



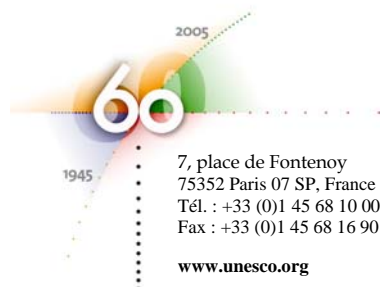
United Nations
Educational, Scientific and
Cultural Organization

INTERNATIONAL COALITION OF CITIES AGAINST RACISM
AND DISCRIMINATION

COALITION OF AFRICAN CITIES AGAINST RACISM AND DISCRIMINATION

TEN-POINT PLAN OF ACTION

ADOPTED BY MUNICIPALITIES
ON THE OCCASION OF AFRICITIES, NAIROBI, 20 SEPTEMBER 2006



International Coalition of Cities against Racism

The International Coalition of Cities against Racism is an initiative launched by UNESCO in 2004 to establish a network of cities interested in sharing experiences in order to improve their policies to fight racism, discrimination and xenophobia. The international conventions, recommendations and declarations elaborated at the upstream level need to be ratified and implemented by the States. At the same time, it is extremely important to involve actors on the ground, including the targets of discriminations, to make sure that those international and national instruments are applied and respond to concrete problems. UNESCO chose cities as the privileged space to link upstream and downstream actions. The role of city authorities as policy-makers at the local level is considered here as the key to create dynamic synergies. The ultimate objective is to involve the interested cities in a common struggle against racism through an international Coalition. In order to take into account the specificities and priorities of each region of the world, regional Coalitions are being created with their own programme of action. The African Coalition of Cities against Racism and discrimination is a step towards an International Coalition.

A plan of action

The Ten-Point Plan of Action for the African Coalition of Cities against Racism and Discrimination was finalized. In close collaboration with the Cities of Durban, Nairobi, Bamako and Kigali, which played the role of the Lead Cities for the region, UNESCO organized an experts meeting in May 2006. The city representatives, representatives of NGOs and networks of cities, as well as academics discussed together possible actions to be taken into account in the Plan of Action. The finalized Ten-Point Plan of Action is composed of ten commitments covering the various areas of competence of city authorities such as education, housing, and employment as well as cultural and sport activities. It suggests in particular some examples of practical policies that city authorities might complete or develop. The signatory cities will undertake to integrate this Plan of Action in their municipal strategies and policies, and to involve the various actors within civil society in its implementation.

The African Coalition of Cities against Racism and Discrimination was launched on 20 September 2006 at the occasion of the Fourth Africities Conference that took place in Nairobi and brought together representatives from more than 100 African cities. At this occasion, the Ten-Point Plan of Action for the African Coalition of Cities against Racism and Discrimination was adopted by the plenary meeting of the participants.

Since its initial launch, some 54 municipalities have already joined the initiative. UNESCO urges Cities in Africa to give their utmost attention to this Ten-Point Plan of Action and join the African Coalition of Cities against Racism and Discrimination.

Why do we need to unite against racism, discrimination and xenophobia?

Regardless of its origin and form, racism raises barriers against the development of its individual or group victims, corrupts those who practice it, and divides communities and nations. It is a serious threat to peaceful coexistence and exchange between communities that share the same space, and imperils democratic and participatory citizenship. Racism and discrimination entrench and aggravate inequalities within society. In view of the deep mental roots of the racial prejudice inherited from the history and persistence of discriminatory practices, the struggle against racism

and discrimination is a long-term effort. It demands regular updating of anti-racist strategies and policies along with coordination at international, national, regional and local level.

What can be done?

