

City of Heidelberg Municipal Integration Plan Summary



Foreword by Dr. Eckart Würzner, Oberbürgermeister (Lord Mayor)

Heidelberg is the first local authority in Germany to carry out a representative survey on the current situation of migrants in the city. We wanted to find out more about the circumstances, points of view and attitudes of a group of people which makes up more than a quarter of our resident urban population.

We're proud of the findings from this survey as most of those questioned do not sense that there are any serious problems with integration. They also afford us a complex insight into the current situation of migrants in our city. We have conducted a targeted evaluation of the results and are concentrating our resources on those areas where there is a particular need for action.

We want to be more effective in capturing migrants' many and varied talents and potential for the local community and providing them with the prerequisites for living as members of our multi-ethnic German society who are involved in it and make an active contribution to it – without forgetting their cultural roots.

Foreword by Wolfgang Erichson, Bürgermeister für Integration, Chancengleichheit und Bürgerdienste, (Deputy Mayor for Integration, Equal Opportunities and Citizens' Services): "The world in one city"

The philosopher, Karl Jaspers, who worked in Heidelberg coined the phrase "Heidelberg - a spiritual life form" and chose the image of "The world in one city" for Heidelberg. He wanted to make it clear to us that the image of a city is characterised not just by its architecture and monuments but in particular by its people. For us, this means investigating and scrutinising the measures currently carried out in the area of integration.

With the Heidelberg Municipal Integration Plan, we want to spell out that Heidelbergers with and without a history of migration have the same interests in common. There is no clash of interests between indigenous people and immigrants. In fact, they have a common interest in the successful inclusion of people with a history of immigration and in their full involvement in the opportunities available in education, employment and for their own advancement. This requires everyone - indigenous people as well as immigrants - to get involved in everyday life in the city's districts and clubs, at school and in the workplace.

This doesn't mean that we're leaving it as a vague statement of intent - we have agreed targets and measures and set priorities in a number of areas. The key thing is that we concentrate our efforts particularly on the section of immigrants who suffer from significant integration needs. Our aim is to ensure that our endeavours are targeted at meeting these needs. To this end, we must actively confront obstacles to integration such as insufficient German language skills, unemployment and dropping out of educational and professional training.

We will monitor developments on a regular and structured basis and carry out progress checks. I would particularly like to thank all those people who have provided critical support and been actively involved in the process of drafting this plan and have thus contributed to its success.

Foreword Michael Mwa Allimadi, Vorsitzender des Ausländerrats/Migrationsrats (Chair of the Foreigners' Council/Migrants' Council)

"If you open your door, you'll have a big house" - so goes an African saying. In a figurative sense, Heidelberg is a big house in many ways. The city can put one reason for its "bigness" down to the way in which for hundreds of years it has opened its door to strangers – not just to tourists but also to those who make a lasting contribution. Its current reputation, its academic excellence and its wealth would be inconceivable without migration.

The Municipal Integration Plan now underway is an ambitious attempt to realise a consistent

integration policy by means of a coherent steering instrument. Measurable targets and transparency will ensure that there is no regression through complacency.

The Foreigners' Council/Migrants' Council is a central interface for reaching the people – and is an interface for the City's beneficent measures as well. However, more structures are needed beyond that, such as strengthening migrant community organisations and creating a central intercultural centre as a meeting place and advice centre.

The Foreigners' Council/Migrants' Council welcomes the Municipal Integration Plan and will provide critical and constructive support in its implementation in the interests of the people with a migration background who live here.

1. The City of Heidelberg's potential and strategy

There are two ways of looking at Heidelberg as a cosmopolitan and multicultural city of science where two-thirds of its migrants have university entrance qualifications: there is the approach based on potential and the perspective which looks at shortcomings. The City of Heidelberg is pursuing the strategy of continuing to translate proven approaches into sustainable structures. In this task, its actions are guided by the following statements:

We promote the participation of all citizens.

We act to prevent exclusion.

We address disadvantaged target groups.

We choose interculturally sensitive pathways.

We already live out our commitment to tolerance.

Heidelberg is a home for all.

We strengthen involvement in communal life.

