

*Towards an Inclusive Society:
Coalition of Cities against Discrimination in Asia and the Pacific*

ACT OF ACCESSION AND COMMITMENT

The undersigned,

.....

Mayor of the City of

.....

Certify, by signing this Declaration, the full and complete adherence of the City to the Coalition of Cities against Discrimination in Asia and the Pacific and the adoption of its Ten-Point Commitment.

The City undertakes in particular to honour its commitments and to implement the attendant actions (see the attached document). These commitments and actions will be an integral part of the municipality's strategies and policies.

The City undertakes to allocate the necessary human, financial and material resources in order to achieve these commitments, and to report on the actions undertaken to the Steering Committee of the Coalition.

(Date)

(Place)

(Signature)

IMPLEMENTATION OF THE TEN-POINT COMMITMENT

BY THE CITY OF:

.....

COMMITMENTS

WITH RELATED ACTIONS

**FOR FIGHTING CONCRETELY AGAINST RACISM,
XENOPHOBIA AND DISCRIMINATION IN OUR CITY**

This Ten-Point Commitment suggests some examples of actions/activities for each of ten points under the heading "Actions to be undertaken". Each municipality is free to choose the actions/activities it judges most relevant or most urgent. However, for reasons of consistency, municipalities are invited to implement at least one action as soon as possible for each of the commitments. Please indicate the actions selected, or if there are other on-going or foreseen actions/activities other than these examples, describe them under the heading "Other Actions".

COMMITMENT Nr 1

ASSESSING RACISM AND DISCRIMINATION AND MONITORING MUNICIPAL POLICIES

To initiate, or develop further, in collaboration with NGOs, National Human Rights Commissions and institutions and UN systems (e.g. CERD, UN Special Rapporteurs, Human Rights Council), the collection of data on racism and discrimination, establish achievable objectives and set common indicators in order to assess the impact of municipal policies; and to act as "Clearing House" in order to contribute to the national and international reporting systems from the local viewpoint.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To systematize the evaluation and analysis of the data on racism and discrimination in all fields of municipal competence that are already made available by research networks, people's organizations and other relevant institutions.
- To establish partnerships with research entities and society networks (e.g. urban poor, unions, etc.) for the gathering of data and information on racism and discrimination in their respective areas in order to analyze regularly the data and information collected, conduct studies at the local level and develop concrete recommendations for the city authorities .
- To define achievable objectives and apply common indicators in order to assess trends in racism and discrimination and the impact of municipal policies.
- To set up a research council for on-going dialogue between researchers and policy makers in order to actively identify weak points in current policies and practice.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT Nr 2

PROVIDING POLITICAL LEADERSHIP AT THE CITY AND COMMUNITY LEVELS TO ADDRESS ISSUES OF DISCRIMINATION AND EXCLUSION

To raise awareness of the existence of racism and discrimination among local policy makers and city dwellers.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To create, in close cooperation with respective national Human Rights Commissions, a better analytical understanding on the situation of vulnerable groups.
- To put racism and discrimination on the agenda of the various consultation mechanisms that exist within the city (e.g. municipal councils, youth parliaments, elders councils, various committees related to the issue, appropriate representatives of different groups including ethnic minorities, women, disadvantaged persons, etc.).
- To organize a sensitization and awareness-raising programme targeting municipal staff, police, military, parliamentarians, judges, etc., as well as civil society organizations and chiefs and village councils, as appropriate.
- To organize an award for media working for the elimination of racism and discrimination, and awareness-raising activities through media, including school newspapers, etc.
- To organize public events, with a range of initiatives to promote awareness and mobilization among city dwellers and policy makers (e.g. on the occasion of the 21st of March, the International Day for the Elimination of Racial Discrimination).
- To encourage schools to integrate issues related to racism and discrimination into the curriculum in order to promote awareness within children and youth from the primary up to the secondary level.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT Nr 3

PROMOTING AN INCLUSIVE SOCIETY

To develop and/or strengthen a network of people and organizations to share visions and concerns for harmonious relationships in a diverse and inclusive society.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To establish within the municipality a mechanism for consultation with the groups and individuals (e.g. youth, NGOs, community leaders, police, the judiciary, etc.) in order to periodically assess the situation, and to review policies, regulations, ordinances and budgets that are discriminatory.
- To set up, in collaboration with respective national Human Rights Commissions and civil society organizations, a monitoring and rapid response network and/or system to identify racist acts and hate crimes/speeches, and bring them to the attention of competent authorities.
- To organize on a regular basis, community-based consultations to ensure the involvement of communities in municipal decision-making processes.
- To set up, in collaboration with existing mechanisms, such as Human Rights Commissions and Race Relations Commissioners, a scheme for resolving disagreements and dealing with cases of discrimination.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT NR 4

