

ENGAGE  
IN CPH

CITIZENSHIP

+

INCLU  
SION



»Somebody has to take your hand  
when you reach out.«

**Bajram Fetai**  
soccer player who grew up in Nørrebro,  
at open meeting about integration



# ENGAGE IN CPH COPENHAGEN'S VISION

Living in Copenhagen must be easy, and Copenhagen wants to be the most inclusive city in Europe. An actively engaged city is a better city.



Everyone must have the opportunity to feel at home in Copenhagen and to engage in the decisions taken where they live. We must respect each other's differences, including cultural and religious diversity. Respect also means that we make requirements and have expectations of each other. Most Copenhageners do well in their lives and can be role models for others. Results must be achieved through partnerships across the city, because we all share responsibility for Copenhagen's future. In an inclusive Copenhagen we are against any form of exclusion. We therefore seek solutions that help people with social problems. This is the only way to ensure everyone a real opportunity to get involved and contribute, on an equal footing.

#### **What is inclusion?**

Inclusion is the sense of belonging. If you feel you are a Copenhageners, this means you are included in the city.

#### **What is integration?**

Integration is a dynamic, mutual process whereby citizens with different backgrounds meet and create a community for the future.

#### **What is citizenship?**

Citizenship means that everyone has the opportunity to make active use of their democratic rights as citizens of Copenhagen. An active citizen shares responsibility for the community and treats fellow citizens, of any background, with tolerance and courtesy.

# WE BELIEVE THAT

- Diversity is strength
- Everyone must have the opportunity to get involved
- Citizenship is for everyone

## **Diversity is strength**

Copenhagens' diversity can be used positively. Being able to speak two or more languages is an advantage. It is also an advantage for a company to have employees with different backgrounds. It is beneficial to know and live close to people with different backgrounds. Diversity must be used to create more dynamic development, in order to prepare Copenhagen for globalisation. This also entails understanding that ethnic minorities are a complex, diverse group.

## **Everyone must have the opportunity to get involved**

Copenhagens must be treated equally, but not necessarily identically. If someone needs extra help to get involved, we have to make sure they are helped. Everyone must have the chance of an education and a job, and the opportunity for a good and decent life. This also means that everyone has the right to make their own life choices, and to equal opportunities. Equal treatment also means making requirements of each other, as this shows respect. We treat everyone equally, irrespective of age, disability, gender, religion, sexual orientation, ethnic origin, background, financial status, or political views.



## **Citizenship is for everyone**

In Copenhagen, inclusion is everyone's responsibility. Partnerships across the city and the community are needed to make more citizens feel part of Copenhagen. The City, its residents, companies, volunteers, educational institutions, organisations, local associations and local committees should be involved, in order to contribute and take responsibility. This requires a contribution from those already part of the community, and from those who are to be included.

# HOW CAN I CONTRIBUTE?

If you are a Copenhagener...

Mix with people who are different to you

Get involved in local decisions and initiatives

Always remember respect and tolerance

Make an effort to be part of a community and to open your communities to others

If you are active in your local area...

Get actively involved in partnerships with the City of Copenhagen and other local players in order to coordinate activities

Be aware of where the City of Copenhagen can help

Keep an eye on where there is a need, and tell others about it

Keep up the good local work

If you are from the business community...

Be aware about employing staff with different backgrounds

Be aware about making active use of diversity

Help to ensure jobs and traineeships

If you are from an educational institution...

Help us to give every young person an education

Be aware about making active use of diversity

Help young people to include each other in fellowships across the community

If you are employed by the City of Copenhagen...

Stay focused on treating people equally, but not necessarily identically

Remember to make active use of employees' diversity

Involve the business community, associations and others in inclusion initiatives

Help to welcome newly arrived Copenhageners

Help to fight discrimination in close cooperation with the Police and others

If you are a politician...

Take responsibility for giving political and economic priority to inclusion

Words are important: make sure that your communication and actions are inclusive

Set an example with active partnerships with the business community, associations and others

Help to develop the city in a way that makes the most of diversity

Contribute to eliminating negative stereotypes

# THEMES + GOALS

Theme: All children and young people must have a good start in life

Goal: More competent school leavers

Theme: Inclusion in the labour market

Goal: More people in jobs

Goal: More diversified management and staff in the City of Copenhagen

Theme: Reaching out to vulnerable groups and areas

Goal: More citizens must benefit from the City of Copenhagen's services

Goal: A safer Copenhagen for all groups

Theme: The open and welcoming city

Goal: More citizens must feel a sense of belonging to Copenhagen

Goal: Fewer citizens should feel excluded due to poverty

Goal: Fewer citizens should experience discrimination



These are the four themes for Copenhagen's focus on inclusion over the next four years. We will stay focused on the barriers to inclusion that can arise. These may be barriers for the individual, e.g. poverty, traumatic experiences or misuse, or barriers for society, e.g. discrimination and negative media images of individual groups.

