

## Integration Policy Targets of the City of Zurich 2019–2022

### Zurich embraces diversity

#### **A** ENABLING ACCESS

**All residents benefit equally from the offers and services of the City of Zurich.**

- 1 The City of Zurich designs its services and offers so that they reach the population. Important information is easy to understand and available in several languages if necessary.
- 2 The City of Zurich is committed to fighting discrimination. It amends regulations and procedures that make integration more difficult.
- 3 The City of Zurich welcomes the diversity of its staff. It supports its employees in the tasks that arise from having a diverse workforce and population.

#### **B** STRENGTHENING PARTICIPATION

**The residents of the city of Zurich participate in its daily economic and social life according to their means. Civil society makes an active contribution to community life.**

- 4 The City of Zurich supports children and adolescents who grow up in the city according to their individual abilities and ensures that they complete an education.
- 5 The City of Zurich promotes the basic linguistic, mathematical and social competences required by its adult population in everyday life and at work.
- 6 The City of Zurich involves the population in its integration policy work. It expects residents to commit to their integration and to a good community life.
- 7 The City of Zurich promotes civic activities that showcase the diversity of the population and encourage relationship-building, mutual understanding and collaborative endeavours.

**C** CULTIVATING A WELCOMING CULTURE

**All residents of the city of Zurich are part of society. Their individual lifestyles are respected as far as they comply with the legal order.**

- 8 The City of Zurich welcomes newcomers; it provides them with details about the most important services as well as the relevant information they need to find their feet.
- 9 The City of Zurich works on the basis of the applicable law to ensure that the cultural and religious traditions practised in the city can be visible and are being respected.
- 10 The City of Zurich responds to reservations about migration and city integration targets with open and factual dialogue.

**D** FACING CHALLENGES

**The City of Zurich acknowledges when «things aren't going well». It reacts preventively and presents sustainable solutions to challenges of community life.**

- 11 The City of Zurich recognises the challenges and problems of integration policy, defines them as such and actively tackles them.
- 12 The City of Zurich wants the population to feel safe and able to use public spaces. It works preventively to fight all forms of radicalisation and reacts with appropriate measures when necessary.

**E** TAKING A CLEAR INTEGRATION POLICY STANCE

**The City of Zurich expresses its position on the major integration policy issues. Zurich is perceived as a cosmopolitan city in which liberal views and solidarity are important values.**

- 13 The City of Zurich integration policy rests on fundamental and human rights. It is committed to improving the situation of particularly vulnerable groups such as refugees and undocumented immigrants.
- 14 The City of Zurich carries out groundwork and facilitates discussion on themes related to integration. It expresses its position on important political issues and works to promote exchanges of experience and the further development of integration measures on the regional, national and international level.