We monitor changes and measure our successes.

We support people who seek asylum here.

2. The process so far

Integration is embedded as a guiding principle in the 2015 Heidelberg City Development Plan (known as STEP 2015) which since 1997 has provided the City of Heidelberg with guidelines and targets for responsible local authority policy. The essential process steps taken by the City when drafting the current Municipal Integration Plan were:

1. Stock-take of the ongoing projects and activities which are available in Heidelberg specifically for people with a migration background.
2. Development of recommendations for action in selected areas by committed groups.
3. Survey on the current situation of people with a migration background in Heidelberg.

3. The current situation of migrants in Heidelberg

In order to find out more about the people who come from different cultural groups, the City of Heidelberg arranged to have a representative survey carried out by the Sinus Sociovision Institute. The population covered by this investigation were all those people who had a migration background and were resident in Heidelberg from the age of 18. The main results of the survey were:

- The proportion of migrants from highly industrialised countries is disproportionately high in Heidelberg compared to the national average
- Heidelberg's migrants are significantly younger with 61 per cent between 30 and 60 years of age and there are more people in employment and fewer retired people among them than in the control group of Heidelberg's overall population
- Compared to the urban population overall, there is a higher proportion of lower net household incomes among migrants but also a higher proportion of higher income earners - hence, the range of incomes is wider
- Two-thirds of Heidelberg's migrants have qualified for university entrance or passed exams at a similar level; a willingness to work hard and a desire for social advancement feature prominently in the migrant community

It is clear that the precarious background rooted in tradition to which nationally 47 per cent of migrants belong is considerably smaller in Heidelberg at 17 per cent. On the other hand, economically and socially elevated backgrounds are much more prevalent than for the national average. In particular, an intellectual and cosmopolitan background is absolutely dominant among Heidelberg's migrants at 48 per cent.

The results of the survey are available online at the City of Heidelberg website: <http://www.heidelberg.de/servlet/PB/menu/1196309/index.html>

4. The aim of the City of Heidelberg: successful integration

Integration requires both a willingness to accept by the majority society and a willingness to integrate on the part of the migrants. It is a two-sided process. Only when we regard the values of the constitution as a common foundation will we be able to create equality of opportunity for all members of society.

As shown in the Sinus survey, because the composition of the various migrant groups in Heidelberg is becoming increasingly complex, work based around target groups will be a key factor in successfully carrying out effective integration work. The Municipal Integration Plan provides a new opportunity to honour the obligations which Heidelberg undertook back in 2007 with the signing of the EU Charter for Equality of Women and Men in Local Life.

5. Areas for action by the City of Heidelberg in respect of integration

In line with the nature of integration policy as an across-the-board task, the integration measures are widely distributed across the various departments of the City of Heidelberg. Six areas for action which relate to integration were selected.

5.1 Education and language support

General data/facts and figures:

The level of education in the City of Heidelberg is high. However, the school-leaving qualifications of pupils with a migration background do not correspond to the City's impressive statistics: only 21 per cent qualified for university entrance (Abitur), while 18 per cent gained the secondary school-leaving qualification leading to HE/FE (Realschulabschluss) and 44 per cent gained the basic school-leaving qualification (Hauptschulabschluss). 17 per cent left school without any school-leaving qualifications. The figure for German pupils was just 3.3 per cent.

The City of Heidelberg's strengths:

- Early years education, language support and musical education
- "Kommunale Bildungslandschaft" ("Municipal Education Landscape") (greater networking between local authorities and schools)
- "Heidelberger Unterstützungssystem Schule" ("Heidelberg School Support System") (extracurricular service for under-performing children)
- "Schulkinder helfen Schulkindern" ("Schoolchildren Help Schoolchildren") (migrants who have succeeded in education act as learning buddies to pupils)
- General education services (including the "Zweite Heimat" ("Second Home")) programme run by the Heidelberg Adult Education Centre, education vouchers and the wide range of foreign language literature available at the Public Library)

Aims:

- Organise "integration through education" as a two-sided process by the majority society and

migrants whereby both sides are included in the education and support services. (Implementation planned for 2011)