The struggle against racism and discrimination must be conducted on several fronts:

- prevention and positive action: raising awareness and consciousness and educating in mutual tolerance, respect of cultural diversity, intercultural dialogue, peaceful coexistence, human rights and democratic citizenship;
- monitoring and vigilance: collecting data and developing relevant indicators in order to assess discriminatory situations and policy impact;
- empowerment: support of victims in their efforts in affirming, organizing and defending themselves;
- mediation: arbitration, explanation, awareness raising and reconciliation;
- punishment: reinforcing administrative and judicial mechanisms and uncompromisingly prosecuting racist acts.

The struggle against racism and discrimination is everyone's business. It is, first and foremost, a legal and political obligation of States and regional and international intergovernmental organizations. It is one of the responsibilities of citizenship incumbent upon professional bodies, trade unions, voluntary organizations and the private sector. It is a moral and ethical duty for individuals, especially opinion leaders such as artists, journalists, teachers, academics, sports personalities and community, religious and political leaders.

The essential role of city authorities

Cities have become the main focus of ethnic and cultural mixing and are home to an ever greater number of foreigners, from all parts, seeking freedom, work, knowledge and opportunities to exchange. Cities are the places where the everyday meeting of differences sparks competition, clashing interests and fears that feed the development of the ideologies and practices of discrimination. Cities are also laboratories where new forms of urban citizenship and new ways of living together can be invented. They are an ideal space within which to conduct a struggle against racism that facilitates effective implementation of the various instruments enacted by States.

Cities are run by local authorities who are often close to their citizens, and generally have a degree of autonomy, resources, and support and solidarity networks. They thus have the capacity to launch brave and innovative initiatives that can be effective against racism and discrimination on the ground. Local authorities, especially at city level, have a key role in mobilizing forces, even in areas that do not fall within their administrative competence, and in implementing anti-discrimination policies that can make a real difference.

The long-term objective of the African Coalition of Cities against Racism and Discrimination is to supply local authorities with an operational programme that will allow a more efficient implementation of policies against discrimination. Thus, a Ten-point Plan of Action has been developed, composed of 10 commitments covering the different areas of competence of local authorities such as education, housing and employment.

The signatories commit themselves to using their full range of political power to counteract racism and discrimination through the implementation of the 10 commitments. Each signatory is responsible for establishing, coordinating and/or implementing the local policies against racism and discrimination. This will be based, in particular, on a consultation process with those subjected to racism and discrimination as well as on a close collaboration with actors of civil society (NGOs, academics, associations, etc.).

Implementation and follow-up of the Ten Point Action Plan

How to join the African Coalition of Cities Against Racism and Discrimination?

Signature of an Act of Accession and Commitment by which the municipality fully adheres to the Coalition and its Ten-Point Plan of Action; the municipality thus agrees to implement this minimal Plan of Action by incorporating the Plan into its municipal policies and strategies, notably by expressly indicating in the form attached to the Deed of Membership, the specific actions that accompany these commitments. The implementation of the Plan of Action implies on the part of the municipality, the allocation of the resources required to accomplish the actions foreseen.

Implementation

The Plan of Action, adopted on 20 September 2006 in Nairobi, remains open for signature by African cities wishing to join the Coalition of Cities against Racism and Discrimination on the basis of these commitments.

The signatory cities undertake to integrate within their strategies and action programmes the Plan of Action and to commit to it the human, financial and material resources required for its effective implementation.

Each city authority is free to choose the policies it judges most relevant or most urgent. However, for reasons of consistency, each city is invited to implement at least one action as soon as possible in respect of each of the commitments. City authorities that have already implemented or are currently implementing some of the proposed actions are invited to enhance them or to supplement them by further actions from the Plan of Action.

The signatories undertake to establish a focal point with responsibility for follow-up and coordination of the Plan of Action.

