



■ JENA LICHTSTADT.

10-Point Action Plan against Racism of the city of Jena

*for joining the European Coalition
of Cities against Racism (ECCAR)*

Introduction

The present 10-point action plan is based on the City council resolution 20/0372-BV 'Jena is a city against racism' of July 16, 2020. In this was inter alia. stipulates that the city of Jena will join the European Coalition of Cities against Racism (ECCAR). The condition for joining ECCAR is that a local 10-point action plan is created and that this is approved by the City council.

In the city of Jena, the 10-point action plan was drawn up between March and September 2021. This took place in a broad-based civil society participation process. The 'Round Table for Democracy' sent civil society representatives as experts to the editorial group, which met a total of nine times. This made it possible to ensure that those affected by racism and discrimination themselves were also involved in the process. Together with the three employees of the city office for migration and integration, the experts created the present action plan and now commission the city of Jena and its civil society actors to implement the measures formulated therein.

The participation of civil society actors in particular resulted in the numerous, already existing activities against racism being presented in the ten commitments. However, this representation in no way means that sufficient efforts are already being made against various phenomena of racism in the city of Jena. On the contrary - the existing activities shown lead to a sensitization of society and thus an improved perception of the occurrence of racism in our city. This is to be countered even more decisively and jointly with the 10-point action plan.

The action plan is designed for a period of two years, i.e. the calendar years 2022 and 2023, and then needs to be updated, which is then again submitted to the City council for resolution.

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The Office for Migration and Integration of the city of Jena thanks all those involved in the editorial group for the constructive and critical support as well as the lively discussions on the current situation and the future necessary measures. Various suggestions were incorporated into the present 10-Point Action Plan during the development process and have enriched it.

Greater vigilance against racism

Commitment 1

The city of Jena and its own enterprises are committed to counteracting racism and discrimination in order to contribute to the protection of human rights, promote the integration of people with a migration background¹ and ensure the diversity of the urban society. Cooperation between administration, civil society, and police is urgently important in the assessment and evaluation of racist incidents, in order to achieve a greater vigilance against racism. Equally essential is the incessant collaboration with numerous other bodies, organizations, and institutions that campaign for diversity, human rights, and against discrimination.

For many years now, there has been a civil society network consisting of a wide variety of partners, who all clearly position themselves against racism and for diversity. This expresses itself especially in the City programme against xenophobia, right-wing extremism, anti-Semitism, and intolerance (hereinafter referred to as 'City programme'), which has been in existence since 2000, was updated in 2019 and is accompanied by the municipal financed contact and coordination office (hereinafter referred to as 'KoKont') of the Round Table of Democracy² (hereinafter referred to as 'Round Table').

KoKont coordinates the implementation of the Jena City programme and organizes the annual awarding of the 'Civil Courage prize' as well as the 'Charlotte Figulla prize'³. Civil society commitment and courage have now been honoured, promoted and strengthened by the award ceremony for 20 and 17 years respectively.

The civil society and municipal activities are complemented by local projects funded by the state and the Federal Government, which make an important contribution to the fight against racism and

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- 1 The description 'people with a migration background'¹ is used for reasons of continuity concerning existing urban concepts and, above all, statistical reports (cf. integration concept, migration report etc.). The city of Jena is aware that an ascribed migration background is not necessarily congruent with a perceived migration background and that 'people with a migration history' or 'people from immigrant families' may be preferred descriptions.
 - 2 The Jena Round Table for Democracy is the plenum of representatives of social and communal institutions with the common goal of implementing the City programme: action alliances and initiatives, clubs and associations, business and institutions, local councils and City councils, political parties, city administration, trade unions and churches, university, technical college and schools. This body facilitates understanding between civil society and municipal administration. Guests are invited to participate on individual topics. The Round Table meets at least three times a year.
 - 3 The Charlotte Figulla Prize is awarded within the framework of a competition for pupils and young people that initiates projects in the fields of democracy, society, cosmopolitanism, tolerance and against discrimination. The competition is organized by KoKont and Kindersprachbrücke Jena e.V. as well as the Jena Youth parliament.

discrimination.