- Extend the successful “Kinder lernen Deutsch” language support programme for the 2010/2011 academic year to year groups 3 and 4.
- Gain the support of Heidelberg’s schools in improving educational opportunities and establishing fairness in education. (Implemented since Autumn 2010)
- Provide greater availability of cultural education activities, such as those of the Music and Singing School, to families with a history of migration and in particular those on low incomes. (Implemented in 2011)
- Provide support for adult migrants to enable them to get involved in general education and thus impart the idea of life-long learning (i.e. supplementary German language courses, foreign language guided tours in museums and the Public Library - implemented in 2011).
- Ensure recognition of the family language of children with a migration background as a resource and as providing potential and support for multilingualism among these children and young people in order to maintain and extend language diversity. (Implemented since 2010)
- Buddy and mentoring projects

5.2 Training and the job market

General data/facts and figures:

Also in Heidelberg, foreigners are considerably disadvantaged compared to Germans in respect of access to employment and are more likely to be affected by long-term unemployment. The number of unemployed foreigners has increased since the end of 2008 and currently stands at 10.5 per cent (as of 30.04.2010). Furthermore, only 7.8 per cent of apprentices in Heidelberg do not have German nationality.

The City of Heidelberg’s strengths:

- Personalised support plans through skills analysis at compulsory secondary schools and special schools.
- Heidelberg’s “Jugendberufshelfer” (“youth careers advisers”) supervise pupils at compulsory secondary schools and pupils who receive support from Grade 8 and upwards.
- Support is provided for foreign youngsters in particular through the “Azubi-Fonds” project.
- Specialist language training at the University of Education for young people with a migration background from the Grade 7 and upwards.
- The “Treff miteinander” (“Come Together”) project provides services which support personal development and educational and professional integration.
- The pilot programme “Talente für die Metropolregion – Kooperatives Übergangsmanagement Schule und Beruf (KÜM)” (“Talent for the Metropolitan Region – School-to-Job Transfer Management Cooperation”) aims to increase the number of pupils transferring from school to training.
- Companies whose owners have a migration background are recruited as training providers through the “Ausbildungsverbund Heidelberg” (“Heidelberg Training Alliance”).

Aims:

- Increase the training capacity of (foreign) companies and vocational training opportunities for disadvantaged young people (with a migration background). (Implemented 01.11.2009 – 31.10.2010)
- Provide individual support for under-performing young people from compulsory secondary schools, special schools and vocational training colleges when entering work. (Implemented since 2010)
- Make use of “local heroes”: demonstrate opportunities for the professional and social integration of migrants. (To be implemented in the long term)
- Open up prospects for establishing new businesses for Heidelbergers with a history of migration

who are trained in Germany. (Implemented from 2011 onwards)

- Ease shortage of skilled workers and integrate skilled people with a history of migration and foreign school-leaving qualifications into the job market. (Implemented from 2011 onwards)

5.3 Health and welfare systems

The City of Heidelberg's strengths:

- Heidelberg joined Germany's "Healthy Cities" network in 1991.
- The "Trink dich fit und schlau" ("Drink Yourself Fit and Smart") project has made drinking water an integral part of the school day at Heidelberg's primary and special schools.
- The Sarah Wiener Foundation project - "Für gesunde Kinder und was Vernünftiges zu essen" ("Healthy Children and Eating Properly") – aims to correct the poor nutrition practices of the fast food generation.
- "HEIKE – Keiner fällt durchs Netz" (HEIKE = Heidelberger Kinderschutz Engagement) is the name of a new collaborative project between the city and the university to strengthen child protection.
- Parents (to-be) can call at the "Frühe Hilfen" ("Early Assistance) drop-in centre if they are worried about the demands of parenting or need help or advice.
- Since 1993, the "Migration und Gesundheit" ("Migration and Health") Working Group has provided the coordination for improving health care for migrants.

