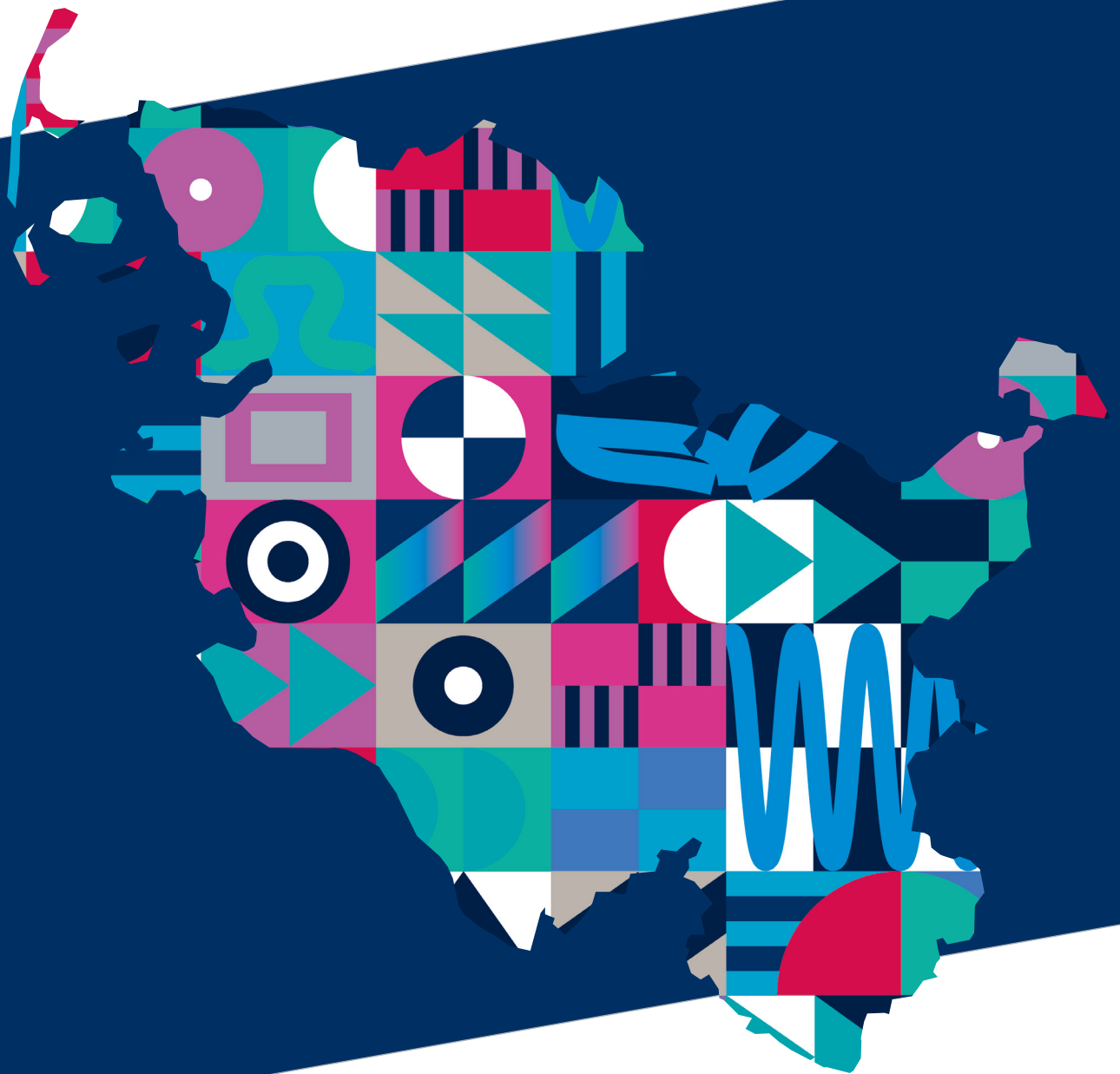


State Action Plan Against Racism

United in Difference – for Diversity, Tolerance
and Respect in Schleswig-Holstein



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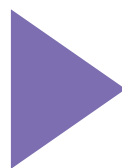
The present document is a translation of the State Action Plan Against Racism published by the state of Schleswig-Holstein in 2021. The names of persons, institutions and competent ministries/ departments may have changed in the meantime.

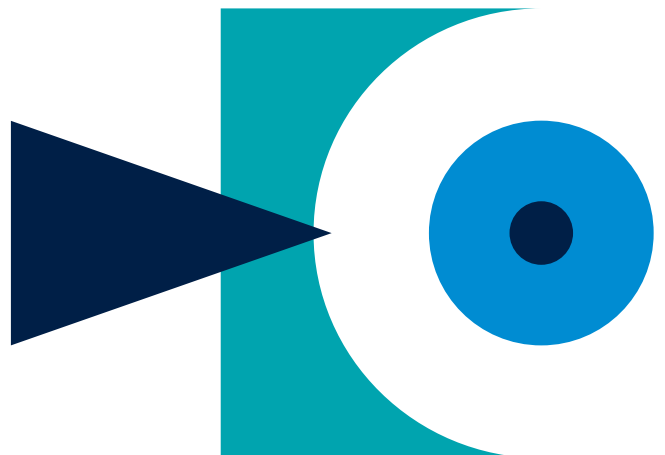
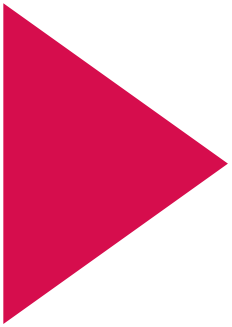
Greeting

In challenging times, such as those which we are currently experiencing, where it is necessary to avoid physical contacts and to hold virtual meetings, a joint dialogue is more important than ever. Racism does not respect COVID-19 or social distancing rules!

The production of a State Action Plan Against Racism is firmly enshrined in the coalition agreement. The Action Plan is intended to identify and specifically formulate needs for action, recommendations, and measures to successfully fight racism.

Why is such a plan necessary for Schleswig-Holstein, and what can it, or should it achieve?





Greeting



We have firmly enshrined the creation of a State Action Plan Against Racism in the coalition agreement. As one of the first federal states, Schleswig-Holstein has now set a very important signal with this plan. We have not only developed specific new anti-racism measures, but also have set

a clear signal against all forms of racial discrimination and for a diverse Schleswig-Holstein.

As an important module for prevention and anti-racism work in Schleswig-Holstein, the State Action Plan Against Racism stipulates future guidelines against racism, defines fields of action and describes specific activities. This has an impact on the selection of personnel in public administration and on lesson materials for schools. With the State Action Plan, we wish to remedy omissions in the existing offer of prevention work. We want to prevent racism in Schleswig-Holstein to an even greater extent and intensify anti-racism discussion, as regrettably people in Schleswig-Holstein still experience racism in their everyday lives. They are discriminated against and marginalised because of the colour of their skin, their religion or other attributes.

Racism is toxic for coexistence and undermines social cohesion. This is the opinion of the vast majority of people in Schleswig-Holstein. Where this awareness is lacking, we wish to provide an impulse for value orientation and set clear boundaries with this State Action Plan. We wish to eliminate as much breeding ground for racism as possible. Decisive action against racism requires a view of all areas of society. Each and every one of us must take a

stance against racism. More than ever! This demands opposition and objection, but also that we reflect on and question our own thoughts and actions. The State Action Plan is intended to help us to receive the necessary thought-provoking impulses and information.

For me, good coexistence in Schleswig-Holstein means that people can meet each other without prejudice. It would be pleasing, if in the near future we could say: Racism, such as we now see in many areas of life, is past history.



Daniel Günther

Minister-President of Schleswig-Holstein

Greeting



With the State Action Plan Against Racism, we in Schleswig-Holstein wish to set a clear signal: a signal against racism and for greater diversity, tolerance and respect. Schleswig-Holstein is committed to open-mindedness and opposes all forms of racial discrimination. Everyone in

Schleswig-Holstein should be able to live without discrimination and fear.

This commitment is not an objective, but rather an ongoing task. In addition to the personal level, we must also scrutinise structures and institutions, actively create discrimination-free coexistence and accept responsibility. The State Action Plan Against Racism is an expression of this awareness of our responsibility.

This already exists both in public bodies as well as in an engaged Schleswig-Holstein civil society. However, there are also omissions, which we must remedy.

In collaboration with all state ministries and commissioners and with the involvement of the Schleswig-Holstein civil society, racism has been examined as a challenge for society as a whole and joint solution and action approaches of prevention work have been developed. During the production of the Action Plan it once again became apparent that many great projects already exist. However, further needs were also identified.

Only together, we can permanently eradicate racism and create a diverse coexistence in our state. Anti-racism work concerns us all. The Action Plan Against Racism was produced in the light of this awareness.

It provides ideas, information and points of contact for cooperation.

The State Action Plan Against Racism is an important step towards a society which is free from racism and discrimination. It is a milestone and will govern work against racism in our state for years to come.

I am pleased that in the years to come, together with everyone in Schleswig-Holstein, I will be able to implement the Action Plan and fill it with life.

Yours



Dr. Sabine Sütterlin-Waack

Minister for the Interior, Rural Areas, Integration and Equality
Schleswig-Holstein

Greeting



Racism has many different aspects. Racism is not a new phenomenon, but it is also not an old one. Racism is not an individual problem, but rather affects the whole of society. The decisive factor in order to change this issue is that racism concerns us all.

At the start of the legislative period, the “Jamaica coalition” recognised and made it clear that all people, regardless of the colour of their skin, their ethnic or religious origins must be able to live without discrimination. We oppose racism with regard to Black People, People of Color, anti-Muslim racism, anti-Gypsyism and antisemitism. We have stated our aims in our coalition agreement: “For centuries, people of various origins have lived here as citizens of Schleswig-Holstein and are a part of society. Open-mindedness, however, is more than a mere statement.”

We have now completed our State Action Plan Against Racism, which takes into account educational, societal, social, interior, and legal aspects. Our State Action Plan Against Racism has therefore been created as an interministerial cooperation with the involvement of the state parliament and in consultation with civil society. It includes many measures, which are intended to prevent racism in Schleswig-Holstein even more effectively and to intensify anti-racist discussion. However, not only guidelines for prevention and anti-racism work in Schleswig-Holstein have been stipulated, but also the necessary fields of action, activities and measures. Omissions in the current offers in the area of prevention work have been identified and remedied.

31 new measures have been developed, which address various areas, including the future replacement of the German term "Rasse" in state laws and regulations, as well as in the language used by the state government, the increase of civil society engagement, the establishment of a low-threshold complaints body, the sensitisation of the existing contact points for the General Act on Equal Treatment (German abbreviation: AGG) for the topic of racism, the establishment of a central office for combating hate crime on the Internet, the creation of a guideline for discrimination-free or anti-racist language for the state administration, a scientific study on possible extremist and racist attitudes in the state police, the establishment of a contact point against racism with the state police, greater consideration of the topic of colonialism in schools and in teacher training and further training, the establishment of an expert working group on colonialism, greater consideration of anti-racism / prevention of racism in child day-care centres, ranging from educational guidelines and materials up to further training for specialist counselling, as well as the establishment of a round table on the subject of Jewish life and against antisemitism.

We are therefore fulfilling what we have resolved and promised in the coalition agreement.

It is important that we do not ignore racism, that we actively talk about it and ultimately make it visible, and of course fight against it.



Tobias von der Heide, Member of the State Parliament
CDU Fraction in the State Parliament of Schleswig-Holstein

Greeting



Schleswig-Holstein is a wonderful state with many different people. However, unfortunately, people also experience racism here. The State Action Plan Against Racism is a further important step towards a highly necessary and more intensive discussion of anti-racism in our state.

As politicians, we see ourselves obliged to bring people together and to eliminate racism where it occurs. We want to do this together with the people. As politicians, we also consider ourselves to have the function of role models, and therefore wish to start with ourselves as employers of the public service, for example with anti-racism training and further training.

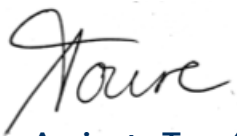
Over the past years, the state government, as well as the parliament have held many discussions with those affected, with associations, companies, academics and educational institutions. These alone have shown that we still have a lot to do, but at the same time, that these discussions were also an incentive for many to consider this issue, and best of all, that many people are definitely prepared to consider this issue and make valuable suggestions to combat racism in their everyday lives or in their workplaces.

These ideas have also been included in the Action Plan.

I have found that especially civil society makes a decisive contribution in the fight against racism. The signal that we as politicians now formulate a framework which takes all state institutions into account and supports our civil society, supports

those who have already been doing this for a long time. It is also an important signal to society and above all to those who are affected, that we state that racism is a problem which can and must be opposed by politicians.

I hope that anti-racism work will soon be a matter of course for everyone in Schleswig-Holstein. That we have further extended our Action Plan, with suitable measures. Not for their own ends, but rather in the hope that sometime in the future, anti-racism work will no longer be necessary. That we can concern ourselves with positive things to a greater extent, namely simply celebrating social diversity. Most of all, I hope that we can formulate a new understanding of what it means to live in Schleswig-Holstein: Namely, simply to live here, regardless of where we come from or what we look like.



Aminata Touré, Member of the State Parliament

Bündnis 90/Die Grünen fraction in the State Parliament of Schleswig-Holstein

Greeting



Schleswig-Holstein is an open-minded, tolerant state. Mutual respect, interest in each other and the proverbial North German calmness have always characterised our society. In spite of this, in the coalition agreement we have mutually agreed on the necessity of a State Action Plan Against Racism.

Racism, xenophobia and antisemitism are not just a threat to those who are the victims of such behaviour. They are direct violations of the principles of democracy, freedom and the rule of law. For this reason, the state is obliged to actively oppose racially motivated unequal treatment. However, it cannot do this on its own. The fight against racial discrimination and ideologies of inequality of all kinds must be a duty for us and must be regarded as a permanent issue at all levels of society. If we now create an awareness, sensitivity, and sense of responsibility to protect against discrimination of all kinds, the necessary social cohesion for the next generation will also be improved. This also means that we must face up to and address unpleasant truths, because ignoring and staying silent are not an option, neither for the victims nor for our society.

Well-meant words must be followed by actions. Therefore, we Free Democrats explicitly welcome the fact that we are establishing a framework with the State Action Plan Against Racism in order to plan and implement interministerial measures in all areas of politics and daily life, to oppose racism in our society at an early stage. All too often, racism is concealed in commonplace statements, and often, people are not aware of the racist undertones of what they

say. Here, it is necessary to sharpen awareness, without creating a patronising over-correctness. This does not concern “re-education”, but rather realisation and understanding. We must make it clear where our open, free and democratic society based on the rule of law is still threatened by racism, and the damaging consequences which this has for our society. Only by sharpening our awareness for the problem will we be able to overcome racism in our society. It is my wish, that with the State Action Plan Against Racism, we in Schleswig-Holstein will make an important and tangible contribution against racism. The aim must go beyond mutual acceptance. We want to achieve true coexistence in the unity of diversity of all of peoples’ differences.



Jan Marcus Rossa, Member of the State Parliament

FDP Fraction in the State Parliament of Schleswig-Holstein

Greeting



Every day, people in our society experience various forms of racism, more recently, increasingly in the digital world or at demonstrations by "Querdenkenden" (followers of a protest movement against the Covid restrictions in Germany), where right-wing extremist conspiracy theories are disseminated.