STRENGTHENING SUPPORT FOR THE VICTIMS OF RACISM AND DISCRIMINATION

To identify the victims and target groups of racism and discrimination and to support them and contribute to strengthening their capacity to defend themselves against racism and discrimination.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To support victims and target groups to organize themselves in seeking initiatives (counselling, monitoring, etc.), remedies and preventive measures for counteracting racism and discrimination.
- To establish a formal capacity within the city authority (ombudsperson, anti-discrimination unit, etc.) to deal with claims of discrimination made by local residents.
- To establish a committee working on community relations and development that advises the city authorities on access, equity and participation of culturally diverse groups.
- To aid community and local entities that provide legal and psychological support to local victims of racism and discrimination.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT NR 5

FACILITATING GREATER PARTICIPATION AND THE EMPOWERMENT OF CITY DWELLERS THROUGH ACCESS TO INFORMATION

To ensure better information for city dwellers on their rights and obligations, on protection and legal options, and on the penalties for racist and discriminatory acts or behaviour, by using a participatory approach, notably through consultations with service users and service providers.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To publish and disseminate, as widely as possible, a brochure, or municipal bulletin, audio-visual materials, etc., giving relevant information on local residents' rights, the obligations of a multiethnic and multicultural society, and the city authority's anti-discrimination commitments, as well as penalties for racist and discriminatory acts and behaviour.
- To disseminate, in various public places, forms or contact information that victims or witnesses can use in the case of racist and discriminatory acts or behaviour in order to contact competent authorities or support groups.
- To organize at the community level, on a regular basis, municipal forums open to public, in collaboration with existing organs and mechanisms, as well as civil society organizations, in order to offer an opportunity to discuss the issues related to peace, security and harmonious relations.
- To collaborate with local radio and newspapers to disseminate useful information for those needing assistance.
- To empower local NGOs and/or designated "goodwill ambassadors" to pursue actions in providing information on, and developing actions against, racism and discrimination.
- To compile and disseminate, in collaboration with OHCHR and UNESCO, as well as relevant national institutions, key documents in regard to the major international and national instruments translated into local languages, and print and/or post these on the Internet, and make them available at easy to access sites.
- To set up a consultative committee composed of foreign residents within the municipality on the issues of their concern.
- To organize a series of information sessions for local employers and employees on available social services provided by the municipality.
- To commemorate symbolic national and international Days (e.g. the International Day for Elimination of Racial Discrimination on 21 March), with a range of initiatives to promote awareness and to encourage participation among city dwellers.
- To collaborate with local folk performance groups in helping deliver the message of mutual respect and equality for all to the public.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT Nr 6

PROMOTING THE CITY AS AN EQUAL OPPORTUNITIES EMPLOYER AND SERVICE PROVIDER

The city commits itself to be an equal opportunities employer and equitable service provider, and to engage in considering the needs of people from culturally diverse communities in planning, monitoring, training and development to achieve this objective.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To engage in routine diversity audits in order to inform the development of appropriate policies and practices on the basis of an accurate database.
- To conduct impact and needs assessments (anti-discriminatory check list) when developing any new initiative. A standardized simple protocol could be developed in order to make this process routine.
- To identify and provide support for the learning and development needs of municipal employees by setting up introductory and advanced training for local authority staff in order to: enhance their ability to manage ethnic and cultural diversity; promote intercultural dialogue; develop competence in anti-discriminatory practice; and acquire the necessary competences in order to provide culturally sensitive and appropriate services and clear response procedures to acts of racism and discrimination.
- To implement positive action in order to improve the representation of target groups or communities in city authority staff; and particularly in their executive bodies.
- To establish a scholarship and training programme for young people from target groups with a view to preparing them for employment by the city.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT NR 7

PROMOTING THE CITY AS AN ACTIVE SUPPORTER OF EQUAL OPPORTUNITY PRACTICES

Where required, to facilitate and monitor equal opportunity employment practices and support for diversity in the labour market through proactive exercise of powers of the city authority.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To employ the existing powers of purchasers through the inclusion of non-discrimination clauses in local contracts.
- To set up, in collaboration with relevant institutions, such as the Chambers of Commerce and Industry, associations of shoppers, etc., a certification procedure for local firms, shops and local professional entities who are committed to challenging racism, and who are willing to accept the implementation of local mechanisms for dealing with claims/complaints about discrimination.
- To understand and accept the informal sector in employment, housing and service provision, and to establish mechanisms, programmes and projects for its protection, regularization and, where required, rehabilitation; and to cooperate with research organizations documenting the informal sector.
- To cooperate with the existing schemes in order to promote a micro-credit, sponsorship, training and mentoring programme, in partnership with businesses, to support economically viable activities developed within target groups.
- To set up a partnership with interested businesses, especially those which are part of the UN Global Compact and the Cooperative Social Responsibility movement, in supporting city authority anti-racist policies, and in promoting diversity as an economic strategy and a commercial asset.
- To support, in association with professional bodies and trade unions, the development of relevant learning and development programmes aimed at enabling employees to deliver culturally sensitive and appropriate services.
- To make licenses (e.g. to serve alcohol) conditioned on non-discriminatory practices of equal access, and perform tests to check whether places of entertainment follow non-discriminatory practices.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT NR 8