Aims:

- Enable trustful contact with doctors in medical dialogues, also in the mother tongue. (To be implemented in the medium term)
- Produce a leaflet for migrants to improve their knowledge and involvement in the German health and education systems. (To be implemented in the medium term)
- Improve the health care of all migrants through a survey of foreign language skills among doctors (specialising in general medicine, psychiatry and psychotherapy) as well as the respective authorised specialist personnel. (Implemented in 2011)

5.4 Neighbourhoods and voluntary work

General data/facts and figures:

The places where foreign inhabitants live are distributed unevenly across the city. They are concentrated in the Bergheim, Altstadt, Emmertsgrund, Boxberg and Rohrbach districts. Nearly a third of today's migrants in Heidelberg arrived between 2000 and 2008 and they come from Eastern Europe and the USA in particular. The satisfaction among Heidelbergers with a migration background with where they live is generally high at 84 per cent; however, in the 30–44 age group an above-average number tend to be dissatisfied with their current housing arrangements.

The additional demand for housing in Heidelberg is estimated to be around 8,000 homes by 2020.

The City of Heidelberg's strengths:

- The City of Heidelberg advocates adequate housing provision, socially responsible housing development and a social infrastructure.
- The District Management Team in Emmertsgrund wants to develop measures together with the people to upgrade the housing and living conditions in Emmertsgrund.
- The Women & the Future Workshops are extending dialogue right across cultural boundaries.
- A series of information events for senior citizens in Turkish informs migrants of stimulating activities and out-patient and in-patient services for older people in Heidelberg.
- The City's senior citizens' centres are meeting places for senior citizens of different nationalities.
- The "Älter werden in der neuen Heimat" ("Ageing in a New Homeland") Network organises various joint events for migrants and Germans every year.

- Since 1997, the FreiwilligenBörse Heidelberg (Heidelberg Volunteers' Exchange) has operated as a local drop-in centre to promote volunteering in Heidelberg.

Aims:

- Actively support migrants' involvement in volunteering as a result of the approval of the Volunteering Concept. (To be implemented in the short term)
- Increase identification with the districts of the city and encourage sharing between various population groups. (Implemented in 2011)
- Provide more support for migrant community organisations through the provision of additional specialist advice and education services in the medium term and an Intercultural Centre in the long term.
- Mediation between the expectations and principles of social co-existence of the different population groups, including steering services, sponsorship schemes and neighbourhood events. (Implemented in 2011)

5.5 Sport

The City of Heidelberg's strengths:

- The "Integration durch Dialog und Bewegung" ("Integration through Dialogue and Movement") Project organises special sports activities for women and men and for children and young people.
- The "Kick dich schlau" ("Play It Smart") Project aims to support the development of social skills as well as academic performance.
- The "Sportfest der Kulturen" ("Sports from All Cultures") event provides for insights into other cultures.
- In Heidelberg, many sports clubs are actively involved in integration.

Aims:

- Create greater transparency in existing activities. (Implemented in 2011)
- Provide support for club membership for children and young people from low income families through the Heidelberg Pass +. (Since Autumn 2010)
- Increase intercultural skills in sport: provide support for participation of migrants and in particular migrants in sports clubs. (Implemented from 2011 onwards)

5.6 Culture

General data/facts and figures:

The leisure and cultural landscape in Heidelberg is very diverse with some 70 to 100 or more events per day – ranging from exhibitions, world music and visual arts right through to dance theatre. Heidelberg's support for culture amounts to a sum of € 130 per inhabitant and therefore leads comparable German local authorities.

The City of Heidelberg's strengths:

- Intercultural activities at the German-American Institute and at the Eine-Welt-Zentrum (One World Centre) integration takes place here through sharing and mutual interest.
- Heidelberg's educational institutions, such as the Music and Singing School, Public Library, Office for Cultural Affairs, Kurpfälzisches Museum and many others provide access to cultural life.
- The numerous projects of the City of Heidelberg's ZWINGER3 Children's and Youth Theatre make a drama out of life for the target group of adolescent migrants.
- Since 1995, the Karlstorbahnhof has provided a wide range of activities as a socio-cultural centre and in the intercultural sector.