We condemn all forms of racism and declare our solidarity with those who are affected by it. These people must be especially protected and supported. I am therefore very pleased that all democratic parties in Schleswig-Holstein have come to a fundamental agreement to fight against racism.

We consider it to be important that we jointly fight against racism, even if our ideas for implementation differ. Our overall responsibility must be to oppose all forms of group-focused enmity. This misanthropy does not first manifest itself when someone experiences physical violence.

We must not fool ourselves. None of us is free from prejudice. Racism, and the prejudice which precedes it are constantly being reproduced within our society.

The problem is not that we have prejudices, but rather how we deal with these. An Action Plan Against Racism can make an effective contribution to resolving the problem. It must now prove itself in practice and be reviewed by parliament at regular intervals. We are glad to be involved in this process.

In Schleswig-Holstein, we have a very active civil society, which opposes the various aspects of group-focused enmity due to ethnic origin or appearance every day.

We owe a great debt of gratitude to these civil society stakeholders, especially as they have collaborated in the conception of the content of the State Action Plan with their expertise.

I therefore especially hope that this Action Plan will reinforce and expand the financial support of these civil society initiatives. The fight against racism can only be successfully continued as a collaboration between the state and civil society.

From our point of view it would also be advisable to establish a teaching and research centre at one of our universities, which considers existing and historic racism in Schleswig-Holstein (and beyond). These may result in recommendations for action by politicians and administration.

A handwritten signature in black ink, appearing to read 'Tobias v. Pein'.

Tobias von Pein, Member of the State Parliament

SPD Fraction in the State Parliament of Schleswig-Holstein

Greeting



What always perplexed me in discussions, interviews or debates about racism in Germany over the past years was the introductory question of whether racism still even exists in Germany. People who were victims of racism had to constantly reiterate their unpleasant, discriminatory and

to some extent traumatic experiences due to racism. Only then could you proceed towards a solution-oriented consideration.

We must finally get beyond this point and recognise that racism is not a problem of individuals, but rather affects us as a society. Racism is not only located on the right-wing fringe. For example from the Centre Study (Mitte-Studie) by the Friedrich Ebert Foundation, we know that racist thoughts and actions are also present in an area which we otherwise prefer to describe as mainstream, i.e. in a political environment which we would describe as average. We must all become aware of the extent to which we have internalised racist thoughts, and in what cases this also influences our actions.

At the same time, it is essential to understand racism as a structure and a system, which makes inequality appear normal and therefore legitimate. Racism always concerns power relations.

We must therefore deliberately and structurally work towards a change in society.

From the outset, the categorisation of people into supposed races, and the associated assignment of alleged characteristics served the

concept of a hierarchical order, which resulted in the exploitation and oppression of entire groups of people. This continuity is tangible to the present day in societal power relations and - conscious or sub-conscious - passed on prejudices.

From our point of view, we need a better historical understanding of our own colonial history.

In the past legislative period, we as the SSW have therefore explicitly advocated the reappraisal of German and European colonial history in Schleswig-Holstein. Schleswig-Holstein has historical parts in past colonial aspirations from two perspectives: the German and the Danish. From this point of view, colonialism is a part of our regional history.

Anti-racism work always needs a view of the past.

Therefore it is essential that these relationships are also granted in the State Action Plan Against Racism.

We look forward to its implementation.



Lars Harms, Member of the State Parliament

and the members of the SSW in the State Parliament of Schleswig-Holstein

1. Introduction

The equality and equal treatment of all people, as well as the prohibition of all forms of discrimination are enshrined in the Basic Law (Article 3) and form an explicit part of the state constitution of Schleswig-Holstein. This prohibition also includes all forms of racism and racial discrimination.

The creation of a society which is free of racism should therefore be the professed aim of everyone in Germany as well as here in Schleswig-Holstein. However, recent events make it evident that racism is an issue in Germany, and racist attitudes are highly prevalent in Germany. Two people lost their lives in the antisemitic mass murder attempt in a synagogue in Halle in October 2019, and nine people were killed in the evidently racially motivated attack in February 2020 in Hanau.¹ During the COVID-19 pandemic of 2020 and 2021, many people who were read as Asian were attacked, threatened and vilified, as they were seen as being associated with the place of origin of the virus, the Chinese city of Wuhan.² This shows merely a few, but regrettably current examples of racist developments in Germany. The report by the Federal Anti-Discrimination Agency which was published in 2020 gives a comprehensive overview for the year 2019. Once again, racial discrimination accounts for the majority of the requests for

1 Kluge, U. et al. (2020).

2 Suda, K., Mayer, S. J., Nguyen, C. (2020).

counselling.³ The Annual Report of the Anti-Discrimination Agency of Schleswig-Holstein for the years 2017 / 2018 shows a similar picture. Inquiries about discrimination due to ethnic origin form the second largest case group after discrimination due to disability.⁴

In Schleswig-Holstein, promotion of cultural diversity has a high priority. In this respect, an active minority policy relating to the Danish minority, the Frisians and the German Sinti and Roma is of great importance.⁵ The state government is wholeheartedly committed to combating racism and wishes to promote and deepen the existing activities against racism, also among minorities. The following aims in relation to anti-racism are stipulated in the current coalition agreement (2017-2022):

“For centuries, people of various origins have lived here as citizens of Schleswig-Holstein and are a part of society. Open-mindedness, however, is more than a mere statement. People must be able to live without discrimination due to the colour of their skin, their ethnicity or their religion. We shall initiate a **State Action Plan Against Racism** which takes educational, social, domestic and legal political aspects into account. The measures must be coordinated between the ministries involved.”⁶

3 Federal Anti-Discrimination Agency (2020). Annual Report 2019.

4 Ombudsperson of the State of Schleswig-Holstein (2019)

5 Report of the state government: Minderheiten- und Volksgruppenpolitik in der 18. Legislaturperiode (2012-2017) – Minderheitenbericht 2017. Drucksache 18/5279.

6 From the coalition agreement for the 19th legislative term of the State Parliament of Schleswig-Holstein (2017-2022). “Das Ziel verbindet, weltoffen – wirtschaftlich wie ökologisch stark – menschlich”, page 87. Only available in German.

What aims does the State Action Plan Against Racism pursue?

With this State Action Plan, the state government sets a clear signal against all forms of racism and for diversity, tolerance,⁷ and respect in Schleswig-Holstein. The state government is committed to ensuring that people in Schleswig-Holstein can lead their social lives together in a spirit of open-mindedness, tolerance and respect, and practice the values of the Basic Law and the state constitution. This is expressed in the title of the State Action Plan and acts as a guiding principle for the Schleswig-Holstein State Action Plan as well as for social life in the state: "United in Difference - FOR DIVERSITY, TOLERANCE AND RESPECT IN SCHLESWIG-HOLSTEIN".

The State Action Plan follows up existing policies, identifies omissions and initiates activities to sustainably fight racism. The state government emphasises its appreciation of existing initiatives against racism in Schleswig-Holstein, which have often been established by a committed civil society. In addition, the State Action Plan describes the fundamental attitude to racism-free participation by all people in society, which should apply to all people in the federal state.

7 The term "tolerance" originates from the Latin "tolerare" which means to "endure or accept". In this sense, it implies a component of rejection. Use of the term "tolerance" is therefore the subject of critical discussion, especially in the context of racism. For example, Forst (2003) provides a comprehensive overview of the discussion. Within the State Action Plan, tolerance is understood to be mutual respect and political equality.

To whom is the State Action Plan Against Racism addressed?

The anti-racist activities and measures identified in the following primarily address the state government and its remit. The ministries and the State Chancellery Schleswig-Holstein, as well as the subordinate authorities and state commissioners are responsible for their implementation. Furthermore, the State Action Plan is based on the desire that outside of the state administration, each and every inhabitant of Schleswig-Holstein should develop an awareness for the problem of racism and become sensitised and encouraged to make their own contribution against racism.



2. Methodical procedure and structure of the State Action Plan

2.1 Who was involved in the production of the State Action Plan Against Racism?

- An **Interministerial Working Group (IMAG)** acted as the interministerial steering and consultation committee within the sense of the coalition agreement. Representatives from all the ministries involved, as well as the state commissioners of the federal state of Schleswig-Holstein met to discuss the process and content of the State Action Plan and to prepare the political decisions for this.

i Composition of the IMAG:

- The Minister-President - State Chancellery
- Ministry of Finance
- Ministry of Social Affairs, Health, Youth, Family and Senior Citizens
- Ministry of Justice, Europe and Consumer Protection
- Ministry of Education, Science and Culture
- Ministry of the Interior, Rural Areas, Integration and Equality
- State Prevention Council and State Democracy Centre
- Ministry for Energy Transition, Agriculture, Environment, Nature and Digitalisation

- Ministry of Economic Affairs, Transport, Employment, Technology and Tourism
 - State Commissioner for Refugees, Asylum and Immigration Affairs
 - State Commissioner for People with Disabilities
 - State Commissioner for Civic Education
 - Commissioner of the Minister-President for National Minorities and Ethnic Groups, Border Area Activities and the Low German
 - State Anti-Discrimination Agency
-
- Leadership of the overall process was coordinated by the **State Prevention Council** and the Schleswig-Holstein **State Democracy Centre** with functional connection to the Ministry of the Interior, Rural Areas, Integration and Equality of Schleswig-Holstein. This related in particular to the steering of the overall process, organisational agreements and organisation of the cooperation with the scientific guidance.
 - **Civil society stakeholders** from Schleswig-Holstein provided important suggestions for the content of the State Action Plan. Their contributions were systematically recorded in the course of two dialogue events and were taken into account as far as possible in the production of the State Action Plan (see Section 2.2). An overview of the stakeholders and institutions involved can be found in the Annex (Annex A).
 - **Ramboll Management Consulting** undertook the scientific guidance of the State Action Plan.

In addition to the expert opinions from civil society **external expert opinions** with regard to various questions were obtained from the following stakeholders:

- **Jeff Klein:** political communication in the Each One Teach One association, Berlin. Input lecture and discussion on (anti-black) racism and community-based anti-racism measures.
- **Prof. Dr. Karim Fereidooni:** Junior professor for Didactics of Social Science Education at the Ruhr University Bochum. Input and discussion of experiences of racism by pupils and teachers in German schools.
- **Dr. Opayi Mudimu:** Chairperson of the Afro-German association in Schleswig-Holstein. Input lecture and discussion on colonialism in Schleswig-Holstein, as well as prevention of racism in child day-care centres.
- **Sally Riedel:** PhD student at the HafenCity University and Chairperson of MOSAIQ e. V, Hamburg. Overview of racism – Ideology, levels and effects.
- **Derya Örnek:** Türkische Gemeinde in Schleswig-Holstein e. V. Collected presentation of experiences of racism in child day-care centres.
- **Michael Regner:** Verband Evangelischer Kindertageseinrichtungen in Schleswig-Holstein e. V. Discussion on the possibilities for preventing racism in child day-care centres.



2.2 How was the State Action Plan Against Racism developed?

For the production of the State Action Plan, the state government developed a participative process based on three development stages, which will be described in greater detail below:

1. **Survey of existing measures** in the field of anti-racism work by the state government.
2. **Dialogue with civil society** at two dialogue events on existing and new measures for anti-racism work within the federal state.
3. **Development of new measures and recommendations by the state government**, which are also based on input from civil society. This input was examined and expanded in the IMAG – in part, with the aid of external experts.

1. The survey

In the context of the survey, all ministries and subordinate departments as well as state commissioners were requested to collate the existing measures and activities in the field of anti-racism. A total of 78 measures by the state government were included in the State Action Plan. These form the starting point of the State Action Plan and are described in **Chapter 4**. In addition, an overview of the measures by each ministry can be found in the Annex (Annex B).

The survey was supplemented by an enquiry to the local authorities in order to also gain an impression of their activities. A total of 49 measures were reported from ten Schleswig-Holstein local authorities. These reports are understood as **examples** of local authority practice, and are also listed in Chapter 4.

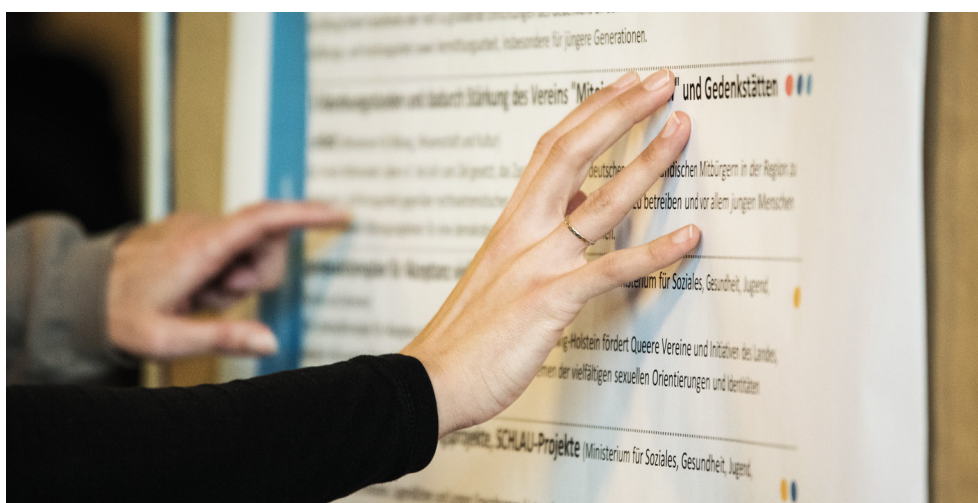
It may be assumed that within the local authorities, more individual activities and temporary measures are being implemented, which have a direct or indirect effect against racism in local areas.

The measures were examined with regard to their relevance for the State Action Plan. The measures in the State Action Plan include both direct measures which are directly related to the issue of racism, as well as measures which have an indirect effect on the aims of anti-racism work in Schleswig-Holstein (including the promotion of democracy in general). Long-term measures were included. One-off activities and individual measures such as one-day events or seminars were therefore not recorded in detail.

2. Dialogue with civil society

A fundamental aspect of the State Action Plan Against Racism is the dialogue with, and the participation of victims and the relevant stakeholders in anti-racism work. Existing measures against racism were critically examined and new suggestions were discussed in two dialogue events.

The list of persons invited from throughout the state included a total of 510 representatives of organisations, associations, science and politics, as well as the state administration and local authorities in the state of Schleswig-Holstein.



Participants of the first dialogue events assess measures from the survey, which are displayed on posters on display panels.

On 9 December 2019, 86 people responded to the invitation and met in Kiel for the **first dialogue event**. The focus of the event was the presentation and discussion of the measures reported in the survey. Necessary additions and measures which were lacking were able to be formulated.

The results of the dialogue event formed an important basis for the formulation of new measures within the framework of the present State Action Plan.

The newly developed measures were presented on 12 December 2020 in the **second dialogue event**.⁸ The total of 85 participants had the opportunity to question the IMAG representatives about the measures and discuss individual aspects in depth in five thematic workshops. The workshops dealt with the following topics:

- Alternatives to the German term "Rasse"
- "Coming to terms with colonialism": What role can civil society play?
- Data relating to racism: Which data for what purpose?
- Structural racism: How can structural racism be permanently prevented?
- Spaces for those affected: How can these be designed?
What contribution can local authorities make?

