

“All of us” action plan for equal opportunities and diversity



— For us, diversity in urban society is a reality, an opportunity and an enrichment - we are proud of this. Our commitment to equal opportunities is our motivation. We advocate a cosmopolitan, free and democratic urban society that values every person with all their facets and treats them with respect. Commitment and a space for encounters, respect and dignity, self-efficacy and participation are the basis for social cohesion and a respectful coexistence.

— The city of Ulm is one of the most attractive cities in Germany. This is a place where global companies and research institutions are located. Its geographical location between the state capitals of Stuttgart and Munich is another reason why people like to live in Ulm or choose to move here or move here. All Ulm residents - whether they are newcomers or have always lived here - are diverse: in terms of their gender, their sexual orientation, their origin, their age, their world views, their respective physical and mental abilities, and their social background. With their different characteristics, experiences and backgrounds, they all contribute to making our urban society diverse, dynamic and vibrant.

Our vision:

All people living in Ulm, regardless of their personal background should have the same opportunities to live well, contribute to and develop in this city.

Advantages of actively promoting diversity:

Ulm can

- promote social cohesion, social peace and a sense of belonging,
- strengthen representation and identification, because the diversity of citizens is reflected in the personnel structure of the city's administration,
- make work easier and provide tailored services through flexibility and a diversity of competences in both internal and external actions,
- meet the requirements of citizen-oriented services and a modern administration,
- counter the shortage of skilled workers, which affects the economy but also increasingly administration,
- promote the city as a place of innovation, where different life experiences and perspectives inspire social and cultural life as well as work environments, thus strengthening the economy and science,
- empower people and groups
- and much more!

— The Equity and Diversity Department was established in 2020. This is where the specialist teams of the Women's Office / Municipal Equal Opportunities Officer, the International City Coordination Office, Youth Participation and the Inclusion Department work together.

— This action concept for equal opportunities and diversity serves the city of Ulm as a vision and a working basis for the next decade. It combines the previous strategies for participation and inclusion and develops them further.

— The aim is to shape Ulm as a liveable, innovative city that is oriented towards the future. It is not an approach that stands alone, but one that goes hand in hand with the city's other major projects and goals. For example, this concept for equal opportunities and diversity can help to better take account of different perspectives and people's needs, with regard to neighbourhood approaches, as well as inner-city dialogue. In the „digital city,“ this ensures that no one is left behind. When recruiting new employees (employer branding), the city's administration can reach different target groups even better.

— A concept can only develop its full power if plenty of thought is put into it and when it is supported by many people. That is why this concept is based on extensive participation. Important multipliers from civil society and the administration have worked in numerous forums and working groups concerning the direction and content of the concept. They have formulated goals and concrete measures that form the core of the action concept for equal opportunities and diversity.

The action concept is divided into **four fields of action:**

- The city of Ulm as an employer
- Our services as a city
- Urban society: Shaping coexistence
- Diversity for Ulm as a science and business hub

The city of Ulm as an employer: As an employer, it is important to the city's administration that the diverse urban society is reflected in its staff. It stands for a non-discriminatory work culture, values people in terms of their diversity and promotes this diversity in a targeted manner.

Our services as a city: We want to ensure that the services we offer are well aligned with the diverse needs and circumstances of Ulm's citizens. The city's communications reach people. There are no barriers to applying for and receiving services or to taking advantage of offers.

Urban society: Shaping coexistence: Cooperation, networks and projects (with and in civil society) are expanded and promoted so that the issues of equal opportunities and anti-discrimination become a reality, in all sectors of urban society as well as in the various social spaces

Diversity for Ulm as a science and business hub: The city of Ulm promotes and maintains a living and working environment in which all people can fully develop and mutually enrich themselves. This way, it further increases Ulm's attractiveness for companies, employees and specialists as well as scientists from Germany and abroad.

— Developed jointly by the top management of the city's administration, the city council, business, science and the citizens of Ulm under the leadership of the Equal Opportunity and Diversity Team, the success of this commitment with regard to the action concept greatly depends on the commitment and help of all of people in Ulm. Therefore, the concept is a self-imposed mission of the city's administration as well as a call to the citizens to get involved in whichever way is possible for them, to work toward developing a fair, humane Ulm and in doing so, to help shape this wonderful city. Who is committed to this?: All of us!