Aims:

- Provide more networking of existing cultural institutions, awareness-raising and training for participants in cultural work on intercultural issues. (Implemented since 2010)
- Monitor ongoing projects and implement findings compiled during the course of the projects. (Implemented since the end of 2010)
- Develop information specific to the target groups about cultural and other activities in order to extend participation in cultural life. (To be implemented in the medium term)

6. Over-arching issues of integration work

6.1 Intercultural openness

Local government is one of the first points of contact in Heidelberg for many migrants and it strives to develop an intercultural orientation. This is supported by a series of professional development training courses on intercultural skills. In addition to local government, the "InfoCafé International" or ICI also offers a range of information to newly arrived foreign students.

6.2 PR work

Integral to our PR work are information and briefings on integration activities and promoting Heidelberg's image as a cosmopolitan and tolerant city. The City of Heidelberg promotes integration, openness and a willingness to be accommodating among the public. Reports on integration issues and the organisation of events help to make integration come alive in everyday life.

6.3 Heidelberg: City of Business and City of Science

Heidelberg is well-served as a business location by its very high proportion of service industries, mainly characterised by science and research, minimal dependence on economic cycles, stable employment, reputation and image as well as its high proportion of small businesses. This is also to the benefit of people with a history of immigration, as the city is able to offer them excellent opportunities for their training and careers.

The "Prognos Zukunftsatlas Branchen 2009" confirmed the City of Heidelberg as having excellent future potential, in particular in the areas of health science and corporate and research services. The city has large pioneering projects in the form of the new Bahnstadt District Development and Campus II.

The Ruprecht-Karl University was founded in 1386 and is Germany's oldest university; thus, it has an international reputation and is the largest employer in the city. Other higher education institutions in Heidelberg are the University of Education with its Intercultural Centre of Excellence, SRH Private University Heidelberg and the Hochschule für Jüdische Studien (College of Jewish Studies).

Heidelberg is also the headquarters of the Academy of Sciences & Humanities and numerous major international research institutions, such as the European Molecular Biology Laboratory (EMBL), the National Centre for Tumour Diseases (NCT), the world's most modern Ion-Beam Therapy Centre (HIT), the German Cancer Research Centre (DKFZ) and four Max Planck Institutes - for Comparative Public Law and International Law, Astronomy, Nuclear Physics and Medical Research.

Furthermore, the Heidelberg Technology Park is home to more than 80 companies and scientific institutions and around 1,400 employees and provides a centre of innovation which is recognised worldwide.

6.4 Interfaith dialogue

Taking part in interfaith dialogue in Heidelberg are the two Christian churches as well as the Jewish community, the Turkish Islamic Culture Association and the Deputy Mayor responsible for integration and equal opportunities. It aims to be a platform for an equal, respectful but also critical exchange of views as well as encounter and cooperation in everyday life. As well as the Africa Service, the Latino Prayer Circle, the Persian Bible Study Hour, the French language Études Bibliques and the Franciscan Children's Drum Group, the work of the "Migrationskirche" (Immigrant Church) Project of the Chapel Community outreach ministry should also be highlighted. As well as tasks such as the honorary management, pastoral care and theological support of migrant groups, a main focus is the strengthening and networking of women's groups.

6.5 Educational sponsorship projects

The regional service centre of the "Aktion zusammen wachsen" of the Paritätischer Wohlfahrtsverband currently supports 16 existing and newly established sponsorship projects of various associations, clubs, foundations and institutions in Heidelberg which provide comprehensive assistance - from authority sponsors and learning support right through to integration support.

6.6 Principle demands of the Foreigners' Council/Migrants' Council

Intercultural centre/meeting house

In order to improve the coordination of integration measures, an intercultural centre is to be established providing a central point for information, specialist advice, educational services and an information and communication portal for people with a migration background and migrant community organisations.

Specialist advice and educational services for migrant community organisations

The migrant community organisations are to be included in the City's integration work to a greater extent than before through advice, support and a range of training. A specialist advice centre can bring greater professionalism to the work of the organisations.

Education and language support

The language support services of the migrant community organisations are to be regarded as supporting multilingualism in a globally oriented society. Additional resources are to be made available for language support services in order to be able to provide services above B1 level. There needs to be a greater focus on vocational content here.