The results of the discussions of the presented measures and the thematic workshops were taken into consideration in the finalisation of the State Action Plan.

⁸ The second dialogue event was held online due to the pandemic.

3. Development of new measures and recommendations in the IMAG

The inputs from the first dialogue event were examined, deepened, discussed and further developed in several meetings of the IMAG. These related to questions of responsibility and feasibility, and the practical implementation of possible new measures. The aforementioned external expert opinions were obtained with regard to several questions. In total, 31 new anti-racism measures were able to be developed in the context of the present State Action Plan.

2.3 Further strategies and action plans

Schleswig-Holstein is one of the first federal states to develop a State Action Plan Against Racism. In March 2011, the state of Berlin passed a state action plan against racism and ethnic discrimination, and in June 2020 the Berlin State Anti-Discrimination Act.

In November 2020 the federal state action plan against racism and group-focused enmity was published by the Rhineland Palatinate.

In the past, Schleswig-Holstein has opposed all forms of discrimination, among other things by means of the following

strategies, programmes and initiatives:

- State Action Plan for the implementation of the UN convention on the rights of people with disabilities
- Echte Vielfalt - Action Plan for the acceptance of diverse sexual identities by the state of Schleswig-Holstein
- State programme to prevent and combat religiously motivated extremism
- State programme for the promotion of democracy and combating right-wing extremism

- Domestic violence action plan
- Establishment of a State Commissioner for Jewish life and against antisemitism

Developments and strategies at federal and EU levels were included in the development of the State Action Plan. In particular, these include:

- National Action Plan Against Racism as well as the associated consultation event on 13 February 2020
- ECRI⁹ report on Germany (sixth revision) of 17 March 2020
- EU Action Plan Against Racism 2020-2025 of 18 September 2020
- Maßnahmenkatalog des Kabinettsausschusses der Bundesregierung zur Bekämpfung von Rechtsextremismus und Rassismus (Catalogue of measures of the Federal Government's Cabinet Committee to combat right-wing extremism and racism) of 25 November 2020.



⁹ European Commission against Racism and Intolerance.

3. Definitions

Central concepts and terminologies of racism and other ideologies of inequality are defined in this section. This theoretical basis is intended as a contribution to a general understanding of racism and its forms, and indicates the assumptions which were made in the production of the State Action Plan.

Introduction to the Infobox

When speaking about definitions, or about people who are assigned to particular groups, it is important to take the self-descriptions of the people in these groups into account. These self-descriptions are indicated with the adjacent symbol in the appropriate places. Places in which diversity-sensitive language is discussed are also indicated. Possible alternative formulation proposals are indicated there.

3.1 Racism

The definition of racism and racial discrimination is not without controversy and various concepts and definitions exist which emphasise various elements, functions or forms of racism. On the basis of the National Action Plan Against Racism, the present State Action Plan is based on the definition of racial discrimination which was agreed by the United Nations in Art. 1 (1) of the International Convention on the Elimination of all Forms of Racial Discrimination (ICERD). Accordingly, racism designates “any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin, which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life”¹⁰.

This definition utilises the term “race”, which was intensively discussed during the production of the State Action Plan. The state government firmly rejects any assumption or theory which claims the existence of human “races” and is aware of the criticism of the term. However, it recognises the International Convention on the Elimination of all Forms of Racial Discrimination as an important basis for definition, which has been ratified by the international community of nations and refers to the context in which this convention originated. The International Convention on the Elimination of all Forms of Racial Discrimination was produced in 1965 and does not reflect current scientific and political discourse. In addition, it originates in the context of the English language.

¹⁰ United Nations (1965).

There, the term “race” is primarily understood as a category for social and political analysis in the sense of the racial turn¹¹, whereas the German term “Rasse” historically has negative connotations, and in particular played a central role in National Socialist ideology. The discussion and further treatment of the German term “Rasse” in the state is described in [Chapter 4.2.1](#).

The fact is: There is no scientific or biological basis for categorisation into various “races”.¹² However, this has by no means made the term “racism” irrelevant. Rather, over the past decades it has shifted from a categorisation of people according to biological heredity to an irrevocability of cultural differences. This **neo-racism** is based on the idea that certain ways of life and traditions are mutually irreconcilable, or that such reconciliation is harmful.¹³ Terms such as “culture”, “mentality”, “identity” or “ethnicity” take on the function of “race” for the postulation of the alleged superiority of social groups in order to justify discrimination.

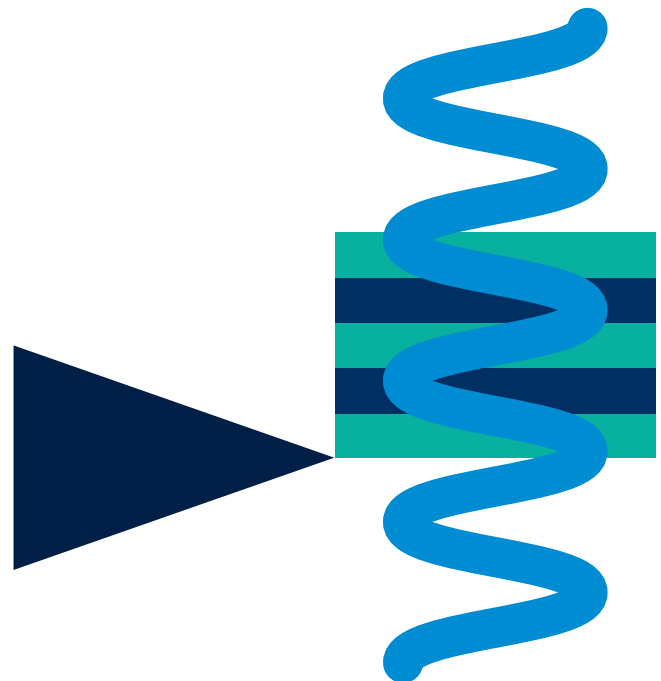
Essentially, “racism” or “racial discrimination” describes a construct which relates to the attribution to groups considered to be superior, and discrimination against the other group. Hereby, the particular social circumstances and power structures which lead to discrimination or racist actions, standards and structures in relation to the discriminated group must be taken into account. An essential feature is the power of definition of normality and deviation by the group which considers itself to be superior, which in relation to Germany is (often) the white majority. However, racism also occurs within migrant communities.

11 In critical racism research, which arose in the US-American region in the 1970s, the so-called “racial turn” describes a shift in meaning, which involves a different view of “race”. “Race” is not a natural feature, but rather a social and ideological construct (Arndt 2015). However, use of the English term “race” is also viewed critically at an international level.

12 Declaration of Schlawing Against Racism, Violence and Discrimination (1995); Kattmann, U. (2020).

13 Balibar, E. (1990); Hill, M. (2020).

Racism has many facets and can range from exclusion and discrimination of certain ethnic groups up to the justification of genocide and “ethnic cleansing”. This phenomenon can manifest itself directly in racist attitudes and statements, as well as in racially motivated crimes and acts of violence. Racism occurs in an indirect form when apparently neutral regulations, criteria and procedures discriminate against certain persons due to the stated features. It also manifests itself at an institutional and structural level by means of rules or procedures which often entail a form of exclusion and reinforce unequal treatment.¹⁴



¹⁴ Addy, D. (2005).

Infobox Overview of levels of racism

Racism occurs at three levels, which overlap, and to some extent are interdependent:¹⁵

Individual level: Personal actions and direct personal interactions (e.g. stereotype attitudes and racist insults)

Institutional level: Laws, decrees, regulations, access regulations, as well as work methods, procedural regulations and procedures, principles of action, standards, as well as value systems and legal systems which discriminate against particular persons

Structural level: Racism-influenced power structures where the social system results in exclusion due to its legal systems, practices, and political and economic structures

So-called “**everyday racism**” is also very common. This manifests itself in individual actions, in apparently neutral, positive or curious questions, formulations and views, which subject the persons who are declared to be “different” to everyday discrimination. This is expressed, for example, by questions about origin, or well-meaning praise of a good knowledge of German. These statements have in common, that they do not take into account the individual experiences, biographies and identification of those concerned.¹⁶ In addition, they also imply that the persons concerned have a lesser ability due to their origin.¹⁷

Here, a differentiation must be made between racism and right-wing extremism. The overlap with right-wing extremism consists of the ideological racist elements relating to the superiority of a particular ethnicity or nation. However, people who do not consider themselves part of the right-wing extremist scene, can certainly be racist without the necessity of an association with right-wing attitudes.

¹⁵ This depiction is the common view, to which there are also opposing views.

¹⁶ Sue, D. W. (2010).

¹⁷ Pieper, M. (2016).

📣 Infobox on racism from the perspective of the victim

Regardless of the level or form in which racism occurs, the effect on the victim rather than the intention behind the statement is important.

3.2 Selected manifestations of racism and ideologies of inequality

As the origin of the term “racism” implies, the understanding of racism has changed over the years and now goes beyond discrimination due to origin and biological characteristics. According to an EU survey in 2017 on the subject of minorities and discrimination, the majority of victims are subjected to discrimination due to the colour of their skin and their origin.¹⁸ However, in an age of neo-racism, people are increasingly affected by racism due to discrimination e.g., because of their religion or ethnicity.¹⁹

¹⁸ European Union Agency for Fundamental Rights (2017b).

¹⁹ Zuber, J. (2015).

For this reason, in addition to racism against Black People and People of Color (racism due to skin colour), anti-Muslim racism and anti-Gypsyism will be described in greater detail. Because of the historical and content-related overlap between antisemitism and racism, antisemitism will also be addressed in the context of the manifestations of racism.

In the following, four forms of racism or ideologies of inequality will therefore be more closely examined:

- Racism against Black People and People of Color
- Anti-Muslim racism
- Anti-Gypsyism
- Antisemitism

This list is by no means exclusive, but rather is intended to illustrate the multi-faceted nature of the term “racism”.

3.2.1 Racism against Black People and People of Color

Racism due to people's skin colour or origin describes racism in the literal sense. In this case, people are differentiated, excluded, discriminated against, or in certain cases also subjected to preferential treatment, due to their external appearance, in particular the colour of their skin. In this regard, a survey by the European Union Agency for Fundamental Rights (FRA) showed that origin and skin colour are the most common reasons for discrimination both in Germany, as well as in the other EU states. Black People and People of Color are particularly at risk of being exposed to racism due to their visible features.

Infobox on the term “People of Color”

Terms such as “coloured” or “dark-skinned” are colonialist terms which have negative connotations and are to be avoided. “Black People” is a political self-description, which does not relate to skin colour, but rather to racism and political power structures. Other alternative terms are the self-descriptions “People of Color” (PoC, singular: “Person of Color”), “Black and People of Color (BPoC)” or “Black, Indigenous and People of Color (BIPoC)”. The state government uses the terms “Black People” and “People of Color” to take these self-descriptions into account.

Anti-black racism has a long history, which has been a firm part of German society at the latest since the transatlantic slave trade and the German colonial era.²⁰ In 2019, the Association of Counseling Centers for Victims of Right-wing, Racist and Antisemitic Violence recorded that racially motivated attacks primarily targeted black Germans and people with migration or refugee experience.²¹ In its report after visiting Germany, the UN Working Group of Experts on People of African Descent also criticised that in particular Black People are structurally discriminated against.²²

Many Black People and People of Color in Germany experience discrimination in their everyday lives due to their appearance or their foreign-sounding surnames – both in schools or in the labour market, when looking for accommodation, or in association with judicial and security authorities. In contrast to other ethnic groups who are affected by racism, Black People and People of Color do not enjoy the same level of protection and support as for example recognised national minorities. Up to the present, no comprehensive anti-discrimination and equality data have

²⁰ Hund, D. (2007).

²¹ Association of Counseling Centers for Victims of Right-wing, Racist and Antisemitic Violence (2020).

²² Human Rights Council (2017).

been recorded in Germany.²³ In particular black self-organisations demand changes with regard to these aspects.²⁴ The statistical concept “of migratory background” is not suitable for the analysis of racial discrimination and exclusion, as people without a so-called “migratory background” may also be affected. Furthermore, not all people with a so-called “migratory background” are equally affected by racism.²⁵

Infobox on the term “People with migratory background”

The term “People with migratory background” originates from administrative and scientific language and is subject to frequent changes. The present definition by the Federal Statistical Office of Germany says: “A person has a migratory background if they themselves, or at least one parent was not born of German nationality.”²⁶ In everyday use, this term has become prevalent to describe the fact that a person deviates from the majority of society. It often has negative connotations and is accordingly instrumentalised by right-wing extremist groups and is often associated with “problem groups”.

23 Human Rights Council (2017).

24 Auma, M., Kinder, K. and Piesche, P. (2019).

25 Federal Government Expert Commission on the Framework Conditions for Integration Potential (2020).

26 Federal Statistical Office of Germany. Migratory background. For the German definition, see: <https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Migration-Integration/Glossar/migrationshintergrund.html>.

For this reason, it is experienced as stigmatising by those affected. Furthermore, especially people who live in Germany in the second or third generation cannot identify with the term. For this reason, for example, in their glossary the “Neue deutsche Medienmacher*innen” recommend the alternatives “people from immigrant families”, “people with international history” or “Germans with and without migratory backgrounds”²⁷. Further anti-racist alternatives are: “Others in migration” (Migrationsandere)²⁸, “Germans of Color and white Germans”²⁹, “Persons with and without experience of racism”³⁰. In its report in January 2021, the independent Federal Government Expert Commission on the Framework Conditions for Integration Potential recommends the use of “Immigrants and their (direct) descendants”.³¹ According to the expert commission, this alternative category should replace and more clearly and closely define the statistical concept of “migratory background” used in the context of the micro-census: This relates to people or their parents who have immigrated to the area of today's Federal Republic since 1950. In the context of racism and discrimination, this concept is not suitable for the purpose of analysis. Depending on the context, either self-descriptions or, where data and research results are cited, the appropriate analysis categories are stated in the State Action Plan.

Black People and People of Color also state that they are frequently the victims of “racial profiling”. A study by the European Union Agency for Fundamental Rights in 2017 showed that 14 percent of Black People in Germany have experienced “racial profiling”

27 Neue deutsche Medienmacher*innen (2019).

28 Mecheril, P. et. al (2010).

29 Eggers, M. et al. (2009).

30 Ha, K. et al. (2007).

31 Federal Government Expert Commission on the Framework Conditions for Integration Potential (2020).

during the past five years.³² “Racial profiling” designates the method in which the physical appearance (e.g. skin colour or the facial features of a person) are used as the basis for decisions concerning police actions such as identity checks, investigations or surveillance.³³

3.2.2 Anti-Muslim racism

Anti-Muslim racism stands for a blanket denigration and discrimination of people who are perceived to be Muslims. Related and synonymous terms are “anti-Muslimism” or “Islamophobia”.³⁴

Infobox on the term “Islamophobia”

The term “Islamophobia” is heavily criticised from the perspective of anti-racism, as it primarily addresses the attitude level and therefore does not take into account various forms of discrimination and structural aspects. On the other hand, in this way, a differentiation of Muslims and non-Muslims is assumed, which does not reflect reality. Alternatively, the term “anti-Muslim racism” is therefore used, as it emphasises that this relates to a lesser extent to questions of religion, but rather to exclusion due to an attributed religious allegiance.