We will therefore continue to learn from other European capitals, gain experience from our own projects, listen to the Expert Think Tank on Integration, and involve ethnic minorities in inclusion initiatives.



# ALL CHILDREN AND YOUNG PEOPLE MUST HAVE A **GOOD** START IN LIFE

– because tomorrow's Copenhagen belongs to the next generation

More competent school leavers. We start with nurseries and kindergartens, where children and parents meet other families, and stimulation of language development begins. Every child is different, but every child has potential. Therefore we must help all children and hold expectations of every child, including those who speak more than one language. Every child must have the chance to do better at school, and every child must have equal opportunities for higher education. Equal opportunities also apply to personal relations and the opportunity for a childhood and youth that are sound, challenging and secure. It is important to

identify the barriers to equal opportunities for a good boyhood or girlhood, and the different challenges faced by girls and boys.

In addition, every child and young person, whatever their background, must have equal opportunities to prepare for adulthood's democratic rights.

Initiatives close to everyday life in the classroom improve school performance and results. We must focus on the schools where not enough school leavers are going on to higher education.

Goal: More competent school leavers

Responsible: Children and Youth Committee and Social Services Committee

## Achieving the goal by

Strengthening language stimulation in daycare	Social workers at schools
Increasing focus on a combination of languages and academic skills	Better transition from school to higher education, e.g. via mentoring schemes
Models for better distribution in daycare institutions and schools	Traineeships, among other things via social clauses, for young people in vocational training schemes
Developing an educational culture among pupils	Strengthening children and young people's leisure interests
Pedagogical and managerial help for schools with poor academic results	Supplementary education of teachers in languages and culture
Better cooperation with parents and matching of expectations in schools and daycare	Retaining poor children and young people in elementary schools and higher education

**Financing:** In 2010 the City of Copenhagen spent DKK 265.3 million on the children and young people theme. For 2011 the allocation is DKK 278.7 million; for 2012 DKK 269.7 million; and for 2013 DKK 259.3 million. The initiatives that are not financed must be part of the coming years' budget negotiations. The Children and Youth Committee is responsible for concrete initiatives and for putting them into practice.



# INCLUSION IN THE LABOUR MARKET

– because work gives identity  
and fellowship

More Copenhageners must have jobs, and the City of Copenhagen's staff and managers must have different competences and backgrounds. We must make active use of diversity and for example benefit from employees that can speak several languages or know several cultures.

We make demands of both job-seekers and employers. We must work for a less divided and more inclusive labour market. We will cooperate with companies on creating new jobs and training good employees. If a person without a job needs to learn Danish to get a job we must help, preferably in cooperation with companies.

Goal: More people in jobs

Responsible: Employment and Integration Committee

## Achieving the goal by

Initiatives directed at specific ethnic minority groups

Strengthening the Danish skills of ethnic minorities who need this help

Fighting direct and indirect discrimination in companies

Increasing focus on socio-economic enterprises

Making it easier for well-educated foreigners and their families to come to Copenhagen

Goal: More diversified management and staff in the City of Copenhagen

Responsible: Finance Committee

## Achieving the goal by

Fighting direct and indirect discrimination in the City of Copenhagen

Utilising employees' diversity

**Financing:** In 2010 the City of Copenhagen spent DKK 156.9 million on the employment theme. For 2011 the allocation is DKK 167.6 million; for 2012 DKK 157.7 million; and for 2013 DKK 155.2 million. The initiatives that are not financed must be part of the coming years' budget negotiations. The Employment and Integration Committee and the Finance Committee are responsible for the concrete initiatives and for putting them into practice.



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# REACHING OUT TO VULNERABLE GROUPS AND AREAS

– because everyone must have the chance of a good and decent life

Everyone must have the chance of a good and decent life. It must therefore be safer to live in the disadvantaged residential areas, no matter what your background is. It is beneficial for people with different backgrounds to meet on an everyday basis, so we would like more people with jobs and an education to live in these areas. Diversity can be used actively, also in disadvantaged housing areas. We should never mistake diversity for an acceptance of isolation and a lack of freedom. Culture must never be an excuse for tolerating violence, harassment and assault.