7. Steering the integration work

7.1 The steering process at the City Administration

As an across-the-board task, integration requires all the bodies involved to work together. The implementation of the agreed integration needs to be steered centrally. The steering body is comprised of the local council, the Committee for Integration and Equal Opportunities, the Foreigners' Council/Migrants' Council and the Lord Mayor as the Leader of the Council and is supported at departmental level by the Department of Family, Social Welfare and Culture and the Department of Integration, Equal Opportunities and Citizens' Services. The implementation of the integration measures is also the responsibility of the respective Heads of Office and of our collaborative partners. The sharing of experience which is coordinated by the Bürgeramt (Local Administration Office) ¹ and the joint development of measures are being extended through a steering group which has yet to be set up.

7.2 Networking of local actors

¹ As of 1st May 2011, the Equal Opportunities Office has been responsible for this.

In practice, the success of integration activities depends on how these different measures, projects and approaches are linked together. The City of Heidelberg will investigate where greater coordination will be required in future. Increased transparency between the actors will be a key aim in respect of reducing parallel structures and consolidating resources for specific purposes.

7.3 Impact monitoring

In view of the fact that the quality requirements for projects are growing at the same time as resources are becoming scarcer, integration activities need to be designed to be especially efficient. Central to this will be the demands for concrete results. Good impact monitoring requires a willingness to discuss the work on the part of the experts involved, and as a result more precise knowledge about the results and impact over the course of the project can be incorporated into the further planning and implementation, thereby contributing to improving the steering and the prospects for success. This monitoring system will be set up by the end of 2011 with the participation of the Foreigners' Council/Migrants' Council and in transparent cooperation with the offices involved.

8. Acknowledgements - and looking ahead

The City of Heidelberg considers it to be of great importance to take this opportunity to express its thanks to all those who have supported the development of the Municipal Integration Plan.

1. Language and education

Subgroup: Children, School and Family

- Spokeswoman: Mrs Prof. Dr. Ingrid Dietrich, Pädagogische Hochschule, Interkulturelles Kompetenzzentrum (University of Education, Intercultural Centre of Excellence)
- Mrs Hülya Amhari, Ausländerrat/Migrationsrat (Foreigners' Council/Migration Council)
- Mrs Dr. Orietta Angelucci von Bogdandy, HIPPY
- Mr Nicolas Apfel-Totaro, Jugendgemeinderat (Youth Council)
- Mrs Yvonne Bedbur, Pädagogische Hochschule, Interkulturelles Kompetenzzentrum (University of Education, Intercultural Centre of Excellence)
- Herr Malte Burmester, Jugendgemeinderat (City Youth Council)
- Mr Giuseppe Cibella
- Mrs Ulrike Duchrow, Asylarbeitskreis (Asylum Working Group)
- Mrs Renate Emer, Kinder-und Jugendamt (Office of Children and Youth)
- Mrs Birgit Fliedner, Kinder-und Jugendamt (Office of Children and Youth)
- Mrs Anja Kegler, Kinder- und Jugendamt (Office of Children and Youth)
- Mrs Renate Kneise, Bezirksbeirätin (Member of the District Advisory Council)
- Mrs Dr. Marianne Laurig, HIPPY
- Mrs Catherine Mechler-Dupouey, Interkultureller Elternverein, Ausländerrat/Migrationsrat (Intercultural Parents' Association, Foreigners' Council/Migrants' Council)
- Mrs Susanne Meyer, päd.-aktiv
- Mrs Barbara Münch, Fachberaterin für Grundschulen (expert advisor for elementary schools)
- Mrs Dr. Maria Susana Oder-Peña, Ausländerrat/Migrationsrat (Foreigners' Council/Migrants' Council)
- Mr Sotirios Papadopoulos-Herzhauser, Ausländerrat/Migrationsrat (Foreigners' Council/Migrants' Council)
- Mrs Ute Salize, päd.-aktiv
- Mrs Dubravka Santak, Zentrum für Integration durch Bildung
- Mrs Nora Schönberger, Pan-Afrikanische-Organisation (Pan-African Organisation)
- Mrs Silvia Selke, Pädagogische Hochschule, Interkulturelles Kompetenzzentrum (University of Education, Intercultural Centre of Excellence)
- Mrs Nathalie Sommer, Heidelberg International School
- Mrs Margarete Zwink-Eisele, Internationale Gesamtschule