Propositions for the first reporting period as an ECCAR member city to the UNESCO⁴

The **Anti-Discrimination Office** of the city of Jena, founded on 01.07.2021, will continue to be operated and equipped with the necessary resources to fulfil its strategic role as a contact point for all persons affected by discrimination and to proactively initiate change processes. It ensures that those affected are perceived, can report on their experiences and that these are documented and published. The Anti-Discrimination Office is integrated into networking structures. It also addresses counselling centres with other thematic focuses in Jena, migrant organizations and representatives of the police, the housing market and local transport as well as the universities. This ensures a transparent and differentiated way of working, which guarantees a broad range of support and takes diverse perspectives into account.

The city of Jena and its own enterprises are planning a broad-based local **anti-racism campaign**. This campaign is developed together with people affected by racism or discrimination. The necessary financial resources will be allocated in the 2023/24 double budget, thereby possibilities of third-party funding will be examined. The first public measures are to be implemented as early as 2022. Increased visibility should make it clear: 'We stand for diversity – hate is not welcome here'.

The 10-point action plan of the city of Jena against racism and discrimination is supposed to serve as a model for **district action plans**. The aim is for local civil society actors to get involved through specific measures in the urban quarters.

In perspective, it is desirable to come to terms with **the city's colonial past** in a way that is critical of racism. Funding can be applied for from the fund 'Political Education'.

Furthermore, the city of Jena continuously promotes the **empowerment** of people with a migration background and their organizations, in order to enable self-empowerment and participation in shaping society in a sustainable way.

⁴ Currently, reporting is planned every two years.

Assessing racism and discrimination and monitoring municipal policies

Commitment 2

The regular and racism-critical assessment of the local situation is a prerequisite for assessing the effectiveness of municipal measures and for their needs-oriented further development.

An assessment of the local situation is only possible and meaningful by including as many diverse perspectives as possible. For example, the factual reports of the municipally funded organizations offer good opportunities to make statements about the local situation. These are supplemented by regular discussions with the organizations and network meetings, from which the city obtains information on current problems and needs. If necessary, short- or longer-term municipal measures can be derived from this. One means for adapting municipal measures can be, for example, the determination of funding priorities or the joint initiation of encounter projects such as “Kitchen on the run” in 2018.

The municipal integration concept, which has been in place since 2008, is also a component of the city's strategy. Every four years, controlling takes place and, based on this, an update of the goals and measures. From an overall city perspective, other concepts (e.g. poverty prevention strategy, inclusion concept, sustainability strategy, etc.) complement the multi-layered package of measures. The City programme already mentioned in commitment 1 is also of great importance here.

The life situation survey 'Living in Jena 2020', in which 10,000 residents, of which 7,000 people with and 3,000 without a migration background, were contacted, was another means for assessing the local situation. Among other things, statements were acquired concerning the work of the organizations, the image of the administration, opportunities for participation and experiences of discrimination. The findings by the city itself are supplemented, among others, by the documentation of KoKont, the Thüringen-Monitor⁵, the annual statistics of ezra⁶ and the police crime statistics for Jena.

5 The Thuringia Monitor, annually taking place since 2000, is a representative population survey on political culture in the Free State of Thuringia and is therefore not city specific.

6 Ezra is a state-wide acting counselling centre for victims of right-wing, racist and anti-Semitic violence in Thuringia.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

An annually meeting **steering group** is formed to monitor the implementation and updating of the 10-point action plan. The members of this group should be the lord Mayor, the Office for Migration and Integration, one representative each of the Migration and Integration Advisory Council, the Public Relations Team of the city of Jena, KoKont and the Round Table, as well as up to three other civil society representatives with a migration background. The goal is to recruit one representative each from the business and the scientific community by the end of the reporting period.

In consultation with the Steering Group, the Office for Migration and Integration will **report to ECCAR** on the implementation status of the 10-Point Action Plan every two years. In order to be able to evaluate the local situation and the municipal measures, the city of Jena develops **indicators** to check the effectiveness and applies these in its reporting.

The city of Jena invites tenders for a **situation and resource analysis** in order to gain further insights, especially into the local situation for so-called marginalized groups.⁷

The independent **Anti-Discrimination Office reports annually to the City council** on incidents of racism. Statements on the type and number of reported cases of discrimination are shared in networks, with the Round Table as well as with the press in order to sensitize the city society to the dimensions of racism in the city of Jena.