There are no official statistics on the number of Muslims in Schleswig-Holstein. On the basis of the study “Muslim life in Germany” [*Muslimisches Leben in Deutschland*] in 2008, an estimated 85,000 people, and therefore approximately three percent of the population of Schleswig-Holstein are Muslims. Among the Muslims, the largest denominational group are the Sunnites. Other non-Christian religious communities in Schleswig-Holstein which are influenced by Islam are the Baha’i

³² European Union Agency for Fundamental Rights (2017a).

³³ Barskanmaz, C. (2008).

³⁴ Ucar, B. and Kassis, W. (2019).

and the Ahmadiyya Muslim communities, as well as the Alevi community, who primarily consider themselves to be Muslims.³⁵

There are several mosques in Schleswig-Holstein. However, a state treaty with Muslim religious communities such as in Hamburg and Bremen, which guarantees Muslims similar rights to those of Christians does not exist in Schleswig-Holstein. In the legislative period 2017-2022 the Ministry of Education, Science and Culture will however conclude a contractual agreement with the Alevi Federation Germany, to which the Alevi communities in Schleswig-Holstein belong.

Many Muslims in Germany experience hostile attitudes in their everyday life. As is shown by a special analysis on the subject of Islam by the Bertelsmann Stiftung, the majority of the German population regard Islam as “threatening” (57 percent) and “does not fit into the Western world” (61 percent). According to the Bertelsmann study, the negative image of Muslims is presumably dominated by the small minority of radical Islamists (less than one percent of all Muslims in Germany). The results of the study also show that anti-Muslim racism could become instrumentalised as a socially acceptable trend to legitimise discriminatory and excluding behaviour towards Muslims.³⁶ According to a study by the Berlin Institute for Integration and Migration Research, many people in Schleswig-Holstein also have a stereotypical image of Muslims, in particular with regard to their educational background.

35 Foroutan, N. et al. (2016); Haug, S. et al. (2009).

36 Bertelsmann Stiftung (2015).

However, the study concludes that there is a positive, open-minded attitude towards Muslims by the people in Schleswig-Holstein.³⁷

The label “criticism of Islam” is often misused in order to trivialise or rationalise racist prejudices. This does not mean that critical religious discourses, which also play a role in Islam, cannot be a form of free expression of opinion. However, an ostensible criticism of Islam may conceal racist attitudes with ethnic connotations.³⁸

3.2.3 Anti-Gypsyism

Anti-Gypsyism is a special form of racism against Sinti and Roma³⁹, Yeni people, Travellers, and other people who are stigmatised by the majority of society. The rejection, stigmatisation and discrimination of this group of people is expressed both in anti-Gypsy attitudes and negative stereotypes, as well as in the dissemination of hate speech and discriminating actions.⁴⁰

37 Foroutan, N., et al. (2016).

38 Brumlik, M. (2009).

39 “Sinti” = Generic self-description: Singular, masculine: Sinto; Singular, feminine: Sintesa or Sintisa; Plural, feminine: Sintese or Sintise; “Roma” = Singular, masculine: Rom; Singular, feminine: Romni; Plural, feminine: Romnja.

40 Alliance against Antigypsyism (2017).

Infobox for the term “Roma/Romnja and Sinti/Sintise”

“Sinti/Sintise and Roma/Romnja” is the collective self-description of a highly differentiated minority in Germany. Due to the large number of Romani groups, the term is also rejected by some of those concerned and their own group names are preferred. The term “anti-Gypsyism” is also criticised by some self-organisations. Depending on the context, the use of “anti-Romanism” or “racism directed at Sinti/Sintise and Roma/Romnja” are proposed. “Gadjé racism” is a term which is intended to replace “anti-Gypsyism” and which does not imply that those affected are a homogeneous group. The present State Action Plan uses the term “anti-Gypsyism”, as it has become widely used as a working definition in politics and by the general public at both a national and international level due to the initiative of many different Sinti/Sintise and Roma/Romnja organisations. The Alliance against Antigypsyism justifies its preference for the term due to the fact that the stated alternatives refer to specific groups. Whereas “the term antigypsyism - in citing the majority’s projections of an imagined out-group of ‘gypsies’ which simultaneously constructs an imagined in-group - is analytically more accurate and makes clear that other groups - Sinti, Travellers, manouches, Egyptians - are equally affected.”⁴¹

Along with the Danish minority, and the Frisian community, Roma/Romnja and Sinti/Sintise are one of the largest national minorities in Schleswig-Holstein. At present, an estimated 5,000 Roma/Romnja and Sinti/Sintise live in Schleswig-Holstein. Roma/Romnja and Sinti/Sintise have formed a part of Schleswig-Holstein society since the 15th century and since 2012 have been protected for the first time as an official minority in the state constitution of a federal German state.⁴² At federal level,

41 Alliance against Antigypsyism (2017).

42 The Minister-President of Schleswig-Holstein - State Chancellery (a).

Roma/Romnja and Sinti/Sintise have been recognised as a national minority since 1998, whereby Roma/Romnja and Sinti/Sintise are protected “to promote the conditions necessary for persons belonging to national minorities to maintain and develop their culture, and to preserve the essential elements of their identity, namely their religion, language, traditions and cultural heritage.”⁴³

In 2011, an EU framework for national Roma integration strategies up to 2020 was developed by the European Commission.⁴⁴ The subsequent treaty was presented by the European Commission on 7 October 2020. This was the new strategic framework of the European Union for equality, inclusion and participation of the Roma 2021-2030.⁴⁵ At federal level, reporting on the progress of implementation is carried out.⁴⁶ Civil and political representation of the interests of the Roma/Romnja and Sinti/Sintise in Germany is primarily via the Central Council of German Sinti and Roma, and at state level, by the Schleswig-Holstein State Association. In addition, in Schleswig-Holstein, the State Commissioner for Minorities represents the affairs of the Roma/Romnja and Sinti/Sintise before the state government.⁴⁷

Historically, the Roma/Romnja and Sinti/Sintise people have a long history of discrimination. Studies show that the German population in part expresses a clear rejection of Roma/Romnja and Sinti/Sintise⁴⁸ and anti-Gypsyism is also widespread in the media. According to a survey among German Sinti/Sintise and Roma/Romnja, three quarters of those questioned experience discrimination at work, by neighbours, in restaurants or other places.

43 Central Council of German Sinti and Roma.

44 European Commission (2011).

45 European Commission (2020).

46 Federal Ministry of the Interior (2015):

47 The Minister-President of Schleswig-Holstein – State Chancellery (b).

48 Federal Anti-Discrimination Agency (2014):

In 2020 the authorities registered 128 anti-Gypsyism offences in Germany (Number of cases in 2017: 41; in 2018: 63; and in 2019: 81).⁴⁹

3.2.4 Antisemitism

Antisemitism describes all manifestations of hostility to Jews. Specifically, antisemitism includes “all attitudes and behaviour which alleges negative traits in individual persons, groups or institutions perceived to be Jewish on the basis of this affiliation.”⁵⁰ This therefore includes stereotypical opinions and images of Jews, as well as specific actions and criminal offences such as the desecration of Jewish cemeteries, anti-Jewish texts, denial of the Holocaust, attacks on synagogues as well as insults and physical violence against Jews.

⁴⁹ Recording of anti-Gypsyism offences in the statistics for “politically motivated crime” has been carried out since 2017. The figures for 2020 are preliminary results; German Bundestag (2021).

⁵⁰ Federal Ministry of the Interior (2011):

Infobox on antisemitism

Antisemitism manifests itself in many forms, so that a broader differentiation of term is made in research. Some forms of antisemitism are, for example, religious anti-Judaism, racial antisemitism, secondary antisemitism and anti-Zionism.⁵¹

In contrast to other forms of racism, antisemitism has a special feature: Unlike the ideological patterns of racism, which are based on the denigration of others, in the case of antisemitism (at least in some forms) there is an inversion of the power paradigm by the creation of an image of a superior enemy. In antisemitic beliefs, Jews are presented as agents of power, conspiracy and financial greed, who wish to subvert the social order.⁵²

The state government of Schleswig-Holstein is fully aware of the historical basis of its special responsibility towards the Jewish population. In November 2019 with the motion “Gemeinsam für ein starkes und geschütztes jüdisches Leben in Schleswig-Holstein einsetzen”, which was adopted by all parties, the majority of the state parliament emphasised that there is no place for antisemitism and racism in Schleswig-Holstein.⁵³ The creation of the office of the State Commissioner for Jewish life and against Antisemitism on 1 March 2020, to which the former Minister-President Peter Harry Carstensen was appointed, set a further decisive signal against antisemitism. Since 1 July 2020, the State Commissioner has been furnished with their own agency which provides support for content and organisation, to implement measures to make Jewish life more prominent.

51 Benz, W. (2004).

52 Foroutan, N., Canan, C., Schwarze, B., Beigang, S., Kalkum, D. (2016).

53 State Parliament of Schleswig-Holstein, Drucksache 19/1798(neu), (2019).

There are nine Jewish communities in Schleswig-Holstein. According to figures from the Central Welfare Board of Jews in Germany (ZWST) a total of approximately 1,900 Jews are members of the society of Schleswig-Holstein. However, many Jews still experience antisemitic hostility. The State-wide Information and Documentation Office for antisemitism in Schleswig-Holstein (LIDA-SH) documented a total of 51 incidents in 2019 and a total of 47 antisemitic incidents in 2020. This corresponds to an average of one incident per week. The majority of these incidents were antisemitic insults or insulting behaviour, threats, deliberate damage and incitement to hatred on the Internet.⁵⁴ In 2019, the Report on the Protection of the Constitution stated 64 antisemitic offences. There were still 34 offences in 2018.⁵⁵

54 Zentrum für Betroffene rechter Angriffe e. V. (2019); Zentrum für Betroffene rechter Angriffe e. V. (2020).

55 Ministry of the Interior, Rural Areas, Integration and Equality of Schleswig-Holstein (2020)

3.3 Multiple discrimination and intersectionality

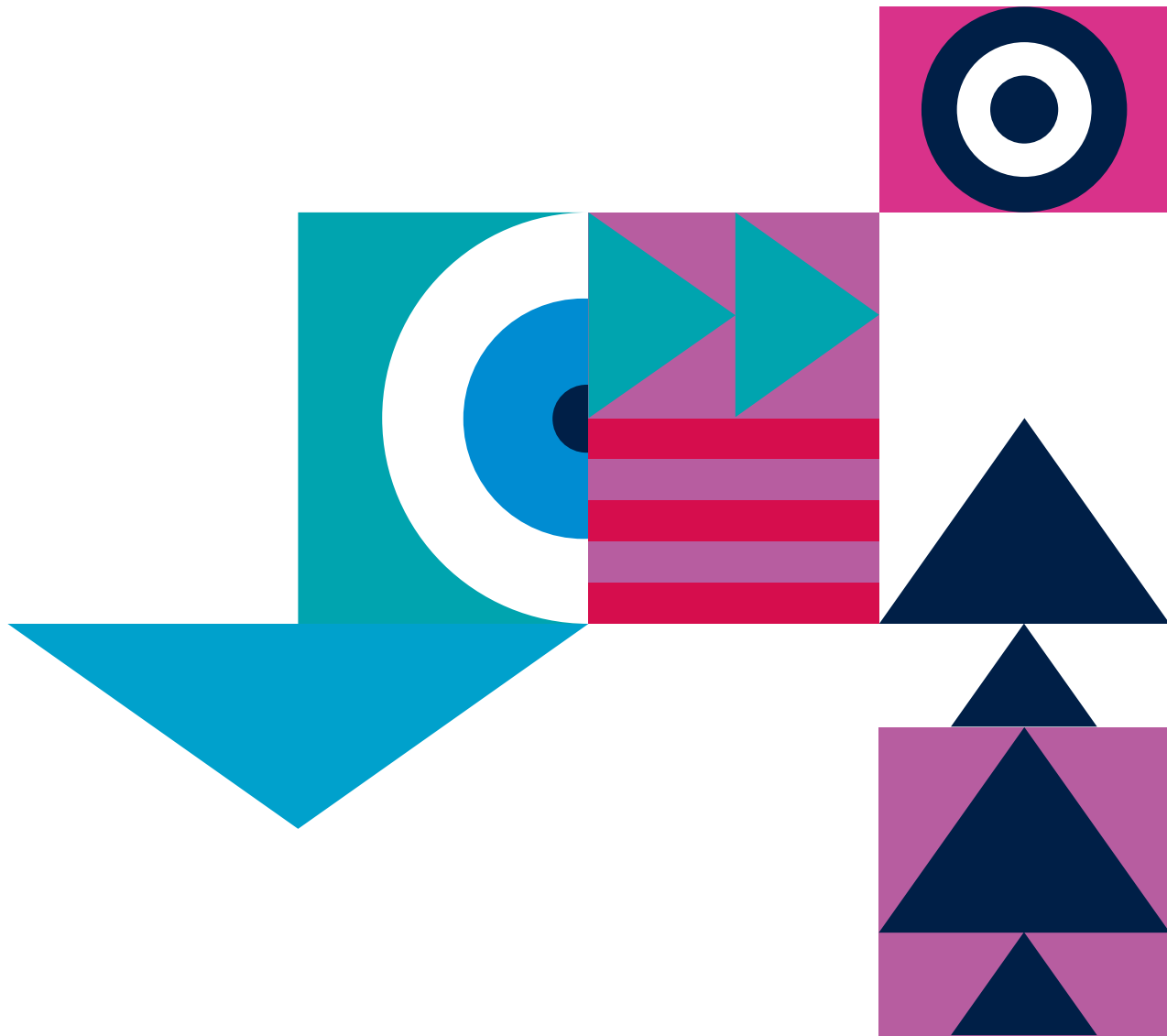
The various forms of racism cannot be understood as clearly differentiated areas. Many people experience discrimination due to several characteristics and can therefore not be clearly assigned to a single area. Such multiple discrimination as well as intersectionality of the areas can exist both between the various forms of racism as well as in relation to other discriminatory features such as gender, age, sexual orientation, or social status. Therefore the intersectional consideration of racism plays an important role in order to take into account the various manifestations and consequences of experiences of discrimination. In addition, the concept of intersectionality describes the interaction of various features, which cannot be equated to an addition of different discriminations, but rather results in very specific forms of discrimination. For example, Women of Color experience racism in a different manner than Men of Color and sexism in a different manner than white women.⁵⁶

The survey by the European Union Agency for Fundamental Rights (FRA) shows that approximately 45 percent of people who have experienced discrimination have experienced this due to two or more characteristics. Hereby, in particular the high level of intersectionality between origin and religion is apparent: 70 percent of the survey participants who were discriminated against due to their religion also stated that they had experienced discrimination due to their origin.⁵⁷

⁵⁶ Center for Intersectional Justice e. V. (2019).

⁵⁷ European Union Agency for Fundamental Rights (2017b).

In the meantime, several studies have been published which investigate the interaction of racism and discrimination due to gender⁵⁸ or sexual orientation⁵⁹.