Subgroup: Youth and Adults

Spokeswoman: Mrs Dr. Luitgard Nipp-Stolzenburg, Volkshochschule

- Mrs Magdalena Adamczyk, Alpha-Aktiv Sprachschule
- Mr Nicolas Apfel-Totaro, Jugendgemeinderat (City Youth Council)
- Mr Karl-Heinz Bareuther, Internationaler Bund
- Mr Malte Burmester, Jugendgemeinderat (City Youth Council)
- Mrs Claudia Emmendorfer-Brößler, Volkshochschule
- Mrs Renate Kneise, Bezirksbeirätin (Member of the District Advisory Council)
- Mrs Nadine Marschik, Diakonisches Werk
- Mrs Regine Mitternacht, Stadtbücherei (Public Library)
- Mr Michael Weigel, Heidelberger Pädagogium
- Mrs Antje von Wolff, Kinderbeauftragte Stadtteil Wieblingen (Ombudswoman for Children)
- Mrs Yaldir Züleyha, Alpha-Aktiv Sprachschule

2. Training, job market and higher education

Spokesman: Mr Özkan Ergen, Jugendagentur eG

- Mr Malte Burmester, Jugendgemeinderat (City Youth Council)
- Mrs Dörthe Domzig, Amt für Chancengleichheit (Equal Opportunities Office)
- Mrs Viktoria Engelhart, Internationaler Bund
- Mr Dr. Maximilian Eberius, Deutsch-Polnische Gesellschaft (German-Polish Association)
- Mr. Dr. Nihat Genc, Verein zur Förderung des Gedankenguts Atatürks (Kemalist Thought Association)
- Mr Joachim Hahn, Amt für Stadtentwicklung und Statistik (Office for Urban Development and Statistics)
- Mr Alexander Hornschuch, Agentur für Arbeit (Employment Agency)
- Mr Jens Katzenberger, Verein zur beruflichen Integration und Qualifizierung (VBI) (Association for professional Integration and Qualification)
- Mrs Anna Kloppenburg, Akademisches Auslandsamt der Universität (International Office of the University)
- Mr Siegfried Köhler, SRH Berufliche Rehabilitation Berufsförderungswerk Heidelberg
- Mr Karl-Heinz Löhr, Job Center
- Mrs Sonja Mechler, Heidelberger Dienste
- Mr Jörg Schmidt-Rohr, VBI
- Mr Heinz Schorr, Industrie-und Handelskammer Rhein-Neckar, Geschäftsstelle Heidelberg (Rhine-Neckar Chamber of Industry and Commerce, Heidelberg Field Office)
- Mr Leopold Übelhör, Kreishandwerkerschaft (Local Council of Skilled Crafts)

3. Family, health and welfare systems

Spokeswoman: Mrs Christine Köhl, Gesundheitsamt Heidelberg (Heidelberg Public Health Office)

- Mr Wolfgang Blam, Gesundheitsamt (Public Health Office)
- Mr Sylla Bachir
- Mrs Aysel Celep-Monz
- Mr Dr. Ulrich Deutschmann, Kulturkreis Emmertsgrund-Boxberg
- Mrs Marion Duscha, Heidelberger Selbsthilfebüro
- Mrs Anja Dühning, BiBeZ-Bildung integriert, Beratung eröffnet Zukunft
- Mrs Wiebke Hartmann, Asylarbeitskreis (Asylum Working Group) (MediNetz Rhein-Neckar)
- Mr Dirk Hofmann, Amt für Sport und Gesundheitsförderung (Office of Sports and Health Promotion)
- Mrs Birgit Kurz, Diakonisches Werk
- Mrs Annemarie Lerch, Kinderschutzbund (Association for the Protection of Children)
- Mr Prof. Dr. Bernard-M. Mechler, Ausländerrat/Migrationsrat (Foreigners' Council/Migration Council)
- Mrs Iris Mühlhausen, Kinderschutzbund ((Association for the Protection of Children)
- Mrs Güler Olgun, Türkisch-Islamischer Kulturverein (Turkish Islamic Culture Association)
- Mr Choukri Rascho, Initiative zur Integration kurdischer Migranten (Initiative for the Integration of Kurdish Migrants)
- Mrs Dr. Semra Serdaroglu-Baloch, Internationales Frauen-und Familienzentrum (International Women's and Children's Centre)