⁷ The situation and ressource analysis should serve as the basis for revising and updating the City programme against xenophobia, right-wing extremism, anti-Semitism and intolerance. (decision of the City council in 2019)

Better support for the victims of racism and discrimination

Commitment 3

Victims of racism and discrimination have so far found only a few specialized contact points and support services, but benefit from the broadly based counselling landscape in the city of Jena. In addition to migrant organizations, migration counselling services, churches and trade unions and many other initiatives and institutions offer those affected the opportunity to talk and exchange experiences.

These low-threshold services are complemented by projects active throughout Thuringia whose mission is to accompany and advise victims of racism and discrimination. These primarily include ezra, MOBIT⁸ and thadine⁹. At local level, KoKont is active in referral counselling. Victims of non-racist discrimination can find other contact points with different counselling focuses.

People affected by racism or discrimination are already given a voice through the commitment of advisory boards such as the Advisory Board for Migration and Integration, which is the elected representation of the interests of people with a migration background in the city of Jena.

8 MOBIT (Mobile Counselling in Thuringia) advises and supports all those who are active in Thuringia against right-wing extremism, racism and anti-Semitism and for democratic values.

9 Thadine is the Thuringian anti-discrimination network of non-governmental organizations and activists from self-organizations of groups affected by discrimination, as well as from organizations without explicit community connection.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

Through the work of the independent Anti-Discrimination Office, a municipal **complaint management for victims of racism and discrimination** is established. The Anti-Discrimination Office offers those affected space to talk about what they have experienced, reports anonymously to politicians and the public, demands statements on request or accompanies talks on conflict resolution. or accompanies discussions on conflict resolution. The work of the Anti-Discrimination Office has an impact on the civil society sector as well as on the city administration. In consultation with the Lord Mayor, disciplinary measures are prepared in the event of incidents of discrimination by administrative employees. (cf. Commitment 1)

The possibilities of creating a **solidarity fund** from donations for victims of discrimination are being examined and which organization could administer this fund.

The city of Jena continues to examine how the **offers of counselling centres in the community accommodations** can be made more widely known in order to protect this particularly vulnerable group from discrimination at an early stage.

The city of Jena also participates in regular **exchanges between ECCAR member cities** in order to benefit from the shared experience in supporting victims of racism and discrimination.

More participation and better-informed city dwellers

Commitment 4

The City of Jena attaches great importance to citizen participation, which is demonstrated, among other things, by a long-standing tradition of a citizens' budget, in which the residents of the City of Jena have a say in how the money is spent each year. On the other hand, since 2017 the Advisory Board for Citizen Participation has been representing the interests of citizens, especially in large major participation procedures. In accordance with its statutes, the Advisory Council for Migration and Integration sends a representative to this advisory board.

For more than 20 years, the Round Table has been a special participation format that brought the City programme into being. This programme, which is resolutely aimed at combating racism, anti-Semitism, xenophobia and intolerance shows that civil society has been committed to combating racism for many years. The present 10-point action plan is also part of this tradition. KoKont itself also creates diverse opportunities for participation (e.g. cycling tour 'Against Forgetting', projects at schools, etc.) and accompanies commemoration events (e.g. at Enver Şimşek Square).

Beyond the opportunity to participate, the Intercultural Week (IKW) is also an offer of information to the city's population. Different sponsors organize a programme every year. Traditionally, the IKW in Jena starts with the big event for families, children and young people on World Children's Day. From its budget, the city provides resources for the IKW.

In company with the AWO's specialist office for intercultural opening the city of Jena coordinates annual activities for the nationwide Diversity Day.

All these activities are complemented by the Local Partnership for Democracy Jena. It is structured in a participatory way, strives for a long-term strategy for democracy development in a defined funding area and at the same time supports local networking and communication structures.

Local organizations can use the Thuringian State Programme for Democracy, Tolerance and Cosmopolitanism 'DenkBunt' to provide democracy education programmes. The city of Jena proactively draws attention to this state programme and regularly uses it for its own internal administrative training courses.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

In principle, it is important to maintain and expand participation opportunities for citizens and to make them more accessible to people with a migration background.

The broad-based **anti-racism campaign** (cf. Commitment 1) is to be effective in highly frequented public places. Civil society will be appropriately involved in the selection of individual components of the campaign. Participatory cooperation takes particular account of migrant perspectives.

In the city of Jena, the **International Weeks against Racism** are publicly embraced. To this end, public relations work will be intensified and resources from the fund 'Political Education' will be used specifically for events within the framework of the weeks.

