of people with migration backgrounds, but also of the receiving culture. To varying degrees, integration concerns all citizens, from immigrants to members of the surrounding community. It is neither the sole responsibility of private individuals, nor should the community be expected to act alone in the fulfillment of this role: It's rather about a combined, civilian-municipality approach.

For Erlangen this has a double meaning: Integration must be lived and practiced. It's not created for immigrants, rather it is achievable through a participatory, compromise and dialogue-based process that above all can be achieved with you, the community.

Erlangen's defines integration as:

one future-oriented and visionary, with foresight to see social challenges before they arrive

two achievement and promotion-oriented, in order to unveil social perspectives to those with a migration background

three emancipatory and not indifferent and patronizing, to bring the potential of humans to the forefront

four and aimed at the individual responsibility of the citizens with regard to the social development of the Erlangen community

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People with a Migration Background

The Federal Statistical Office assigns the following persons to the category „people with migration background“:

.... Immigrants

.... German-born foreigners

.... Repatriates

.... as well as children with at least one parent that fulfills one of the aforementioned characteristics, if these children reside in Germany.

This clarification should serve to provide a better understanding of the Integration Charter.

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Areas of Application

Intercultural competence is the ability to communicate appropriately and successfully in a culturally foreign environment or with those from other cultures. This embodies communication, action and - in particular - conflict resolution abilities, which enable people of various cultures to (tolerantly) interact with one another.

This means one must acquire various knowledge, maintain a point of view when in unclear circumstances, listen to each other, take others' feelings and needs into consideration and compassionately communicate with one another.

Intercultural orientation aims at the acknowledgment of the cultural diversity of a community. Its purpose is to represent diverse groups in community-building and give equal chances - and thus reduce disadvantages - enabling migrants to take equal ownership in social life.

Intercultural work serves a translating function when cultural overlap situations occur, with the goal being reductions in intercultural misunderstandings and increased participation possibilities.

Adoption and application of intercultural competence is in fact a chance to expand knowledge of the unknown or different, while at the same time increasing self-awareness and an understanding for that which is shared.

The acquisition of intercultural competence is a lifelong task which cannot be fulfilled solely with a seminar or training course, rather it is done by constantly reacquainting oneself with the requirements resulting from societal norms. As we strive to interculturally open the regime, strategies are to be developed and implemented with which employees can acquire and learn various competencies in relation to cultural diversity and, in turn, how to become more integration-oriented through communication.

The acquisition of intercultural action competency is not only to be understood as individual achievement of individual employees, rather it is meant for organizations and personnel development of the municipality as a whole.

The associated fields of interest then cover both Interculturality with all of its complexities, including measures to boost employment chances for those with migration backgrounds and intercultural training of those employed as well as the implementation of the Integration Principles in their entirety.

[CENTER CAPTION] Adoption and application of intercultural competence is in fact a chance to expand knowledge of the unknown or different, while at the same time increasing self-awareness and an understanding for that which is shared.

[LEFT CAPTION]: Intercultural orientation aims at the acknowledgment of the cultural diversity of a community.

[RIGHT CAPTION] The acquisition of intercultural competence is a lifelong task.

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Project Participants (Around 70 total):

Steering Committee: Mayor Dr. Elisabeth Preuß, FDP

Birgitt Assmus, Party Leader of the CSU

Gerlinde Stowasser, Councilwoman, Integration Spokeswoman for the CSU

Gisela Niclas, Party Leader of the SPD

José Luis Ortega Lleras, Integration Spokesman for the SPD

Hans-Hermann Hann, City Councilman for the „Grüne Liste“, or Green List Project

Silvia Klein, Project Lead - Mayor and Press Office

Project Lead: Silvia Klein, Driver - Mayor and Press Office

Projektgruppe: Mayor Dr. Elisabeth Preuß

Silvia Klein, Project Lead

Andrea Kaiser, Director - Foreigner Advisory Council

Till Fichtner, Project Lead - Integration of Repatriates

Members of the „Arbeitsgruppen“ („AG“), or Working Groups:

AG 1: Integration Charter Conceptualization

Active Members:

1. Group Driver: Silvia Klein, Driver - Mayor and Press Office
2. Dr. Elisabeth Preuß, Mayor, FDP-Party
3. Birgitt Assmus, Party Leader of the CSU
4. José Luis Ortega Lleras, Integration Spokesman for the SPD
5. Hans-Hermann Hann, City Councilman for the „Grüne Liste“, or Green List Project
6. Diogo Pereira, Vice President of the Foreigner Advisory Council
7. Ruhi Teksifer, Voluntary Consultant for Foreigner-Relations and Honorary President of the Foreigner Advisory Council
8. Dr. Forssman, Christian-Islamic Society and Lutheran Church
9. Holger Schwaiger, Interested Citizen
10. Dieter Rosner, District Deputy of the SPD
11. Remzi Güneysu, Islamic Religion Alliance of Erlangen