We will therefore reach out to the disadvantaged groups that for the time being cannot provide for themselves. They may be poor, unemployed on start benefit, homeless, psychologically traumatised, or disadvantaged families. Our initiatives must be open to all groups of Copenhageners.

More people must benefit from the City's initiatives in, for example, daycare institutions, libraries and clubs. This requires greater cohesion between the City of Copenhagen's initiatives, and that the successful measures are continued and reinforced, while the less successful are closed down.

**Goal:** More people must benefit from the City of Copenhagen's services  
**Responsible:** Culture and Leisure Committee, Social Services Committee, Children and Youth Committee and Health and Care Committee

## Achieving the goal by

Strengthening initiatives for poor and disadvantaged families via e.g. the Family Coach scheme	Better cohesion between the City of Copenhagen's initiatives and between job, education, health and social initiatives
Strengthening mentoring schemes, such as Urban Mothers, in disadvantaged housing areas, thereby utilising residents' resources	Reducing waiting lists for club places
Ensuring that more children and young people take part in leisure activities, e.g. via permanent discount schemes	Strengthening initiatives for start benefit recipients and citizens at risk of being affected by the 450-hour rule

**Goal:** A safer Copenhagen for all groups

**Responsible:** Finance Committee, Technical and Environmental Committee, and Social Services Committee

## Achieving the goal by

Strengthening the Safe City initiatives	Initiatives to encourage more residents with jobs to move to disadvantaged housing areas
Comprehensive social housing initiatives and integrated urban renewal in disadvantaged housing areas, where residents and associations become actively involved	

**Financing:** In 2010 the City of Copenhagen spent DKK 62.5 million on the disadvantaged theme. For 2011 the allocation is DKK 98.2 million; for 2012 DKK 87.6 million; and for 2013 DKK 75.3 million. The initiatives that are not financed must be part of the coming years' budget negotiations. The committees mentioned are responsible for concrete initiatives and for putting them into practice.



# THE OPEN AND WELCOMING CITY

– because Copenhagen is for every Copenhagener

Copenhageners must feel that they belong to Copenhagen, and that they are accepted and included. Fewer citizens must experience discrimination or feel excluded due to poverty. We must encourage knowledge, understanding and tolerance among Copenhageners by getting people to embrace each other's diversity.

An inclusive Copenhagen requires every Copenhagener to contribute: both those to be included in a fellowship, and those who are already part of the fellowship. We will reach these goals by partnering with companies, educational institutions, housing associations, organisations, media, volunteers, local communities, and so on. These partnerships may involve cooperation with companies on diversity, agreements with restaurant owners to fight discrimination, or by established associations helping to set up new ones. Everyone involved must be encouraged to make a start and take responsibility, and the work must be coordinated centrally, but performed locally.

**Goal:** More people must feel a sense of belonging to Copenhagen

**Responsible:** Employment and Integration Committee

## Achieving the goal by

Better communication with new residents of Copenhagen, for example welcome signs and brochures, or film streams in different languages as city guides

Copenhageners with different backgrounds on boards, political bodies, etc.

Partnerships with the business community, educational institutions, housing associations, associations and media, as well as international cooperation

Ensuring that the city's diversity is heard and involved in inclusion initiatives, and that there is dialogue between different faiths

**Goal:** Fewer citizens should feel excluded due to poverty

**Responsible:** Employment and Integration Committee and Social Services Committee

## Achieving the goal by

Coordinated initiatives for poor and socially disadvantaged families

Identification of poverty-related barriers to inclusion

Proactive and coordinated initiatives for the permanently poor with a different ethnic background

**Goal:** Fewer citizens should experience discrimination

**Responsible:** Employment and Integration Committee

## Achieving the goal by

Fighting direct and indirect discrimination in the City, including its nightlife

Training the City of Copenhagen's staff to meet Copenhageners with understanding of their diverse backgrounds

Strengthening Copenhageners' knowledge of their rights as citizens

**Financing:** In 2010 the City of Copenhagen spent DKK 11.8 million on the inclusion theme. For 2011 the allocation is DKK 10.8 million; for 2012 DKK 11.8 million; and for 2013 DKK 11.3 million. The initiatives that are not financed must be part of the coming years' budget negotiations. The Employment and Integration Committee is responsible for concrete initiatives and for putting them into practice.



Read more at: [www.kk.dk/integration](http://www.kk.dk/integration)

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