CHALLENGING RACISM AND DISCRIMINATION THROUGH EDUCATION

To strengthen measures against discrimination in access to, and enjoyment of, all forms of education; and to promote the provision of education in mutual respect, tolerance and understanding, and intercultural dialogue.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To intervene to ensure equal opportunities, especially in terms of access to education, through affirmative action policies, offering special subsidies to schools to help children from vulnerable groups, or advising the National Ministry of Education on specific cases.
- To compile and disseminate existing resource materials (stories, mythologies, etc.) teaching appropriate national values in addition to universal ones, such as respect, mutual tolerance and human rights.
- To enact an anti-discrimination charter and an institutional mandate for teaching and training establishments run by the city authority, as well as private schools located within the city, in order to combat racism in access to education, and racism at school.
- To set up municipal libraries and museums as resource rooms for issues related to human rights, cultural diversity, etc.
- To promote among youth, schools and communities initiatives aiming to increase intercultural dialogue and mutual respect through the creation of an "Equality School" Certificate to reward local schools for their work, and a "Mayor's Prize" awarded regularly to the best local school initiative.
- To support the development of teaching materials (textbooks, guides, audiovisual or multimedia documentation, kits) on mutual tolerance, respect of human dignity, peaceful coexistence and intercultural dialogue that can contribute in enhancing the ability of pupils, teachers and trainers to operate in a multiethnic, multicultural and intercultural environment and to deal with the pressures and opportunities of such diversity; and to train in particular, school administrators and teachers.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT NR 9

PROMOTING CULTURAL DIVERSITY

To respect the culture of diverse communities including the set of attitudes, beliefs, practices, values, shared identities, rituals, customs, etc.; to ensure fair representation and promotion of the diverse cultural expression and heritage of city dwellers in the cultural programmes, collective memory and public space of the city authority; and to promote interculturality in the community life consistent with international human rights standards.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To facilitate, in partnership with professionals from culturally diverse communities, the production of audiovisual materials (feature films, documentaries, programmes, etc.) that enables them to express their experience of, and aspirations for, their city; and to facilitate distribution of such materials at the local, national and international level.
- To facilitate on a regular basis cultural projects and meeting places (e.g. events, cultural centres, schools, etc.) that represent the diversity of city dwellers (music, theatre, dance, painting, etc.) and to integrate them into official city programming.
- To name places (streets, squares, monuments, neighbourhoods) and/or to commemorate events specifically relevant to groups suffering from discrimination in order to recognize their contributions and to integrate them into the memory and collective identity of the city.
- To organize a series of meetings for dialogue among religious and political leaders and to bring together different ethnic groups in order to promote cultural diversity and religious tolerance.
- To organize an intercultural exchange programme targeting youth in particular.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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COMMITMENT NR 10

PREVENTING AND OVERCOMING RACIST INCITEMENT AND RELATED VIOLENCE

To support or establish mechanisms in dealing with racist incitement and related violence leading to reconciliation.

ACTIONS TO BE UNDERTAKEN (Please indicate actions selected):

- To establish a pool of experts (researchers and practitioners, including those from discriminated groups) with relevant competence to carry out analyses of the situation, to provide the local community with advice, and to ensure that a proper review is followed through before responses are determined.

- To establish an inter-agency group of knowledgeable employees, representing agencies with potential ownership of such conflicts (police, education sector, youth workers, social workers, civil society organizations, etc.), with the responsibility of coordinating actions at an early stage when racist crimes or group conflicts arise.

- To provide training for racist crimes and conflict management to selected employees from relevant agencies and institutions (schools, youth programmes, integration offices, civil society organizations, etc.).

- To elaborate and distribute a manual including case studies, as well as a list of organizations for help.

- To provide support to community and local entities which provide legal and psychological support to local victims of racism and discrimination, and to those claiming discrimination.

- To collaborate with legal professionals (e.g. bar associations), national Human Rights Commissions and Race Relations Commissions in order to provide arbitration when required.

OTHER ACTIONS (on-going or foreseen ; add pages if necessary):

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This document should be sent to:

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Scientific and technical Secretariat**

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