TEN-POINT PLAN OF ACTION OF THE AFRICAN COALITION OF CITIES AGAINST RACISM AND DISCRIMINATION

PREAMBLE

The present Ten-Point Plan of Action of the *African Coalition of Cities against Racism and Discrimination* has been elaborated by the expert meeting held in Durban, South Africa from 25-26 May 2006, based on a working document submitted by UNESCO. The expert meeting was organised by UNESCO and hosted by eThekweni/Durban Municipality on the occasion of the *African Renaissance Festivities*. Among the participants were representatives of the three leading cities of the African Coalition (Bamako, Durban and Nairobi), other representatives of municipalities, as well as experts in urban management and NGO representatives. Following enriching and lively discussions, ten commitments and actions were defined in concrete terms for the African Coalition.

The **global guidelines**, consisting of ten commitments and actions that are made available to cities, are aimed at strengthening vigilance against racism, promoting equal opportunities in employment and services, better supporting the victims, assessing and promoting municipal policies, etc. The African Coalition Plan of Action addresses, in particular, the following forms of attacks on human dignity in the city :

- Racism in the strict sense of the term (including persistence of apartheid and anti-Black self-racism)
- Xenophobia
- Intolerance based on ethnicity, tribalism or clans
- Religious Intolerance
- Persistence of historical forms of slavery
- Caste-based discrimination and stigmatisation
- HIV/AIDS-based discrimination and stigmatisation

In joining the coalition, the cities commit themselves to integrate the ten-point Plan of Action into their strategies and municipal policies and to allocate to it the human, financial and material resources necessary for its effective implementation.

For each commitment, city authorities are free to choose the activities that they consider most relevant, taking into account their specific context and priorities. However, for reasons of consistency, city authorities are invited to implement, as soon as possible, at least one activity for each commitment. City authorities that have already implemented or are in the process of implementing some of the proposed activities are invited to enhance or supplement them by new activities inspired by the Plan of Action.

African cities, especially the lead-cities in their respective sub-regions (Bamako for West Africa, eThekweni/Durban for Southern Africa, Kigali for Central Africa and Nairobi for East Africa) are kindly invited to give their utmost attention to this Ten-Point Plan of Action and to contribute to its promotion. UNESCO particularly urges them to join the *African Coalition of Cities against Racism and Discrimination* that was launched in Nairobi on the occasion of “*Africities*” (20 September 2006)

COMMITMENT NR 1

GREATER VIGILANCE AGAINST RACISM, XENOPHOBIA, INTOLERANCE AND RELATED DISCRIMINATIONS

To set up a monitoring, vigilance, transmission and solidarity network against racism, xenophobia, intolerance and discrimination in the City.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN

- To establish a mechanism for consultation with the various social actors (young people, artists, NGOs, community leaders, the police, the judiciary, etc.) in order to take regular stock of the situation as regards racism, xenophobia and discrimination based on ethnicity, religion or that which affects people living with HIV/AIDS.
- To set up, in collaboration with civil society organisations, a monitoring and rapid response system to identify racist, xenophobic and discriminatory acts and hate crimes/speeches and bring them to the attention of the competent authorities.
- To put racism, xenophobia, intolerance and discrimination on the agenda of the various consultation mechanisms that exist or will be established within the city (e.g. elders' councils, youth parliaments, women networks).
- To engage actions which mobilize and sensitise against the development of discriminatory practices inherited from the past and from the emergence of new forms of discriminations.

COMMITMENT NR 2

ASSESSING RACISM, XENOPHOBIA, DISCRIMINATION AND INTOLERANCE AND MONITORING MUNICIPAL POLICIES

To initiate, or develop further the collection of data on racism and discrimination, establish achievable objectives and set common indicators in order to assess the impact of municipal policies.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN:

- To set up in collaboration with research institutes formal means of collecting data and information on racism, xenophobia and discrimination in all fields of municipal competence by introducing relevant variables in their data collection.
- To establish partnerships on African and international levels with research entities in order to analyse regularly the data and information collected, conduct studies at 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, xenophobia and discrimination and the impact of municipal policies.
- To promote the establishment of a research council between cities within the same country or a of the same countries or the same sub-region that allow for a dialogue between researchers and policy makers