58 Kerner, I. (2009).

59 Klapeer, C.M. (2020).

4. Activities and measures according to fields of action

The State Action Plan provides an overview of existing and new measures and activities by the state government, subordinate departments and state commissioners. In addition, examples of measures by local authorities are presented. After a systematic survey, the measures were allocated to three **fields of action**:

1. **Protection against racial discrimination at an individual and institutional level**
2. **Democracy education and anti-racism education in the context of (early) education and civic education**
3. **Social engagement against racism and pro democracy**

In addition, the following interdisciplinary topic was identified:

4. **Science and research on the subject of racism**

The categorisation into these fields of action and an interdisciplinary topic is based on the content of the reported measures and activities by the state government as well as the feedback from the first dialogue event. On the other hand, the categorisation is oriented to the key activities which the federal government has stated in the National Action Plan Against Racism. This ensures a link to the debate at federal level.

The production process has shown a need for measures which cannot be definitively allocated to any of the fields of action, or which apply to all fields for action. The new measures based on this feedback are prefixed as **"interdisciplinary topics"**.

The fields of action each begin with an introduction of the content, which is followed by the results of the survey and presentation of the new measures.

The existing and new measures of the state government are based on the following premises:

- Each measure is only allocated to a single field of action, even though some measures address various focuses.
- Measures relating to anti-racism work, prevention of racism as well as the promotion of democracy were presented. In addition, there is also a wide range of measures which are directly associated with sensitisation to racism, for example measures for the integration of refugees into the labour market. However, these are not considered in the State Action Plan, as they are assigned to the field of integration.
- The presentation of existing measures is based on the feedback from the ministries, subordinate departments and state commissioners as per December 2019. Individual subsequent reports were taken into account up to and including April 2021.
- The survey of local authorities was carried out in three phases and was dominated by the effects of the COVID-19 pandemic. The reported activities by local authorities are presented in a separate information box. Overall, these have an exemplary character and give insights into examples of local activities.
- Implementation of the measures in the State Action Plan is the responsibility of the particular ministry, the subordinate departments and state commissioners. The responsibility for each measure is uniquely defined and indicated in the overview of the measures.

There are many measures, initiatives and activities for anti-racism work in Schleswig-Holstein which are implemented independently of state funding and/or are not within the area of responsibility of the state government and are not stated in the State Action Plan. At this point, the state government wishes to explicitly praise the commitment of everyone who is involved in setting signals against all forms of racism at a local level.

● Financing

In pursuance of its responsibility, all parties of the state parliament have ensured that as of financial year 2021, funds are available for the implementation and initial operationalisation of the measures of the State Action Plan Against Racism. The prevention of racism in Schleswig-Holstein is a continuous and long-term task for society as a whole, which is hereby catered for. The first steps for implementation of the State Action Plan in the ministries of the state government and for the initiation of an overall anti-racist discussion in the state are secured by this. If the ministries have further need for action in the context of the State Action Plan Against Racism, this is to be implemented within the budget which is available for the particular ministry. Furthermore, the state government commits to examine the use of further funds if a recognisable need which serves the aims of anti-racism work is identified in the particular ministries. In this context, further resources will be utilised to achieve a sustainable change of view of the issue and an appropriate change of emphasis in the field of education, for the qualification of state employees and sensitisation with regard to discrimination-free action by the state.



4.1 Overview of all new measures

Inspired by the input from civil society and taking into account the developments at a European and federal level, as well as the actual status as indicated by the survey, 31 additional measures against racism according to the State Action Plan were developed by the state government.

For a quick view, the new measures are summarised below. A detailed description is given in the following sections.

1.

Future replacement of the German term "Rasse" in state laws and regulations as well as in the use of language by the state government

2.

Examination of the possibilities of long-term financing of projects for anti-racism work

3.

Support of PR work for anti-racism projects

4.

Inclusion of the topic of health and racism

5.

Establishment of low-threshold complaints body

6.

Sensitisation of existing points of contact for the General Act on Equal Treatment (AGG) on the subject of racism

7.

Increased utilisation of forms of communication with civil society and public events on the subject of racism

8.

Establishment of a central office for combating hate crime on the Internet

9.

Supplementation of existing training formats on the subjects of diversity and racism

10.

Production of a guideline for discrimination-free or anti-racist language for the state administration

11.

Anti-racism training of observational assessors at the assessment centre

12.

Increased utilisation of ambassadors and role models for recruitment purposes

13.

Discussion of a need for action for sensitisation to racism with representatives from the field of business

14.

Reform of the State Administration Act with a view to discrimination-free establishment of identity (effective as of 19.03.2021)

15.

Scientific study on possible extremist and racist attitudes in the state police

16.

Establishment of a point of contact against racism with the state police

17.

Sensitisation of teaching staff and school administrators for the utilisation and review of violence monitoring in schools with regard to racial discrimination

18.

Announcement of relevant programmes and projects in schools on the subject of colonialism

19.

Greater consideration of the subject of colonialism in the revision of guidelines for subject curricula

20.

Conception of lesson units on colonialism

21.

Expansion of material on the subject of colonialism for the further training of teaching staff by the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH)

22.

Call for theses and dissertations which critically analyse colonial responsibility in Schleswig-Holstein

23.

Establishment of an expert working group on the subject of colonialism in the State Democracy Centre / State Prevention Council

24.

Consideration of anti-racism / prevention of racism in the next revision of the education guidelines for child day-care centres and the associated materials

25.

Sensitisation in child day-care centre workshops

26.

Provision of a specific, cross-institutional further training for specialist advice to child day-care centres to address the issues of anti-racism and prevention of racism

27.

Consideration of the prevention of racism in child day-care centres at specialist conferences

28.

Utilisation of the child day-care centre newsletter for the dissemination and provision of relevant information on the subject of anti-racism and prevention of racism in child day-care centres

29.

Consideration of diversity and the topic of racism in educational material and teacher training

30.

Examination of the content of civic education material with regard to anti-racism

31.

Establishment of a round table on the subject of Jewish life and against antisemitism

4.2 Interdisciplinary topics

4.2.1 Handling of the German term "Rasse"

Elimination of the term "Rasse" from German legal texts is the subject of intense discussion both in Schleswig-Holstein, at federal level, as well as internationally. Many positions and proposals exist with a view to the replacement or elimination of the term. One argument against the elimination of the term refers to the international legal term "race", which is linked to a long history of interpretation and jurisdiction. This would lose connection and effectiveness if the term "Rasse" no longer occurred in Basic Law. On the other hand proponents of the replacement of the term state that the term "Rasse" is based on racial ideologies which were prevalent up to the creation of Basic Law, and that its use continues to imply the existence of separate races. This biologically refuted hypothesis must be rigorously opposed. Hence, in the Maßnahmenkatalog des Kabinettsausschusses der Bundesregierung zur Bekämpfung von Rechtsextremismus und Rassismus (Catalogue of measures of the Federal Government's Cabinet Committee to combat right-wing extremism and racism), a new formulation and replacement of the term by means of an expert working group (Measure 36) is required. Frequently stated alternatives are "racial discrimination" or "No person shall be racially favoured or disfavoured". At the time of resolution of the State Action Plan (May 2021), there was still no agreement at federal level.

The state government will no longer use the term "Rasse". This corresponds to proposals to eliminate the term "Rasse" from all state laws in the course of the participation process in the State Action Plan and to replace this term with the formulation "racist attributions", insofar as this does not falsify the sense of the law.

The following **new measure** will be implemented:

Title / Contents	Responsibility
<p>1. Future replacement of the German term “Rasse” in state laws and regulations as well as in the use of language by the state government</p> <p>The Schleswig-Holstein state government will cease to use the term “Rasse” and will replace this with a suitable formulation. This refers to all relevant state laws and regulations as well as the internal use of language.</p> <p>In the final decision by the state government on the new formulation, a decision on the elimination of the term “Rasse” in Basic Law at federal level will be taken into account.</p> <p>As a first step, the state government will examine where the term “Rasse” occurs in state laws and regulations.</p>	<p>All ministries within their fields of responsibility</p>



4.2.2 Long-term financial structures for anti-racism project work

In the context of the participation process in the State Action Plan, project organisers report challenges in association with the annual nature of project funding. This short-term perspective obstructs sustainable anti-racism work and results in fluctuation among project employees.

Developments at federal level are referred to here.

The development of a law to promote a robust democracy, which is intended to enable the sustainable promotion of civil society projects was initiated by the cabinet committee to fight right-wing extremism and racism. This development is being jointly implemented by the Federal Ministry of the Interior, Building and Community, and the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth.⁶⁰

The following **new measure** will be implemented in Schleswig-Holstein:

Title / Contents	Responsibility
<p>2. Examination of the possibilities of long-term financing of projects for anti-racism work</p> <p>The persons responsible for promotion of projects in the field of anti-racism work examine to what extent the annual funding cycles can be extended or if necessary, whether funding can be extended with longer-term funding.</p>	<p>All funding ministries for anti-racism work</p>

⁶⁰ Federal Press Office (2020).

4.2.3 Greater visibility of activities and projects

In the context of the involvement process in the State Action Plan, it became clear that to some extent the visibility of the many projects and activities against racism within the federal state could be further improved.

The following **new measure** will be implemented:

Title / Contents	Responsibility
<p>3. Support of PR work for anti-racism projects</p> <p>Publication of the State Action Plan will be accompanied by PR work. The State Action Plan combines many measures, whose visibility is supported by the publication.</p> <p>In addition, information about anti-racism measures will be communicated via Intranet within the state administration. Externally, information is provided via existing distribution lists and newsletters. This applies to the publication of the State Action Plan and for future activities and projects in the field of anti-racism work in order to support the PR work of the project organisers as effectively as possible.</p>	<p>The State Prevention Council and the State Democracy Centre for the central PR work associated with the State Action Plan. Within their areas of responsibility, all ministries provide decentralised PR work / information relating to measures and projects, and utilise their communication channels to external partners.</p>

4.2.4 Racism in the healthcare system

The subject of racism in the healthcare system relates to various levels of racism. Racist behaviour can occur in the direct interaction with physicians, medical personnel or the like, or at an institutional level in the unequal treatment of patients. In addition, the lack of diversity in medical teaching is criticised, which impacts the detection and treatment of illnesses of People of Color. The stated aspects are primarily demonstrated by studies and articles from the USA. In this field, there is hardly any scientific knowledge in relation to Germany, and knowledge is based on the reports of the experiences of those affected.⁶¹

The state government recognises the importance of this topic. More detailed consideration of this topic had to be postponed due to the pandemic, as the COVID-19 pandemic as of 2020 had a severe impact on the healthcare system. However, this will be carried out by the responsible ministry as soon as possible. Initial feedback from the University Hospital Schleswig-Holstein (UKSH) in Kiel is available, and exemplifies that to some extent, the issue is already being worked on in Schleswig-Holstein.

The following **new measure** is stipulated for the State Action Plan:

Title / Contents	Responsibility
<p>4. Inclusion of the topic of health and racism At the appropriate time, the topic of health and racism will be taken up by the responsible department of the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens (leadership) with involvement of suitable stakeholders, and any need for action will be investigated.</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>

⁶¹ Qamar, A. (2020).

4.3 Field of action 1: Protection against racial discrimination

Protection against racism relates to both the individual as well as the structural and institutional level. While at the individual level, the focus is on direct assistance, counselling and empowerment of victims, measures at the structural level aim to sustainably fight racial discrimination in structures and procedures. The existing and new measures for the various levels are presented below: Protection against racial discrimination at an individual level in [Section 4.3.1](#) and at an institutional and structural level in [Section 4.3.2](#).

In order to be able to effectively combat racial discrimination, a well-founded data basis on the type and extent of racism is required. For this reason, a further section concerns the data situation with regard to racial discrimination ([4.3.3](#)).

4.3.1 Protection against racial discrimination at an individual level

In their everyday lives, people in Schleswig-Holstein are affected by racism by other people. This occurs in the course of personal contact, but also increasingly in the digital world. Racist acts range from verbal statements to physical attacks.

The state government commits to provide individual counselling and support facilities for victims, it promotes local empowerment and utilises its legal competence under media law to combat racism in the media and on the Internet. In addition, fighting and preventing right-wing extremist activities in the state have a high priority. The results of a survey are presented below.

The aim of the state government is to extend these fields of action and to ensure comprehensive protection against racial discrimination at an individual level.

The following section is divided into four areas:

- Extension of direct support and counselling
- Reinforcing empowerment
- Opposition of racism on the Internet and in digital media
- Fighting right-wing extremism.

Extension of direct support and counselling

Racial discrimination relates to personal actions and direct interactions between discriminating persons and the persons discriminated against. An important aim of anti-racism work is therefore to protect the victims of racism and to provide them with facilities for specific counselling and support.

The following table summarises the **existing measures**:

Title / Contents	Responsibility
<p>Victim counselling - zebra - Zentrum für Betroffene rechter Angriffe e. V.</p> <p>Victim counselling provides advice to victims, their relatives and witnesses after racist, antisemitic and other right-wing motivated attacks. In the context of psycho-social counselling, "zebra e.V." provides professional assistance in crisis situations. For example, the counsellors help victims to come to terms with the attack and restore their feeling of security. In addition, they provide assistance with legal and financial questions. They provide information about legal options such as offence report, accessory prosecution or victim protection. This service is free of charge, voluntary and anonymous if necessary.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>Regional advisory teams against right-wing extremism - Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V. (AKJS) and Arbeiterwohlfahrt (AWO) Landesverband e. V.</p> <p>Counsellors in the regional advisory teams against right-wing extremism (RBT) offer confidential, professional and free counselling to people, organisations and institutions in Schleswig-Holstein who require information on the subject of right-wing extremism or support in dealing with racism, antisemitism and other symptoms of group-focused enmity. In addition to counselling, the regional advisory teams also provide further training, workshops and lectures in the context of their educational work.</p>	<p>State Prevention Council and State Democracy Centre</p>

Two new measures will be implemented with the objective of increasing counselling and victim support:

Title / Contents	Responsibility
<p>5. Establishment of low-threshold complaints body</p> <p>The state government recommends the establishment of a low-threshold complaints body. Beyond the statutory remit and responsibility of the Anti-Discrimination Agency, the complaints body is intended to close the gap between racial discrimination outside of the General Act on Equal Treatment (AGG), for example with regard to discrimination in public, university, neighbourhood, school or official areas. Networking of existing anti-discrimination contact points (e.g. in local authorities, consultation networks) is regarded as important.</p>	<p>Anti-Discrimination Agency (for the concept)</p>

Title / Contents	Responsibility
<p>6. Sensitisation of existing points of contact for the General Act on Equal Treatment (AGG) on the subject of racism</p> <p>As an internal administrative measure, the existing AGG contact persons in the individual ministries should be increasingly sensitised to anti-racism, in addition to other forms of discrimination.</p>	<p>Anti-Discrimination Agency, including the ministry units responsible for further training</p>

Reinforcing empowerment

Empowerment means (self-)awareness and (self-)reinforcement. Empowerment is a resistance strategy and describes processes in which people who experience social marginalisation become aware of their capabilities and emerge from their powerless position.⁶² The process of empowerment relates to both the individual as well as the group or organisation level.

Empowerment serves as protection against racial discrimination insofar as experiences of racism are jointly dealt with, needs are articulated and demanded, and resources can be built up. This self-empowerment requires the creation of protected spaces for persons who experience racism. These spaces can be available for dialogue both separately from persons who have not experienced racism, as well as together with them. This does not refer primarily to physical spaces, but rather to dialogue formats and events.⁶³

The following table summarises the **existing measures**:

⁶² Mohseni, M. (2020).