The city as an active supporter of equal opportunity practices

Commitment 5

Equal opportunities are not only a labour market issue, yet access to the labour market is an essential factor for social participation. That is why projects such as BIWAQ¹⁰, JUSTIQ¹¹, INTEGRA+¹² and IMMIGRA¹³ for vocational integration are of great importance. The I-Work-Business-Award¹⁴ emphasises the great importance of successful professional integration and equal opportunities. and at the same time sets an example for diversity in our city.

Especially in view of of the recognition of international educational biographies and degrees, multilingual employees growing up, the shortage of shortage of skilled workers and a variety of other challenges, the Welcome Centre of the Economic centre of the business development agency fulfils a key function in ensuring equal access opportunities.

Labour market-specific measures are supported by activities on Diversity Day. In 2021, for example, a poster campaign pointed out the plurality of the urban society and set a strong signal in public space for diversity in the most diverse areas of life, in leisure, at work and in everyday life.

Based on this, further successful measures and initiatives for equal opportunities can also be found in other commitment of this action plan, with which the city of Jena also aims to strengthen equal opportunities for people affected by racism. At this point, however, for reasons of redundancy, a double presentation shall be dispensed with. The city explicitly sees itself as a promoter of equal opportunities in all areas of life, which is reflected, among other things, in the funding of the intercultural openness of the AWO, the promotion of migrant organisations and promoters of migration work as well as the diverse advisory council landscape and the city's commissioners.

10 BIWAQ (Education, Economy and Work in the Urban Quarter) is an ESF-funded project to support the sustainable integration of (long-term) unemployed urban quarter residents.

11 JUSTIQ (Strengthening Young People in the Urban Quarter) is an ESF-funded model programme for the support of the sustainable integration of young people in school, training, work and society.

12 Integra+ is a joint project to increase language acquisition and integration opportunities in the labour market for mothers with a migration background.

13 IMMIGRA is an integration fair held every 2 years in Jena that offers advice and guidance to people with a migration background, also with the participation of regional employers.

14 The I-Work-Business-Award is awarded annually by the Economic Development Corporation of the City of Jena to companies in the city and the region which, with innovative concepts and measures, promote the intercultural opening for international skilled workers in a special exemplary way.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

An **anti-racism clause** is being created, which is to be applied to all municipal awards of contracts and subsidies in addition to existing procurement regulations.

The Economic Development Corporation of the City of Jena asks Jena companies about their **diversity concepts** and measures for equal opportunities and their implementation. On the one hand, this is intended to identify and map existing potential, and on the other hand, to promote resources that have not been fully utilised. This sends a public signal for equal opportunities on the labour market.

Prizes awarded by and in the city of Jena, such as the I-Work-Business-Award or the seal of approval for interculturally oriented institutions are made **better known and more attractive**.

In keeping with the concept of intersectionality, the city of Jena will continue to plan and implement measures that serve to promote equal opportunities and have the necessary resources for this available in the budget. These measures are always to be understood as a significant supplement to anti-racism work and do not replace it.

The city as an equal opportunities employer and serviceprovider

Commitment 6

As an employer and service provider, the city of Jena is already making efforts to sustainably promote equal opportunities. For example, measures that serve the equal participation of people with a migration background can be found in the municipal integration concept of the city of Jena. The municipality points out in their job advertisements that applications from diverse people are explicitly welcomed. It regularly offers intercultural training and training for staff and managers, translates the website by means of 'DeepL', provides individual information in plain language or foreign languages respectively and provides language and cultural mediation as needed.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

As an employer, the city has a key role to play and a role model function that it must also fulfil as a central service provider. In the following, these two roles are clearly distinguished in the formulation of goals. The city of Jena assumes that it will only be able to realise equal opportunities as a service provider if it itself, as an employer, makes efforts for a diverse employee structure and lives a corporate culture in which different perspectives, biographies, competences and resources are valued. In order to meet the requirements, a **data collection and evaluation to determine the percentage of municipal employees with a migration background** is taking place.

On this basis, measures must be developed and implemented in the municipal recruitment that lead to a **higher proportion of people with a migration background** and to more diversity in the employee structure. The city also checks its self-portrayal in its own media.

Anti-racism and argumentation trainings are obligatory for all trainees of the municipality and offered to all employees. The focus on trainees is intended to address the potential for change to a particular extent and to promote organisational development.