COMMITMENT Nr 3

BETTER SUPPORT FOR THE VICTIMS OF RACISM, XENOPHOBIA, DISCRIMINATION AND INTOLERANCE

To support victims of racism, xenophobia and discrimination based on ethnicity and contribute to strengthening their capacity to defend themselves against racism and discrimination.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN:

- To support victims to organize themselves in seeking remedies, initiatives (counselling, monitoring, etc.) and preventive measures in counteracting racism, xenophobia, discrimination and stigmatisation of HIV/AIDS carriers.
- To establish a formal capacity within the city authority (Ombudsperson, anti-discrimination unit, etc.) to deal with complaints about discrimination made by local residents.
- To provide support to local entities which provide legal and psychological support to local victims of racism, xenophobia, discrimination or stigmatisation caused by ethnicity, caste system or HIV/AIDS.
- To establish disciplinary measures within the routine functions of the city authority in regard to racist, xenophobic or discriminatory acts or behaviour by city employees.

COMMITMENT NR 4

MORE SENSITIZATION, MOBILIZATION AND PARTICIPATION OF CITY DWELLERS

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

EXAMPLE OF ACTIONS TO BE UNDERTAKEN

- To publish and disseminate as widely as possible a brochure or municipal bulletin giving relevant information on local residents' rights, the obligations of a multiethnic and multicultural society and the city authority's commitments against racism, xenophobia and discrimination, as well as penalties for racist and xenophobic acts and behaviour. To disseminate in the various public places, forms or contact information that victims or witnesses can use in the case of racist and xenophobic acts or behaviour in order to contact competent authorities or support groups.
- To organise, on a regular basis, Municipal forums against racism, xenophobia and discrimination in collaboration with existing organs and mechanisms, in order to offer an opportunity to discuss the problems of racism, xenophobia, intolerance and discrimination in the city, local policies, and their impact.
- To commemorate each year, on the 21st of March, the International Day for the Elimination of Racial Discrimination, with a range of initiatives to promote awareness and mobilisation among city dwellers, placing this event within the African values of tolerance and cultural diversity.
- To empower local NGOs to pursue their actions in providing information on and developing actions against racism, xenophobia, intolerance and discrimination.
- To develop public awareness on the illegal and immoral aspect of the historical forms of slavery, where it is still practiced.

COMMITMENT NR 5

THE CITY AS AN ACTIVE SUPPORTER OF EQUAL OPPORTUNITY PRACTICES TOWARDS LOCAL PROFESSIONAL ENTITIES

To facilitate equal opportunity employment practices and to support ethnic, tribal or religious diversity in the labour market through exercising the existing discretionary powers of the City authority.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN:

- To include non-discrimination clauses in local contracts that the city signs with enterprises as purchaser, as well as in the delivery of licences (e.g. to serve alcohol) in order to ensure equal access to places of entertainment, and to perform tests (or audits) to check whether places of entertainment follow a non-discriminatory practice.
- To set up a certification procedure and incentives for local firms, shops and local professional entities who are committed to challenging racism, xenophobic and discrimination based on ethnicity, tribalism, religion or that which affects people leaving with HIV/AIDS, and willing to accept the implementation of the local mechanisms for dealing with complaints about discrimination.
- To propose incentives to ensure the contribution of local professional entities especially for the strengthening of capacity building of freed slaves where slavery is still practiced.
- To facilitate access to micro-credit schemes, to sponsorship and mentoring programmes, in partnership with the business community, to support economically viable activities developed within discriminated groups.
- To set up a partnership with businesses interested in supporting city authority struggle against racism, xenophobia, intolerance and related discrimination, and in promoting diversity and mutual tolerance 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.

