

... Mission statement for migration and integration

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## **Preamble**

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People from all over the world live in Freiburg. Many have been in Freiburg since birth, others moved here a long or short time ago. Those who live here are part of it. We in Freiburg - this refers to the city society that has developed the present mission statement.

The common goal of the city society was and remains that all residents of our city feel at home here and live and deal with each other in a respectful and appreciative manner on the basis of the legal system that applies equally to everyone - regardless of how long they have been citizens of Freiburg.

Numerous actors from all areas of society have set themselves the goal of promoting successful coexistence in our city through their commitment. Integration is not a one-way street, not the mere adaptation of the newcomers to the long-established, but it always comes about through the negotiation processes of various participants.

In order to provide these processes with an orientation framework, as it were, the municipal council decided in 2018 to renew the first "Mission Statement on Migration and Integration" of the city of Freiburg from 2004 and to adapt it to the current framework conditions. The "Integration" mission statement complements mission statements already adopted or signed by the city of Freiburg, such as the Diversity Charter or the Action Plan for an inclusive Freiburg.

The mission statement names the goals of Freiburg's urban society; not all of them have been realized or can be realized in the foreseeable future.

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## **The development process**

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One goal of the mission statement is to lay a broad foundation for integration efforts of various forms in the entire urban society. It is intended to describe the civil society consensus on the guidelines within which we all operate and which are relevant to all of us.

Therefore, it was developed in a year-long participation process with numerous individuals and representatives from many sectors of society. The participation in the discussions was open: all citizens of Freiburg were invited to participate.

The process was closely accompanied by a team of moderators with the support of the Baden-Württemberg Leadership Academy. Within the framework of four major participation events between November 2018 and October 2019 interested residents were asked how they envision living together in Freiburg and what values, attitudes and behaviors best reflect our self-image as an integrative urban society. The process was accompanied in terms of content by the Migrant Advisory Council Freiburg

The findings were then sorted and summarized by a committee of representatives from politics, administration and civil society. The results could be accessed online by all citizens of Freiburg according to how important the individual fields of action should be for the emerging mission statement.

The goals named in the mission statement reflect what the citizens of Freiburg have worked out in this one-year process.

## **Mission statement for integration**

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Integration as a comprehensive, reciprocal, and ongoing process is guided by the following key objectives:

- In Freiburg want to be an open and diverse city that takes a stand against racism and discrimination of any kind.
- The basis of our coexistence is democracy, the Basic Law and the Universal Declaration of Human Rights.
- We see integration as a cross-sectional task for the entire urban society. As such, it has the task of promoting respectful, non-discriminatory, tolerant and open interaction among all.
- The equal participation of all in the urban society and equal access to the labor market, education, political will and opinion formation, health, housing, culture and all other public areas of society should open up equal opportunities for all citizens of Freiburg.
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