- Mrs Sadjé Sürer, Türkisch-Islamischer Kulturverein (Turkish Islamic Culture Association)
- Mrs Susanne Völker, BiBeZ

4. Neighbourhoods and voluntary work

Spokesman: Mr Prof. Dr. Martin Albert, SRH Hochschule Heidelberg

- Mrs Annette Diefenbacher, Amt für Soziales und Senioren (Office of Social Matters and Senior Citizens)
- Mr Dr. Maximilian Eberius, Deutsch-Polnische Gesellschaft (German-Polish Association)
- Mr Karl Emer, Caritasverband
- Mrs Bärbel Fabig, Amt für Soziales und Senioren (Office of Social Matters and Senior Citizens)
- Mrs Heidi Farrenkopf, Diakonisches Werk
- Mrs Heidi Flassak, Kinderbeauftragte Südstadt/Weststadt (Ombudswoman for Children)
- Mrs Ulrike Jessberger, Kulturkreis Emmertsgrund-Boxberg, Bezirksbeirätin Boxberg (Member of the District Advisory Council)
- Mr Gerald Kraus, Gesellschaft für Grund-und Hausbesitz (GGH)
- Mrs Annette Kritzer, Asylarbeitskreis (Asylum Working Group)
- Mrs Desiree Künsberg, SRH Hochschule
- Mrs Ulli Leßmann, FreiwilligenBörse
- Mrs Cecilia Lima-Wüst
- Mrs Dr. Heidrun Mollenkopf, Kulturkreis Emmertsgrund-Boxberg, Bezirksbeirätin Emmertsgrund (Member of the District Advisory Council)
- Mr Christoph Nestor, Mieterverein
- Mrs Gabriele Riedke-Dschangaei, Seniorenzentrum Rohrbach
- Mr Ernst Schwemmer, Arbeitsgemeinschaft Stadtteilvereine (Working Group of District Residents' Associations)
- Mrs Gudrun Sidrassi-Harth, Asylarbeitskreis (Asylum Working Group)
- Mrs Dr. Karin Weinmann-Abel, Kulturkreis Emmertsgrund-Boxberg, Em-Box-Info
- Mr Dr. Edgar Wunder, Geographisches Institut (Geographical Institute)

5. Sport and culture

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- Mr Karlheinz Schrupf, Turnerbund Rohrbach
- Mr Ulrich Sudhölter, Budo-Club Emmertsgrund-Boxberg
- Mrs Ingrid Wolschin, Kulturhaus Karlstorbahnhof

Furthermore the Department of the Lord Mayor (01), the Personnel and Organisation Office (11), the Office for Urban Development and Statistics (12), the Public Relations Office (13), the Local Administration Office (15), the Equal Opportunities Office (16), the Office for Schools and Education (40), the Office of Cultural Affairs (41), the Theatre and Orchestra (44), the Public Library (45), the Municipal School of Music and Singing (46), the Office of Social Welfare and Senior Citizens (50), the Children and Youth Office (51), the Office of Sports Facilities and Health Promotion (52), the City Planning Office (61), the Landscape Architects and Forestry Office (67), the Office of Economic Development and Employment (80), the Gesellschaft für Grund- und Hausbesitz, the Karlstorbahnhof Cultural Centre and Heidelberg Technology Park have made major contributions to the process of integration as an across-the-board task.

The City of Heidelberg will update the Municipal Integration Plan. The aim will be to monitor the implementation of the measures and modify the aims according to changes in the overall conditions. In the course of implementation, the City of Heidelberg will define performance indicators in order to gauge the success of the measures. As part of this process, the City of

Heidelberg will continue to involve the City's internal and external experts in order to take account of different perspectives, take on board the experience gained and live out intercultural diversity in its own practice as well.

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