Additional Members:

12. Dr. Habib Lejmi, Islamic Community
13. Doris Aschmann, Equal Opportunities Coordinator

AG 2: Integration Through Language and Education

14. Group Driver: Andrea Kaiser, Director - Foreigner Advisory Council
15. Frauke Fuchs, Collective Parents' Council
16. Reinhard Beer, Vice-Head of the „VHS“
17. Dr. Inessa Helbig-Fabian, „Brücken e.V.“
18. Eva Schober, International Branch – Migrating Youth Authority („Jugendmigrationsdienst“)

19. Heidi Graichen, Spokeswoman for School-Related-Politics - CSU-Fraktion
20. Frank Dengler, AWO – Migration Consulting
21. Elizabeth Rossiter, Spokeswoman „AG Bildung und Ausbildung des Ausländerbeirats“
22. Rafiq Aldoais, Foreigners Council
23. Birgit Muhammad, Islamic Community
24. Diem Tu Dan, Interested Citizen
25. Gisela Gildemeister, former employee of the VHS

AG 3: Integration in C – The Economy and Business Environment

Active Members of the Working Group:

26. Group Driver: Till Fichtner, Driver of the Project „Integration of Repatriates from Russia“
27. Michaela Issfeld, Personnel- and Organisations Bureau
28. Birgit Auer, Head of the Government Agency for Foreigners („Ausländerbehörde“)
29. Marianne Vittinghoff, President - Foreigners Council („Ausländerbehörde“)
30. Gerlinde Stowasser, Spokeswoman for Foreigner Issues, CSU-Party
31. Renate Doeblin, Director - IHK-Board
32. Jürgen Riedelmeier, MIR-Project

Further Group Members:

33. Regina Schreiber, VHS Erlangen
34. Edith Kaluza, VHS Erlangen
35. Peter Breitenherdt, IG-Metall – Siemens Workers' Council
36. Annette Schuwirth, GGFA Erlangen

AG 4: Social and Cultural Integration

37. Group Driver: Siegfried Roth, Departmental Head – Department of Culture und Leisure
38. Dr. Dalal Arsuzi-Elamir, „Grüne Liste“ und Arabic-German Parent-Child-Group
39. Stephan Beck, Department of Culture und Leisure - Cultural Development
40. Frank Dengler, AWO – Migration Consulting
41. Simone Fahmy, Social-Worker Specializing in Youth
42. Renate Gregor, Volunteer for the City of Erlangen
43. Ute Hirschfelder, Women's Representative of Dean-Appointed Statewide Church District
44. Veronique Jackowski, Spokeswoman „AG“ Foreigner Politics - Immigration and und Asylum of the Foreigners Council
45. Camilla Lange, Councilwoman, CSU-Party
46. Karl-Heinz Lindner, Culture Department and City-wide Alliance „Erlanger Kulturvereine“
47. Wolfgang Pastowski, Police Inspector for the City of Erlangen
48. Dr. Brigitte Perlick, FAU Erlangen-Nürnberg, Head, Department of Academic Foreigners
49. Eva Schober, International Branch – Migrating Youth Authority („Jugendmigrationsdienst“)

50. Idris Siddiqui, Christian-Islamic Consortium
51. Marianne Vittinghoff, Head of the Foreigners Council („Ausländerbeirates“)

AG 5: Political-Participatory Integration

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54. Hans-Hermann Hann, Councilman „Grüne Liste“
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57. Diogo Pereira, Vice President of the Foreigner Advisory Council
58. Holger Schwaiger, Interested Citizen

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59. Maria Bachmann
60. Stefan Denzler
61. Christian Druck
62. Stefan Eckl
63. Georg-Philipp Kössler
64. Ellen Lindner
65. Zsófia Rományuk
66. Lena Wörrlein

AG 6: City Planning, Home Environment, Social Realm

67. Group Driver: Thomas Grützner, Social Services Department – Social Planning
68. Franz Gallob, Foreigners Council
69. Michael Gerngroß, Authorized signatory - GEWOBAU
70. Klaus Könnecke, District Council CSU-Fraktion
71. Ralf Rupp, Police Inspector for the City of Erlangen
72. Georg Seitz, Rental Consultant - GEWOBAU
73. Winfried Stein, City of Erlangen Agency for Urban Planning
74. Helga Steeger, SPD

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