⁶³ Can, H. (2013).

Title / Contents	Responsibility
<p>DISSkriminierung - Türkische Gemeinde in Schleswig-Holstein e. V. (TGSH) (termination of funding 2020)</p> <p>“DISSkriminierung” is a project with the aim of empowering young people who repeatedly experience discrimination in their everyday lives, and ultimately may also act in a discriminatory manner.</p> <p>Youth of Color, who are potential victims of discrimination act as experts on the issue of discrimination. They implement mini-projects on the subject and therefore make their voices heard by the general public.</p>	<p>State Prevention Council and State Democracy Centre</p>
<p>Empowerment junger Muslim:innen durch Medienarbeit - Türkische Gemeinde Schleswig-Holstein e. V. (TGSH)</p> <p>The aim of the project is to turn young people into experts on the subject of anti-Muslim attitudes and to increase the public presentation of Muslim life in Germany through media articles from the perspective of the project participants. In addition, advanced training and lecture formats for education experts on subjects of Muslim life in Germany, Islamophobia, anti-Muslim racism and empowerment are to be produced and carried out by the project participants.</p>	<p>State Prevention Council and State Democracy Centre</p>
<p>Maßnahmen für Teilhabe und Zusammenhalt - MaTZ (termination of funding 2021)</p> <p>The overriding object of the projects is to address a target group which is as large as possible in order to set new impulses for participation in society by adult migrants, as well as for local coexistence and cohesion, among other things by sensitisation to discrimination.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>

Title / Contents	Responsibility
<p>Local points of contact to promote self-organisation and social participation by migrants (Partizipation vor Ort - PORT) (termination of funding 2021)</p> <p>These promote the establishment and operation of a local contact point for migrant initiatives and organisations (Partizipation vor Ort - PORTs). In particular, the objective is to establish the equal and political participation of migrants and their organisations, which aim for the active structuring of a diverse society by means of self-help as well as the promotion of cooperations between people of different origins. Here, the funding does not serve for individual empowerment but rather the establishment of organisations.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>

Prevention of racism in local authorities

Haymat-Hafen Glückstadt⁶⁴

In cooperation with the town administration, (post-)migrants, People of Color from Glückstadt design public spaces according to their perspectives and interests, and create spaces for meetings and exchanges between people with and without an immigration history. The people involved empower themselves, are perceived as active persons and actively make an impression on the society of the town. The meeting and exchange between people with and without an immigration history in the "Haymat-Hafen" project promotes mutual understanding and positive connotations of diversity.

⁶⁴ The project was funded by the Ministry of the Interior, Rural Areas, Integration and Equality in 2019. The town was able to continue successful subprojects in the following years.

In addition to the activities and programmes already described, the state government sees a further link to the promotion of empowerment in the events which are organised by the various ministries. These intend to increase the involvement of people who have experienced racism.

The following **new measure** will therefore be implemented:

Title / Contents	Responsibility
<p>7. Increased utilisation of forms of communication with civil society and public events on the subject of racism</p> <p>The state government recognises the necessity to create spaces for victims of racism to exchange views and mutually reinforce themselves. For this, greater use should be made of existing exchange formats, networks and similar structures.</p> <p>The state government endeavours to ensure broad involvement of victims and migrant organisations in the addresses at the relevant events.</p>	<p>All ministries at relevant events</p>

Infobox Power sharing

Power sharing is a further important concept and theoretical reference point when dealing with racism. While empowerment addresses the victims, power sharing primarily addresses people without experience of racism. This involves reflection on one's own position of power, privileges and resources, and recognising and sharing these with people in less powerful positions, so that they can empower themselves. Such resources may be time, space, money, material resources or immaterial resources such as public position, status or competences.⁶⁵

⁶⁵ Rosenstreich (2018).

Practical tip - Reflective questions on power sharing by the Institute for Discrimination-Free Education⁶⁶

- Do I regularly obtain information on the subject of racism?
- Am I aware that I do not know what victims of racism need to empower themselves?
- Do I obtain information about the needs of those concerned (e.g., by active listening or questioning)?
- Do I reflect on the effects of racism on my thoughts and actions?
- Am I aware of my (white) privileges? Do I regularly make myself aware of these privileges?
- Do I make myself aware of the disadvantages to victims of racism which are associated with my (white) privileges?
- Do I use my privileges as a resource to oppose racism?
Do I provide resources (e.g., time, money, spaces, material resources, public position, status, skills, etc.) for the empowerment of Black People and People of Color?
- Do I allow these people to decide for themselves how these resources are used?
- Do I expect gratitude or compensation for my actions?
- How do I deal with racist behaviour?
Do I intervene? Do I address racism?

⁶⁶ Apraku, J. and Bönkost, J. (2017).

Opposition of racism on the Internet and in digital media

The Internet is a space in which users are subjected to discriminatory and in particular racist statements. The term “hate speech” describes verbal insults, which are increasingly being published via social media, blog posts and comment sections. The long-term consequences for the victims of such online attacks have been demonstrated and can lead to depression and suicide, as well as to them experiencing physical violence.⁶⁷

The state government utilises its competences under media law together with other federal states in the Inter-State Media Agreement, and in state law to oppose all forms of racism, discrimination and hate in the media. In this, special emphasis is placed on the protection of minors in the media. The Inter-State Agreement on the protection of minors in the media specifies contents which are impermissible, regardless of their relevance under criminal law. These include articles which incite hate against parts of the population, or against a national, ethnic, religious group, or a group determined by their national traditions, or attack the human dignity of others by vilifying, maliciously denigrating or maligning parts of the population. Furthermore, means of propaganda according to Article 86 of the German Criminal Code (StGB), whose content is aimed against free, democratic order or the ideals of international understanding are impermissible.

For Schleswig-Holstein, the State Media Agreement for Hamburg/Schleswig-Holstein and the NDR State Treaty are effective for the description of the media law framework for preventative measures, in particular against discrimination, racism, antisemitism, anti-Gypsyism and homophobia. In this context, the Media Authority of Hamburg and Schleswig-Holstein, together with the Commission for the Protection of Minors in the Media (KJM) undertake the role of a supervisory body and a stakeholder in media policy. As a

⁶⁷ Sponholz, L. (2018).

stakeholder in the Netzwerk Medienkompetenz Schleswig-Holstein, the Media Authority of Hamburg and Schleswig-Holstein contributes to the expansion of media competence with information and projects for children, young people, families, educators and the general public.

In addition to the existing measures by the federal states, the European Commission has launched various campaigns against hate speech on the Internet (e.g. the “EU Code of conduct on countering illegal hate speech online” in 2016, or the “European Democracy Action Plan”, which was presented by the European Commission in December 2020), which have a direct and indirect effect on the member states.

Up to now, existing measures in Schleswig-Holstein have primarily addressed the sensitisation and education of young people as well as the reinforcement of media competence. At this point, the “Netzwerk Medienkompetenz Schleswig-Holstein” should receive special mention. The Netzwerk Medienkompetenz consists of a wide range of protagonists who have voluntarily united. It was founded in July 2010 in Kiel and consists of 16 state and civic organisations and institutions acting throughout Schleswig-Holstein. The objective of the network is to bundle the wide range of material for the communication of media competence and to give all people in Schleswig-Holstein the opportunity to acquire an appropriate level of media competence. Furthermore, the network holds the annual “Medienkompetenztag Schleswig-Holstein”, which primarily addresses teachers and educators.

A further element to counteract racism on the Internet is the consistent pursuit and prosecution of online hate. At federal level, on 3 April 2021, the “Law on Combating Right-Wing Extremism and Hate Crimes” came into effect, which provides for more effective and intensive control measures (e.g., introduction of the obligation of social media providers to report certain criminal content / increased penalties for certain cases of threats and vilification.)

The aim of the state government is to improve the reporting of hate crime on the Internet and to prosecute the perpetrators more effectively. The following **new measure** will be implemented by the state government:

Title/Contents	Responsibility
<p>8. Establishment of a central office for combating hate crime on the Internet</p> <p>In order to deal with the growing significance of hate speech on the Internet and the increasing number of cases in this field, a central office for combating hate crime on the Internet is currently being set up by the public prosecutor's office Schleswig-Holstein.</p>	<p>Ministry of Justice, Europe and Consumer Protection</p>

Fight against (right-wing) extremism

Measures to combat right-wing extremism make an indirect, but important contribution to prevent racism at an individual level. Supporting potential criminals who dissociate themselves from and exit from the right-wing and right-wing extremist milieu and deradicalise themselves, reduces the potential number of right-wing extremists. This also applies to other forms of extremism. In the area of right-wing extremism the state programme for the promotion of democracy and combating right-wing extremism in Schleswig-Holstein is particularly relevant. In 2009 a state coordination office against right-wing extremism was established with the State Prevention Council. This has now developed into the State Democracy Centre. The State Democracy Centre is closely linked to the federal programme "Live Democracy!" and develops the state prevention, counselling, dissociation and reform measures. It also links the relevant stakeholders.

Prevention of right-wing extremism has a large overlap with anti-racism work, and in particular with work to combat antisemitism.

The following **measures** already exist in this field:

Title / Contents	Responsibility
<p>Ausstiegs- und Distanzierungsberatung Rechtsextremismus - KAST e. V.</p> <p>KAST e. V. performs reform and dissociation counselling throughout Schleswig-Holstein. KAST e. V. offers support for dropping out of and dissociation from the right-wing extremist milieu. The offers are aimed at people who have decided on a life free from violence and inhuman ideologies. In addition, support for the creation of new networks is offered, as well as the development of new resources and occupational perspectives. The addressees receive support in their new way of life. Counselling is oriented to resources and on a confidential and equal basis with the persons who wish to reform.</p>	<p>State Prevention Council and State Democracy Centre</p>
<p>Ausstiegsberatung im Nordverbund - Christliches Jugenddorfwerk Deutschlands e. V. (CJD)</p> <p>The CJD Nordverbund Ausstieg Rechts undertakes the coordination of the cooperation between civil society dissociation offers in the five North German states: Hamburg, Bremen, Mecklenburg-Western Pomerania, Schleswig-Holstein and Lower Saxony. The network in the Nordverbund promotes a mutual exchange of experiences by means of robust and functional structures as well as by close proximity, and enables a rapid response to current regional challenges.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>Model project “Kick-off – Prävention und Deradikalisierung in Strafvollzug und Bewährungshilfe” in the context of the federal programme “Live Democracy!”.</p> <ul style="list-style-type: none"> • 1st pillar: Democracy education Democracy education in young offender institutions primarily serves the purpose of prevention and enables early immunisation against extremist ideologies. • 2nd pillar: Further training Further training of prison staff is intended to reinforce confidence by strengthening their intercultural competences, communicating knowledge of ideologies and radicalisation processes, and enabling them to identify the corresponding signs and assist in reversing radicalisation processes. • 3rd pillar: Prisoner discussion groups In the discussion groups, professionally and theologically – in the field of religious extremism – moderated discussions in diverse groups with various opinions and possible levels of radicalisation intend to promote critical thinking and therefore increase resilience against “simple truths” and if necessary, interrupt radicalisation processes and initiate dissociation processes. • 4th pillar: Individual counselling Intensive individual counselling of persons who have already been radicalised aims to initiate dissociation processes and provide long-term support by means of a systematic procedure. 	<p>Ministry of Justice, Europe and Consumer Protection</p>

Title / Contents	Responsibility
<p>Meeting of the Beratungsnetzwerk gegen Rechtsextremismus</p> <p>The State Democracy Centre based at the State Prevention Council holds an annual meeting of the Beratungsnetzwerk gegen Rechtsextremismus in Schleswig-Holstein. This serves for the exchange of information relating to the status and activities in the field of action of prevention of right-wing extremism. In this context, challenges of anti-racism work and prevention of antisemitism are also discussed.</p>	<p>State Prevention Council and State Democracy Centre</p>
<p>PROvention - Türkische Gemeinde in Schleswig-Holstein e. V. (TGSH)</p> <p>PROvention is a prevention and counselling centre against religion-based extremism and inhuman ideologies in Schleswig-Holstein. This also includes anti-Muslim racism, for which, among other things, PROvention offers appropriate further training and workshops with a peer-to-peer approach. The PROvention team counsels relatives, friends and acquaintances of persons who are victims of radicalisation or extremism. Persons who wish to reform themselves can also utilise the counselling. It is free of charge, confidential, and individually and solution-oriented. In addition, public lectures, further training for experts and workshops for young people are offered.</p>	<p>State Prevention Council and State Democracy Centre</p>

Combating of right-wing extremism is already intensively pursued in Schleswig-Holstein. For this reason, no additional measures in this field were determined within the framework of the State Action Plan. On the other hand, combating extremism is the responsibility of various stakeholders such as the state police, the State Prevention Council or the State Democracy Centre. Combating right-wing extremism at an institutional level, for example within the state police will be described in the following section, and corresponding existing and new measures will be presented.

4.3.2 Protection against racial discrimination at an institutional and structural level

Structural and institutional racism is a less explicit form of racism and is often based on subconscious prejudices by the protagonists. These forms of racism primarily occur without the necessity of racist convictions. In this context, it should by no means be generally assumed that employees in public institutions act in a (deliberately) racist manner. Rather, this relates to established structures and procedures which may lead to unequal treatment and which (up to now) have not been, or have not been actively counteracted in an adequate manner.

Racist and discriminating behaviour and structures may be entrenched in social, financial and political institutions, as well as in the application and interpretation of (national) laws, and prevent the equal participation of people who are victims of racism. Among other things, this relates to access to work, education and accommodation and may also be reflected in the interaction between civil society and public service.

The state government wishes to permanently counteract structural and institutional racism. A large number of advanced training sessions dealing with intercultural competencies or the topic of racism have already been provided for employees of the various ministries in order to prevent racism. In addition, contact persons and complaints bodies will be installed with the state police, which are intended to identify racist tendencies at an early stage and act as necessary. A detailed description of the existing measures can be obtained from the survey.

The aim of the state government is to permanently eliminate institutional racism. For this, the diversity of employees in the state administration is to be further promoted and increased, and the state administration as a whole should be increasingly sensitised to racism. In addition, internal structures are to be more closely scrutinised so that possible racist attitudes and actions can be robustly counteracted if necessary. The state government will

observe to what extent existing and new measures are expedient and whether the establishment of an additional centre in the form of an anti-racism commissioner at state level is necessary.

The section is divided into three areas:

- Expansion of diversity-oriented and anti-racist personnel and organisational development of the state administration
- Sensitisation to racism in the workplace
- Combating of institutional racism, especially in law enforcement authorities

Expansion of diversity-oriented and anti-racist personnel and organisational development of the state administration

Sensitisation to anti-racism and diversity-oriented personnel and organisational development of the state administration are recognised to be an important element in order to (preventively) counteract structural and institutional racism.

The following **measures** exist in this area. Here in particular, further training in intercultural competence, extremism, racism and antisemitism, as well as the integration of migrants into the state administration play a role.