As a service provider, the municipality is committed to continuing to **reduce access barriers**, for example, in accordance with the determinations of the integration concept as well as on the basis of

other concepts and guiding goals that have already been resolved.

The **anti-racism clause** (cf. commitment 5) is also applied by the owner-operated enterprises and compliance with it is continuously monitored.

Fair access to housing

Commitment 7

So far there is no representative data on discrimination in the housing market in Jena. Surveys of people with and without a migration background suggest that there is a high level of satisfaction with landlords and the housing environment in both groups, but on the other hand, there are considerable problems for low-income households in accessing affordable housing, irrespective of their migration background. From individual interviews, it is also known that that experiences of discrimination in the search for housing can be part of everyday life. For example, it is reported time and again that landlords do not consider people with supposedly foreign-sounding names when allocating housing. In very few cases is it possible to objectively understand the actual reasons for the rejection. On the other hand, many migrant people report that they have experienced a lot of support, especially at jenawohnen.

In the reception of refugees, the city of Jena set standards at an early stage that go beyond the minimum requirements of the Thuringian Community Accommodation Ordinance (THürGusVO) and provided the additional costs from municipal funds. For example, shared accommodation for refugees was planned in the form of apartments, and the largest shared accommodation in the city currently still offers currently still offers 125 places. The other shared accommodations are all significantly smaller, to emphasise the apartment-like character. The City council also called on the city in July 2021 to make further efforts to provide refugees with their own housing more quickly than before. With a housing vacancy rate of around 4% (end of 2020), this decision poses major challenges for the city. Housing is scarce in Jena, both in the segment of one-room flats and for larger families. Measures for equal opportunities on the housing market from the 10-point action plan can therefore only be understood as a supplement to urban development strategies within the framework of an overall plan to ease the tension in the Jena housing market.

In addition to access to housing, the living environment is of course also of great importance for whether people feel comfortable, protected and safe. Therefore, the Action Plan also focuses on measures that aim to improve the living environment.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

Kommunale Immobilien Jena (KIJ) is sensitised and immediately has discriminatory, especially **racist graffiti removed** from its own properties. This makes the owner-operated enterprise a role model for other housing companies and landlords.

Housing companies - ideally integrated into the municipal anti-racism campaign (cf. Commitment 1) - take a clear and **public stand against racism**.

The Lord Mayor holds regular **conversations with housing companies**, to promote a supply of housing for disadvantaged housing seekers.

Challenging racism and discrimination through education

Commitment 8

Combating racism and discrimination through education and upbringing encompasses all stages of life from early childhood education to learning in old age. Thus, in addition to the so-called Sprachkitas, many day-care centres have also committed themselves to prejudice-conscious upbringing and education. The city regularly promotes corresponding programmes.

Depending on the focus on the objective of the commitment, measures arise that aim to avoid access barriers and to ensure the participation of all in services. These are also measures against discrimination, but do not replace pointed educational measures against racism. The present 10-point action plan is committed to the approach of first and foremost describing measures that serve to combat racism and discrimination. Concepts that promote equal access to education, leisure, culture, etc. can be found in other municipal conceptions.

Important programmes of anti-discrimination and anti-racism prevention are used in Jena. Some of the organisations offering further education through the state programme DenkBunt are based in Jena and are also active in our city. The municipality itself regularly uses the state programme DenkBunt for internal training.

The fund 'Political Education/Youth Work' is administered in the Youth and Education Department, and the fund 'Political Education/Projects outside of Youth Work' is administered in the Office for Migration and Integration.

Also located in the Youth and Education Department and supervised by the Democratic Youth Ring is the Local Partnership for Democracy. It is an important pillar for combating racism and discrimination. The Local Partnership for Democracy cooperates closely with KoKont. Since 2004 the 'Charlotte Figulla Prize' has been awarded annually among youth groups and school classes (cf. Commitment 1).

A 'Diversity Agent' at the Ernst Abbe Library provides numerous intercultural offers.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

The **anti-racism campaign** (cf. Commitment 1) contains components that are suitable for sensitising the urban society to racist statements and attacks and for promoting civil courage.

An **information and networking spot** is to be set up to provide information on funding programmes in the fields of anti-racism, anti-discrimination, diversity and the promotion of democracy and presents them prominently and in a bundled form. This facilitates access to these programmes and the 'Civic Education' funds are made better known.