COMMITMENT NR 6

THE CITY AS AN EQUAL OPPORTUNITIES EMPLOYER AND SERVICE PROVIDER

As employer and supplier of services, the City commits itself to set up anti-discriminatory policies in favour of groups of victims. It commits itself, to ensure the necessary monitoring, training and development to achieve this objective.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN:

- To engage in routine diversity audits in order to inform the development of appropriate policies and practice on the basis of an accurate data base;
- To implement impact and needs assessment (anti-discriminatory check list) when developing any new initiative. A standardised simple protocol could be developed in order to routinise this process;
- 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.
- To implement positive action in order to improve the representation of discriminated groups or communities, particularly freed slaves (where slavery is still practiced), among City authority staff and particularly in their executive bodies.
- To establish a special scholarship and training programme for young people from discriminated groups with a view to preparing them for employment by the city.
- To promote a participatory budget as a tool to guarantee free access to City services, notably for discriminated groups or communities.

COMMITMENT NR 7

FAIR ACCESS TO HOUSING

To take active steps to strengthen policies against housing discrimination within the City.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN

- To draw up legal normative instruments (Ethical Charter and a Code of Practice) for public and private bodies involved in renting and selling accommodation in order to combat discrimination in access to housing.
- To grant facilities and incentives to owners and estate agents that commit to the municipal anti-discrimination Code of Practice and to promote mixture in housing.
- To encourage through appropriate, prompting measures the construction of housing in favour of disadvantaged groups and communities and victims of situations which are the source of discrimination and antagonism in the City.
- To establish or support advisory services with a brief to assist and support residents from those affected by discrimination in seeking accommodation in both the public and private sectors.

COMMITMENT NR 8

CHALLENGING RACISM AND DISCRIMINATION THROUGH EDUCATION

To promote the teaching of African and universal values of mutual tolerance, diversity and peaceful coexistence of community based identities; to strengthen measures against discrimination in access to, and enjoyment of, all forms of education.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN:

- To intervene in teaching establishments in the city, by encouraging positive actions and measures, towards the recognition and the existence of a long tradition of mutual tolerance, pluralism and identity based coexistence.
- To enact an charter and an institutional mandate for teaching and training establishments run by the city authority in order to combat discrimination in access to education and racism and intolerance at school.
- To create a “Tolerance School” certificate, which rewards local schools for their work in favour of mutual tolerance and cultural diversity and to establish a “Mayor’s Prize”, which awards regularly the best local school initiative against racism, xenophobia and intolerance, particularly initiatives which promote the privileged position and place given to foreigners in traditional societies.
- To develop teaching material (textbooks, guides, audiovisual or multimedia documentation, kits) on mutual tolerance, respect of human dignity, peaceful coexistence and intercultural dialogue that can contribute to enhancement of 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.

COMMITMENT NR 9

PROMOTING CULTURAL DIVERSITY, MUTUAL TOLERANCE AND INTERCOMMUNITY DIALOGUE

To ensure fair representation and promotion for the diverse range of cultural expression and heritage of City dwellers in the cultural programmes, collective memory and public space of the City authority and promote interculturality and social cohesion in City life.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN

- To facilitate the production, in partnership with professionals from the groups affected by discrimination, audiovisual material (feature films, documentaries, programmes, etc.) that enables them to express their experience of and aspirations for their city, the safeguarding and respect for convergent, community-based identity. To facilitate the distribution of such material at the local, national and international level.
- To fund on a regular basis cultural projects and meeting places (e.g. events, cultural centres, etc.) that represent the diversity of city dwellers (music, theatre, dance, painting, etc.) and to integrate them in official city programming.
- To name places (streets, squares, monuments, neighbourhoods) and/or to commemorate events specifically relevant to groups suffering from discrimination or forgotten communities, in order to recognise their contributions and to integrate them into the memory and collective identity of the city.

COMMITMENT NR 10

TO PREVENT AND TO BE COMMITTED TO THE MANAGEMENT OF INTER-COMMUNITY CONFLICTS

To support or establish mechanisms based on local potentials to prevent and to manage inter-community conflicts.