Title / Contents	Responsibility
<p>School administrator and study director staff meetings for sensitisation of the handling of extremism, racism and antisemitism</p> <p>In the context of staff meetings, school administrators in Schleswig-Holstein, as well as the study directors of the IQSH have been, and will be sensitised on the identification and handling of extremist, racist and antisemitic statements and behaviour. Offers of support by official (e.g. State Democracy Centre) and civil society partners will be presented to them.</p>	<p>Ministry of Education, Science and Culture</p>
<p>Sensitisation by means of compulsory educational modules from the Institute for Quality Development in Schools in Schleswig Holstein (IQSH)</p> <p>Establishment and implementation of the “extremism” conceptual framework as of 2021. As of 2022, the modules will be supplemented by the results of a cooperation with the Bertelsmann Stiftung. The project assists students, trainee teachers and teachers of all subjects to actively counteract anti-democratic situations in the classroom and in school life.</p> <p>For this, qualification resources on the subjects of antisemitism, political extremism, racism, anti-Muslim racism, Islamophobia and political radicalisation by activities in social networks will be developed. These are to be utilised in all three phases of teacher training and increase a positive attitude towards democracy in (trainee) teachers. This offer will be framed by a foundation module on questions of democracy education.</p>	<p>Ministry of Education, Science and Culture</p>

Title / Contents	Responsibility
<p>Project for the training and integration for migrants into the public service (“Ausbildung und Integration für Migrant:innen im öffentlichen Dienst”)</p> <p>To reduce prejudice, eliminate racism, and reflect the diversity of society as a whole in public service, it is important to recruit young people with foreign roots for public service work. For this reason, since 2018, the Ministry of Economic Affairs, Transport, Employment, Technology and Tourism has promoted the project “Ausbildung und Integration für Migrant:innen im öffentlichen Dienst (AIM-ÖD)”. Young people with migratory or refugee backgrounds are shown the many opportunities for work in public service and given the know-how to make a successful application on the basis of an analysis of their potential. This measure supplements the promotion activities by the state government which have been carried out for more than 20 years to help young people with migratory backgrounds to enter vocational training.</p>	<p>Ministry of Economic Affairs, Transport, Employment, Technology and Tourism (as of 2021: Schleswig-Holstein Institute for Vocational Education and Training) with the State Chancellery</p>
<p>Brochure on the subject of identification and prosecution of racist crime (“Rassistische Straftaten erkennen und verhandeln: Ein Reader für die Strafjustiz”)</p> <p>In addition to information for the identification and prosecution of racist crime, the brochure by the German Institute for Human Rights also contains several pages of information on discrimination-sensitive language in criminal proceedings.</p>	<p>Ministry of Justice, Europe and Consumer Protection</p>
<p>Material for further training in criminal justice on the subject of racism and human rights</p> <p>The publication by the German Institute for Human Rights serves as support for the conception and implementation of qualification and sensitisation offers for the criminal judiciary, which are adapted to the needs of the participants.</p>	<p>Ministry of Justice, Europe and Consumer Protection</p>

Title / Contents	Responsibility
<p>Further training on the NS judiciary which also deals with the subject of "racism"</p> <p>The focus of the event which includes a brief lecture and a memorial visit is an accompanying workshop. Participants consider original historical sources, namely selected texts, which are embedded in their historical background (verdicts, discontinuation orders, clemency decisions etc.) from 20th century German judicial files. These sources from the everyday work of former judges and state prosecutors reflect their decisions and scope of action. The key question of the day will be the reference to the present, reflection on limits, not only oriented to the past and other people, but rather to the future and oneself.</p>	<p>Ministry of Justice, Europe and Consumer Protection</p>
<p>Further training on the subject of judicial history</p> <p>Under the National Socialists, the judicial system was an important instrument for the implementation of the "racial" policy against Jews. Verdicts of "racial defilement" will be considered with the participants and it will be examined why the perpetrators of the "Reichskristallnacht" of 09 November 1938 were not punished. These examples will illustrate the interaction of criminal prosecution and the creation of legal vacuums, which form the precursors to deportation and murder. After 1945, the Frankfurt Auschwitz trial was an important attempt by the Federal Republic to investigate the industrial scale mass-murder of European Jews using the methods of criminal law, and to prosecute some of the culprits. What were the court proceedings about and what effect did the trial have? How was it possible that lawyers served the policies of the NS regime? Why did they do this? In the attempt to understand this, the question of the freedom of action and personal responsibility of the lawyers arises.</p>	<p>Ministry of Justice, Europe and Consumer Protection</p>

Title / Contents	Responsibility
<p>Project “Blick nach Rechts”</p> <p>The project “Blick nach Rechts” forms a part of internal educational work and is intended to inform and sensitise members of the state police with a series of articles in the field of right-wing phenomena. In a series of weekly articles, the subject of radicalisation and extremism will be examined from various points of view. Among others, there are contributions on the radicalisation process, on the situation, on training and further training, on work in a state accommodation facility as well as on police history.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality – State Criminal Police Office</p>
<p>Participation in the project “School without Racism”</p> <p>Since the beginning of 2020, the Schleswig-Holstein police department for training and further training and the riot police have been members of “School without Racism – School with Courage”. This is sponsored by Minister-President Daniel Günther and the Member of the State Parliament Aminata Touré.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality – State Police Office</p>
<p>Cooperation agreement with Yad Vashem (training seminars)</p> <p>Since 2019 there has been a cooperation with the Holocaust memorial Yad Vashem. As a part of this cooperation, every year police trainees visit the memorial in Israel and take part in a one-week seminar. They are accompanied by trainers and leaders of the state police. This study visit is intended to build personalities and promote sensitisation to the conscious handling of exclusion or discrimination. It is intended to increase awareness that members of the police are, and always remain personally responsible for their actions, and that people and their dignity are always the focus.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality – State Police Office</p>

Title / Contents	Responsibility
<p>Advanced training courses for junior managers in the fiscal authorities "Kompetent Führen" with content relating to intercultural competence</p> <p>These involve training sessions within the financial administration ministry for junior managers from the higher (and senior) service of financial administration. Junior staff in the higher service are recruited from the ranks of the fiscal authorities; junior staff in the senior service are appointed by the fiscal authorities. Further training sessions are provided and organised by the Bildungszentrum der Finanzverwaltung (BIZSteuer) in Malente.</p>	Ministry of Finance
<p>Further training courses in the field of financial administration on the subject of intercultural competence</p> <p>The further training addresses tax office employees with intensive public contact in office service, tax collection, and field staff. These further training sessions are provided and organised by the Bildungszentrum der Finanzverwaltung (BIZSteuer) in Malente.</p>	Ministry of Finance

Title / Contents	Responsibility
<p>Reinforcement of intercultural competence in the field of financial administration training (communication seminar “Bürger und Verwaltung”)</p> <p>This measure forms a part of the training for tax officials. The theoretical part of the training of tax officials is held in Altenholz, or in the Bildungszentrum der Finanzverwaltung (BIZSteuer) in Malente. During training, the topic of racism or intercultural competence is dealt with in the subjects “Sozialwissenschaftliche Grundlagen des Verwaltungshandelns” and “Staatskunde”. However, these topics are also considered in an interdisciplinary manner. Furthermore, racism or intercultural competence is also considered in the subject “Bürgerorientierung”. In addition, the topic is also discussed in the context of lessons on the subject of perception, attitude and stereotypes. In the final stage of their studies, candidates also have the option of selecting a 30-hour key topic from various subjects. Since 2015, the subject of intercultural competence has been offered every year.</p>	Ministry of Finance
<p>Intercultural competence training in the justice sector</p> <p>Events on the subject of intercultural competence form a fixed part of the annually published further training programme for employees in the prison service and court and probation assistants. In particular, regional geography seminars oriented to current requirements are offered.</p>	Ministry of Justice, Europe and Consumer Protection
<p>One-week qualification course on the subject of intercultural competence</p> <p>In a one-week qualification, candidates for the clerical and higher service of the state administration are introduced to the topic of intercultural competence. One component of this training is a high proportion of self-reflection, including internalised values.</p>	Ministry of the Interior, Rural Areas, Integration and Equality

Title / Contents	Responsibility
<p>Training and further training on the subject of intercultural competence in facilities for detention prior to deportation</p> <p>Training of employees with regard to intercultural competence within facilities for detention prior to deportation is carried out within the State Office for Immigration and Refugees (LaZuF) – primarily according to the concept of an external provider, the police further training programme and an appropriately qualified employee of the LaZuF. In addition, candidates for the detention prior to deportation service are also instructed in intercultural competence on the basis of the outline syllabus of the “Justizvollzugsschule Boostedt”. The competences which are acquired should be continuously accompanied by appropriate further training.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality – State Office for Immigration and Refugees (LaZuF)</p>
<p>Regular training sessions on intercultural competence in the State Office for Immigration and Refugees (LaZuF)</p> <p>The State Office offers training in intercultural competence to all employees involved in the support of residence permit matters. It is planned to extend this training to all employees.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality – State Office for Immigration and Refugees (LaZuF)</p>

Anti-racism in the administration also plays a role in local authorities.

Prevention of racism in local authorities

Communication of diversity competences in the town of Ahrensburg

Regular training sessions to communicate diversity competence for employees and management level are held in the Ahrensburg municipal administration.

Intercultural opening of the administration and associations in the Schleswig-Flensburg district

The intercultural competences of employees in the administration, schools and child day-care centres in the Schleswig-Flensburg district are reinforced by further training sessions. This offer also applies to associations in the district.

Four new measures will be implemented with the objective of making the state administration more diverse and anti-racist:

Title / Contents	Responsibility
<p>9. Supplementation of existing training formats on the subjects of diversity and racism</p> <p>Diversity and anti-racism will be increasingly integrated into the existing further training formats for state administration employees.</p>	<p>State Chancellery</p>

Title / Contents	Responsibility
<p>10. Production of a guideline for discrimination-free or anti-racist language for the state administration</p> <p>The Schleswig-Holstein state government endeavours to achieve a non-racist language. Anti-racist aspects will be collated in a guideline for discrimination-free language and visual illustrations.</p> <p>The guideline is intended to increase sensitivity for anti-racist language within the state government, and for guidance in the context of public relations work (publications, speeches, greetings, etc.).</p>	State Chancellery
<p>11. Anti-racism training of observational assessors at the assessment centre</p> <p>As standard, all applications for apprenticeships in the Schleswig-Holstein state administration go through an online procedure in which only pre-defined criteria such as final grades, certificates, etc. are recorded. On this basis, activation of the online test which governs access to the assessment centre is performed automatically.</p> <p>A personalised selection procedure only applies from this time onward. All those involved in this procedure as well as in further selection procedures must receive anti-racism training.</p>	State Chancellery
<p>12. Increased utilisation of ambassadors and role models for recruitment purposes</p> <p>Ambassadors and role models who are oriented towards social diversity will be involved to a greater extent in recruitment campaigns. With the involvement of such ambassadors and role models, recruitment campaigns will be designed non-discriminatory and in particular include and address social groups, whose additional knowledge (e.g., multilingualism) and skills (e.g., through experience with other cultures) have up to now not been adequately represented in the administration.</p>	State Chancellery

Sensitisation to racism in the workplace

A diverse and anti-racist organisational culture is also important in businesses and companies in Schleswig-Holstein. The German Confederation of Skilled Crafts emphasises this with the following statement: "It is not important where you come from but where you want to go."⁶⁸

Business in the North is open-minded. For example, in the years 2015/2016, in the context of migrants seeking protection, businesses and companies in Schleswig-Holstein made great efforts to integrate refugees into the labour market. The number of trainees, as well as the number of employees from the main countries of origin of asylum seekers who are subject to social service contributions has continually increased since then. It can be assumed that the successful integration of migrants into working life can also play a preventative role against racism in society.

The state government wishes to support businesses and companies in their anti-racist activities and will consider the question of the need for action in the field of sensitisation to racism in the workplace.

⁶⁸ Press release with resolution of the German Confederation of Skilled Crafts against xenophobia from 28 September 2018. Only available in German.

The following **new measure** will be implemented:

Title/Contents	Responsibility
<p>13. Discussion of a need for action for sensitisation to racism with representatives from the field of business On the basis of the State Action Plan the Ministry of Economic Affairs, Transport, Employment, Technology and Tourism will discuss the question of sensitisation to racism in businesses and companies together with business representatives, and will discuss the possible need for joint action.</p>	<p>Ministry of Economic Affairs, Transport, Employment, Technology and Tourism</p>

Combating institutional racism, especially in law enforcement authorities

One area of institutional racism relates to possible racial discrimination or racist actions by employees of state authorities and the possible lack of trust by people who are victims of racism towards law enforcement authorities in particular.

The following **measures** for the preventative and responsive combating of institutional racism in the state government, as well as to increase trust in the judiciary are already being implemented:

Title/Contents	Responsibility
<p>Central state police information and contact point On 01 February 2020, a central contact point was established in the Ministry of the Interior, Rural Areas, Integration and Equality, which considers ideas and improvements as well as internal complaints. If required, it is possible to communicate confidential input, so that information about racist tendencies can also be received at an early stage here, in order to counteract these with suitable low-threshold measures.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>

Title / Contents	Responsibility
<p>“RADAR” early warning system</p> <p>On 1 September 2019, the “RADAR” early warning system was established in the police department of the Ministry of the Interior, Rural Areas, Integration and Equality. The aim is to obtain low-threshold information about internal conflicts, noticeable problems and problematic groupings, in order to counteract these at an early stage with suitable measures.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>
<p>Support of the project “Rassismus, Antisemitismus, Rechtsextremismus - Stärkung von Strafverfolgung und Opferschutz” by the German Institute for Human Rights</p> <p>The project “Rassismus, Antisemitismus, Rechtsextremismus - Stärkung von Strafverfolgung und Opferschutz” by the German Institute for Human Rights has been supported by Schleswig-Holstein as one of three partner states since the beginning of 2020. It deals with the improvement of criminal prosecution and victim protection, especially in the field of racist, antisemitic and right-wing extremist crime.</p>	<p>Ministry of Justice, Europe and Consumer Protection</p>
<p>Low-threshold complaints body in the State Office for Immigration and Refugee (LaZuF)</p> <p>The State Office has set up a central e-mail address to which occupants of state accommodation facilities can send their wishes, enquiries and complaints. The submissions should have a reference to dealings with employees of the State Office, the assistance associations or other institutions in the state accommodation facilities. Occupants are free to obtain support from voluntary assistants or employees of the support associations. The establishment of the input option was also communicated to the civil society groups who are collaborating with the State Office in the production of a protection concept. They can also contact the State Office via this channel.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality - State Office for Immigration and Refugees (LaZuF)</p>

In addition to the discriminatory practice of racial profiling, attitudes in the sense of the personal attitudes of police officers are currently the focus of a country-wide debate on the presence of racist and right-wing extremist structures in the law enforcement authorities. In spite of the zero-tolerance policy, which states that extremism of any kind will not be accepted in the state police, there is an awareness of this danger in Schleswig-Holstein. The state police endeavours to subject itself to critical review with regard to this topic. They point out that a more in-depth consideration, possibly within the context of a (national) study, could be advisable. It is considered necessary to always develop further measures for the prevention or minimisation of racism in the police force in the context of and in close relation with the prevention of racism in society as a whole.

The state government is implementing **three new measures** for the state police.