The city of Jena works towards appointing **contact persons in the schools** whom pupils and teachers can turn to in the event of racist incidents. These are informed about the offers in the field of antiracism work in Jena and know the corresponding support structures.

Seals of quality and prizes awarded in the Jena education sector for special commitment against racism or for the promotion of living together in diversity are prominently displayed by the city, as are the institutions that receive these awards.

The topic of anti-discrimination work is intensified in the city's **quality and effectiveness dialogues** with the independent youth welfare organisations. Projects that raise awareness against racism should be intensified and consolidated in school social work and project work at and with schools. It is being examined whether a self-commitment to anti-racism work can be taken into account as a quality criterion when allocating funds.

JenaKultur conducts **educational and public relations work critical of racism**. The library acquires materials that critically address racism and discrimination. A key role is played by the Diversity Agent of the owner-operated businesses. The Adult Education Centre includes racism-critical offers in its programme.

Promoting cultural diversity

Commitment 9

The city of Jena supports institutions, offers and projects that represent cultural diversity and the diversity of the urban population. In addition to migrant organisations many other organisations have committed themselves to making cultural diversity visible and regularly create opportunities for participation and dialogue. The cultural concept of the owner-operated enterprise JenaKultur was formulated in a diversity-sensitive way.

With the International Centre 'Haus auf der Mauer', the city of Jena, together with the universities and the student union, promotes a meeting place that is used in particular by international students, but is also open to the entire population of the city.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

The **naming of streets and squares** is critical of racism and from the point of view of diversity. As a first step, the city is reviewing the current naming of streets and squares and, in the case of renaming, is also taking into account the names of victims of racist violence, in particular of the NSU complex.

The city of Jena promotes encounters. One of the established **city festivals** is therefore regularly held under a motto that focuses on cultural diversity. The aim is to promote encounters, increase the visibility of marginalised groups and set a public signal for a diverse urban society.

The city of Jena is examining the framework conditions for the establishment of an **archive for the documentation of life stories of people of different origins**, corresponding publications and press products.

In order to create more spaces for encounters, the city is examining whether **rooms** beyond the International Centre 'Haus auf der Mauer' can be made available and under what conditions they

can be used by associations and initiatives that do not have their own premises.

KIJ is commissioned to examine whether, after the renovation of the rented property at Wagnergasse 25, which is used by various migrant organisations, a form of **façade design** can be chosen that indicates the character of the building and makes the diversity of the tenants and their users visible. The opportunities and risks of such a design should be weighed up and, in the best case, an ideas competition should be held for the artistic implementation.

Hate crimes and conflicts management

Commitment 10

The city of Jena promotes neighbourhood and community-oriented work especially in the Socially Integrative City programme areas. The district offices, work shops (BIWAQ), the KoKont office and the offices of the district councils as well as other contact points provide places that can also be visited in conflict situations. Here the referrals can be made to local or national counselling centres.

Jenawohnen's social management is also an important partner in conflict management. Trained mediators from the city can be consulted in individual cases. They are active in the municipal utility group and also in the city administration.

With the naming of Enver-Şimşek Square, a clear and widely visible sign against racist violence was set in Winzerla.

Propositions for the first reporting period as an ECCAR member city to the UNESCO

A place of remembrance and commemoration is to be created at Enver Şimşek Square. Every year on September 11th a memorial service is held at Enver Şimşek Square with the participation of the Lord Mayor.

Counselling centres for discrimination, racism, conflicts and acts of violence are presented prominently and bundled by the city to facilitate access. They regularly exchange information about services, discuss cases and identify resources and needs.

The city of Jena works towards appointing **contact persons in the youth centres** whom the users can turn to in case of racist incidents. They are informed about the offers in the field of anti-racism work in Jena and underline the function of the youth centres as discrimination-free shelters.

Anti-racism work offers are made better known in the city districts. Contacts and information of the relevant counselling centres are available in the district offices. In the event of racist incidents, **district mayors** are supported by KoKont and the Anti-Discrimination Office. On request, further training is offered for elected representatives.

Together with the Stadtwerke Group, the city is creating a **guide to action for civil courage and antiracism**, which also contributes to a common awareness for civil courage.

Volunteer initiatives, refugee friendship groups and associations are supported for offers of participation, intercultural education and the development and strengthening of anti-racism work.