EXAMPLE OF ACTIONS TO BE UNDERTAKEN:

- To establish a pool of experts (researchers and practitioners including those of discriminated groups) and key figures from civil society in all its diversity, with relevant competence to identify the potential of Africans in conflict resolution through mediation and eclipsed by new discriminatory behaviours inherited from colonial ideology and systems, and to carry out an analysis of the situation in order to ensure the validity of an analysis before defining responses extracted from African societies.
- To establish an inter-agency group of knowledgeable employees, representing agencies with potential ownership to such conflicts (neighbourhood police, education sector, youth workers, social workers, civil society organizations, community leaders, etc.). This group would give advices to local communities and would be responsible for the coordination of preliminary actions, with regards to mediation, as soon as conflicts arise between groups or communities.
- To propose to employees selected by relevant agencies and institutions (schools, youth programmes, integration offices, etc.) education programmes and training prevention and management of inter-community conflicts. These programmes should refer to mechanisms based on the local potentials.

AFRICAN COALITION OF CITIES AGAINST RACISM AND DISCRIMINATION

NAIROBI DECLARATION

The Cities and Municipalities participating in the 4th Afrocities held from 18 to 24 September 2006 in Nairobi, Kenya,

Concerned with the rise of racism, discrimination, xenophobia and intolerance in our cities, in particular through ethnic or religious intolerance, exclusion within the castes system, la persistence of historical forms of slavery, HIV/AIDS stigma, xenophobic nationalism, inter-Black racism or the persistence of apartheid;

Convinced that racist and discriminatory ideologies, attitudes and acts that target certain categories of citizens or city residents constitute a serious threat to equality, mutual tolerance, peace, security and social cohesion in the city;

Aware of the responsibility incumbent upon them to provide to all city residents, without discrimination on the grounds of “race”, colour, descent or national, ethnic or religious identity, the conditions in which they can flourish, while acknowledging and respecting the freedom, equality, dignity and rights of all;

Convinced that the struggle against racism, discrimination, xenophobia and intolerance in the city is among the duties of city authorities with a view to guaranteeing mutual respect and promoting equality among city dwellers and of citizenship that respects the diversity from which springs the wealth of modern societies;

Confident that only with the active participation of all city dwellers in policy definition, implementation and evaluation can action against racism, discrimination, xenophobia and intolerance attain the scope and effectiveness it demands;

Resolved to draw the lessons from past experience in action against racism, discrimination, xenophobia and intolerance and to exchange their expertise and good practices with a view to improving their policies;

Recognizing that in the increasingly diverse and multiethnic cities, promoting equality and counteracting discrimination is a cornerstone in the development of sustainable and cohesive democratic multicultural cities;

Recalling the commitment made by the Mayors of cities and municipalities of Africa, on the occasion of the launching of the United Cities and Local Governments of Africa, in Tshwane (South Africa) in May 2005, in favour of respect of cultural diversity in the city, as well as in regard to the creation of a legal framework favourable to the application of fundamental rights to all city dwellers;

Emphasizing that the ethnic diversity of African cities is a source of cultural dynamism, economic prosperity and social cohesion;

Have agreed to adopt this Ten-Point Plan of Action in order to give practical expression to their commitment to combat racism, discrimination, xenophobia and intolerance in the city.

This Plan of Action is an instrument comprising ten commitments covering the various areas of competence of city authorities and suggests some examples of actions that city authorities might consider with a view to fulfilling each of the commitments.

The Plan of Action will make it possible for the partner cities, *inter alia*, to set priorities in their struggle against racism, discrimination, xenophobia and intolerance, to rationalise and optimise their policies and to reinforce their cooperation in this area.

The undersigned cities undertake to integrate this Plan of Action in their municipal strategies and policies and to involve in its implementation the various actors within civil society, especially the targets of discrimination.

The commitments and possible actions proposed in this Plan of Action make up a minimum programme which in no way precludes other action in this area by city authorities.

The Plan of Action will be amended and expanded as appropriate in light of assessment of its implementation through the mechanisms provided for in this respect.

Adopted in Nairobi,
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