Title / Contents	Responsibility
<p>14. Reform of the State Administration Act with a view to discrimination-free establishment of identity (effective as of 19.03.2021)</p> <p>Under certain circumstances, the State Administration Act (LVwG) allows the police to establish the identity of persons, for example at particular locations, at control points or on motorways. Selection of the people to be controlled must not result in discrimination, for example due to colour of skin or origin. For example, the control must not be due to the person's phenotype, but rather must be necessary due to particular objective circumstances independent of these features. An additional section (2) in Art. 181 LVwG makes this clear. The regulation states: "The selection of persons for the establishment of identity due to group-related features within the meaning of Article 3 (3) of Basic Law without objective reasons which are justified by the purpose of establishing identity is not permissible."</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>

Title / Contents	Responsibility
<p>15. Scientific study on possible extremist and racist attitudes in the state police</p> <p>It can be stated that for many years, the everyday work, psychological and physical strain, attitude to values, job satisfaction, violence against police officers, as well as training and further training within the police have been the subject of various scientific investigations (e.g., by the Ruhr University Bochum, the Criminological Research Institute of Lower Saxony, the German Police University or the German Institute for Human Rights). On the basis of this knowledge, the state police will carry out a survey which examines the understanding of values and fundamental attitudes. Furthermore, possible extremist and racist attitudes in the state police will be investigated in the context of a scientific study and preventative recommendations for action will be developed with the objective of reinforcing democratic resilience, taking into account occupation-specific risk factors.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>



Title / Contents	Responsibility
<p>16. Establishment of a point of contact against racism with the state police</p> <p>The state police will establish a central point of contact which is available both to its own offices and employees, as well as to external persons for questions relating to racism. The point of contact addresses three key topics:</p> <ul style="list-style-type: none"> • Consideration of anti-racist education and training aspects, cooperation in issue-related education and training concepts for all career paths, as well as the production of action guidelines for uniformed police in order to increase sensitivity and competence are essential contents of the remit portfolio. • This includes the analysis of structures and procedures which may possibly promote racism, in order to identify existing problem areas and needs for action in the area of racism, and to develop solution concepts. • The first complaints body for racism issues related to the police will be established for external persons and institutions, in order to refer incidents which are below the threshold for criminal prosecution to appropriate consultation and complaints bodies. 	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>

4.3.3 Data situation on racial discrimination

Data on racism and racial discrimination is important for a well-founded debate about structural inequalities. At an individual level, racist crimes are primarily presented in the Report on the Protection of the Constitution and the Police Crime Statistics (PCS). However, victims state that racism often occurs at a structural level and below a level which is relevant to criminal law, so that it is not evident in the cited data.

Here, developments at federal level are awaited with interest. With the aim of obtaining reliable figures on the extent of racism, its causes and consequences for victims and society as a whole, in 2020 the German Centre for Integration and Migration Research (DeZIM) was commissioned by the German Bundestag to establish a National Monitoring of Discrimination and Racism (NaDiRa). According to the Maßnahmenkatalog des Kabinettsausschusses der Bundesregierung zur Bekämpfung von Rechtsextremismus und Rassismus (Catalogue of measures of the Federal Government's Cabinet Committee to combat right-wing extremism and racism), permanent funding with the perspective of conversion to institutional funding of the DeZIM Institute is to be implemented.⁶⁹

Several activities for collecting data on racial discrimination already exist in Schleswig-Holstein. They are performed in the context of work by the aforementioned counselling centre "zebra e. V." and regional advisory teams against right-wing extremism, as well as the following **measures**:

⁶⁹ Federal Press Office (2020).

Title / Contents	Responsibility
<p>Monitoring of violence in schools</p> <p>Since 2018, the Ministry of Education has monitored violence in schools in order to obtain an accurate view of the extent of violence in schools in Schleswig-Holstein, and possible xenophobic, religious or sexist motives. Since 2018, all of the almost 800 schools in the North must report all incidents of violence and bullying, including the reasons for these. The monitoring also focuses on the topic of racism. Schools must report cases of violence, where a disciplinary measure has been imposed which exceeds a written reprimand.</p>	<p>Ministry of Education, Science and Culture</p>
<p>State-wide Information and Documentation Office for antisemitism (LIDA-SH) - zebra e. V.</p> <p>LIDA-SH is the independent reporting office for antisemitism in Schleswig-Holstein. The office documents and structurally evaluates antisemitically motivated incidents. The objective is to record the extent, forms and focal points of the phenomenon. Both victims, relatives, and acquaintances of victims, as well as witnesses and persons who have obtained knowledge of antisemitic incidents may submit reports. LIDA-SH also records incidents which have not (yet) been reported to the police, or which do not constitute a criminal offence. Information is treated in confidence as a matter of principle.</p>	<p>State Prevention Council and State Democracy Centre</p>

The data situation can also be supplemented from additional sources:

- regular study of undetected and unreported crime by the Criminological Research Unit of the State Criminal Police Office Schleswig-Holstein (in particular the module of prejudice-motivated crime in 2017 and 2019),
- two regional analyses in the field of right-wing extremism for 2016 and 2019,
- findings and annual reports of the State Anti-Discrimination Agency,
- racial discrimination complaints body, which insofar as its responsibility has been extended in the aforementioned sense, may also collect data,
- Annual Reports on the Protection of the Constitution.

The Schleswig-Holstein state government will assess how to set up the monitoring of racism planned by the Federal Government, in order to determine state-specific measures, identify any omissions to the requirements for Schleswig-Holstein, and include experiences at federal level.

With the aim of utilising existing monitoring structures more intensively, a **new measure** will be implemented:

Title / Contents	Responsibility
<p>17. Sensitisation of teaching staff and school administrators for the utilisation and review of violence monitoring in schools with regard to racial discrimination</p> <p>Widespread monitoring of violence in schools in Schleswig-Holstein is already carried out. At present, fundamental changes to the present system for monitoring violence are not planned. However, teaching staff will be sensitised to deal with and better identify racism.</p>	<p>Ministry of Education, Science and Culture</p>

4.4 Field of action 2: Democracy education and anti-racism education in the context of (early) education and civic education

Democracy education and anti-racist education are important elements for the prevention of racism. In addition to the family, especially schools have an important function for primary prevention. However, early and extracurricular civic education are important for the sustainable development of a democratic and anti-racist society.

An important topic in anti-racism is colonialism and the consequences which remain tangible to the victims of racism up to the present day. In [Section 4.4.1](#) the reappraisal of colonialism will therefore be considered, and new measures in this area will be presented. In addition, existing and new measures for democracy education, prevention of racism and anti-racism in child day-care centres ([4.4.2](#)), in schools, ([4.4.3](#)) as well as in extracurricular and civic education ([4.4.4](#)) will be described.

4.4.1 Reappraisal of colonialism

The basis of racism originates in 19th century science, which attempted to biologically prove the superiority of the white race, in order to justify slavery and exploitation. The origin of modern racism can therefore be traced back to the colonisation of for example Africa and South America. The enslavement and deportation of millions of Africans and the exploitation of the conquered areas consolidated the feeling of moral and civilisational superiority of the European powers.

From the German perspective, the ideology of a hereditary white superiority reached its distressing peak, among other things, in the genocide of the Herero and Nama, and above all in the cruel extermination policy of the National Socialists.⁷⁰

The state government recognises that as part of the German Empire, Schleswig-Holstein was politically and ideologically involved in colonialism. Schools play a central role in the communication of colonial history. Since 2016, the syllabus requirements for the subject History include the consideration of colonialism and imperialism in lower secondary education. Pupils also deal with these topics in upper secondary education. University research and teaching also deal with the colonial history of Schleswig-Holstein. For example, at the Kiel University (Christian-Albrechts-Universität zu Kiel), the topic of colonialism forms the core of research and teaching for the non-European history professorship. In cooperation with the Hanseatic City of Lübeck, Lübeck University (Universität zu Lübeck) runs the Centre for Cultural Studies & Research. There, a research project on the subject of the post-colonialist appraisal of a collection of African artefacts in the Ethnographic Collection of the Hanseatic City of Lübeck is being prepared. In a national comparison, Schleswig-Holstein museums with various sponsors are well positioned in the acquisition and investigation of collection items from the colonial era: Between 2017 and 2020, 20 museums joint forces in the project "Zwischen Kolonialismus und Weltoffenheit - Die ethnografischen Sammlungen schleswig-holsteinischer Museen als Quelle kolonialer Landesgeschichte", which was funded by the Federal Government. In this project, all objects with colonial contexts were recorded and digitalised. The project is unique in Germany and is therefore the focus of a great deal of attention. At a local level, as one of the first German projects funded by the Federal Government Commissioner for Culture and the Media, research was started into the origins of the Lübeck ethnographic collection, and full digitalisation and inventory was completed by the end of 2019.

⁷⁰ Kleinschmidt, H. (2018).

Previous measures for the reappraisal of colonialism in schools, provenance research, museums, exhibitions and research, as well as for partnerships and cooperation with former colonies can be obtained from the state government's reply to the major interpellation by the SSW (Südschleswigscher Wählerverband) on the "Aufarbeitung der Europäischen und Deutschen Kolonialgeschichte in Schleswig-Holstein" (Drucksache 19/2005 State Parliament of Schleswig-Holstein).⁷¹

Throughout Germany, there are local discussions about the renaming of streets and monuments with links to colonialism. It should be noted, however, that such renaming tends to prevent consideration of the colonial past, as the information and reference will be lost. An alternative is critical contextualisation in the form of additional explanatory signs. This contextualisation can be utilised both for existing, as well as for changed names. In this way, a critical appraisal can be stimulated in the general public. The state government welcomes this debate and the sensitive handling of colonial references in local authorities. Renaming has already been carried out locally, for example the renaming of Kiel's promenade from "Hindenburgufer" to "Kiellinie".

Colonial structures still exist until the present day in many working and business relationships with the global South. Here, consumers in Schleswig-Holstein can ensure by their purchasing decisions that fair supply chains and sustainable consumption gain a higher priority in economy (especially in relation to the production and distribution industry). As part of the Ministry of Justice, Europe and Consumer Protection, consumer protection representatives in Schleswig-Holstein emphasise that the prevalent concept of responsible consumers means that they can and must also take responsibility for their individual purchasing decisions within their economic means.

71 Available at: <http://www.landtag.ltsh.de/infothek/wahl19/drucks/02000/drucksache-19-02005.pdf>

The state government wishes to further reappraise the colonial past of Schleswig-Holstein. The objective is a greater awareness of the issue of reappraisal of colonialism in schools and in society as a whole.

For further consideration of the topic of colonialism in schools, **four new measures** will be implemented:

Title / Contents	Responsibility
<p>18. Announcement of relevant programmes and projects in schools on the subject of colonialism</p> <p>Programmes and projects relevant to colonialism are to be announced in schools. These will be included in newsletters addressed to schools and there will be an article in the "Schule aktuell" information letter. Announcements will be made according to the availability of corresponding offers or dates.</p>	<p>Ministry of Education, Science and Culture</p>
<p>19. Greater consideration of the subject of colonialism in the next revision of syllabus guidelines</p> <p>During the next scheduled revision of the guidelines, consideration of the topic of colonialism is to be intensified in the syllabus guidelines.</p>	<p>Ministry of Education, Science and Culture</p>
<p>20. Conception of lesson units on colonialism</p> <p>Lesson units in Schleswig-Holstein schools are jointly designed with the Institute for Quality Development in Schools in Schleswig Holstein (IQSH). They serve as examples for use by teaching staff when structuring their lessons. Here, lesson units on colonialism will be developed in the future.</p>	<p>Ministry of Education, Science and Culture</p>

Title / Contents	Responsibility
<p>21. Expansion of material on the subject of colonialism for the further training of teaching staff by the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH)</p> <p>The topic of colonialism will receive greater attention in the further training of teaching staff by the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH).</p>	<p>Ministry of Education, Science and Culture</p>

In addition to consideration of the topic of colonialism in schools, **two new measures** could be identified for implementation, which address the reappraisal of the colonial past in Schleswig-Holstein:

Title / Contents	Responsibility
<p>22. Call for theses and dissertations which critically analyse colonial responsibility in Schleswig-Holstein</p> <p>As well as in schools, the topic of colonial responsibility should receive greater attention among students in Schleswig-Holstein. This way, among other things, a survey of existing initiatives and an overview of colonial relations could be implemented, which could then be utilised by other stakeholders.</p> <p>The State Democracy Centre / State Prevention Council will address a call to the appropriate institutions and faculties. This includes all universities and colleges in Schleswig-Holstein.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>23. Establishment of an expert working group on the subject of colonialism in the State Democracy Centre / State Prevention Council</p> <p>With the publication of the State Action Plan Against Racism, an expert working group will be established at the State Democracy Centre, which, for example, aims at a survey of existing measures considering the issue of colonialism. The expert working groups of the State Democracy Centre are dynamic with regard to the scope of topics and schedules. They can be formed, expanded and dissolved at any time as necessary. The aims of the expert working group can be further developed together with various stakeholders, associations and initiatives.</p>	<p>State Prevention Council and State Democracy Centre</p>

4.4.2 Prevention of racism in child day-care centres

Anti-racism and democracy education are already relevant in child day-care centres. Studies show that above the age of three years, children are already aware of skin colour, social meanings, as well as the expectations of adults. Thereby, they often adopt derogatory attitudes and stereotypes from their environment. The attitudes and actions by the staff of child day-care centres are therefore regarded as decisive in order to prevent racism in early education.

Schleswig-Holstein pursues the objective of a prejudice-conscious education in child day-care centres. The basis for this is stated in Article 19 (2) of the Child Day Care Act: "The joint education of children with different skills and different social, national and cultural origins should contribute to children recognising their differences, creating emotionally positive relationships and mutually supporting each other. Obstruction, impairment and discrimination of a child are to be compensated for or mitigated by individual assistance. Work in child day-care centres must promote gender equality."

The following **measures** already exist:

Title / Contents	Responsibility
<p>Democracy and participatory projects</p> <p>The state promotes democracy and participatory projects in child-care and youth centres, including child day-care centres. For this, further training is also provided for educational staff. Further training for educational staff on the subject of protection concepts, with a module relating to prejudice-conscious education will also be promoted.</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>
<p>Further training of educational staff</p> <p>Continuous promotion of cross-institutional, state-wide further training on different topics concerning the areas of prevention of racism and prejudice-conscious education is being carried out. Specialist conferences, seminars and further training by various partners / institutions are being promoted. Examples are the state-wide specialist conference "Alle willkommen! Alle dabei?" together with the city of Neumünster and the German Red Cross (2019), the series of events by the "Verband Evangelischer Kindertageseinrichtungen in Schleswig-Holstein e. V." on the subject of prejudice-conscious education with workshops, congresses and further training (2018), and the many years of promotion of "KITA21" (education for sustainable development, including subjects such as colonialism, exploitation, trade and goods cycles).</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>

Anti-racism or prevention of racism is understood to be a part of a prejudice-free education. The state government intends to further expand the topic of prevention of racism in child day-care centres. In addition to existing measures for the promotion of democracy, **five additional measures** will be implemented, which address the issue of racism.

Title / Contents	Responsibility
<p>24. Consideration of anti-racism / prevention of racism in the next revision of the education guidelines for child day-care centres and the associated materials</p> <p>Up to now, the topics of anti-racism and diversity orientation have not been explicitly taken into account in the education guidelines. The next revision of these guidelines (2021 / 2022) will include the topic of anti-racism, prevention of racism, as well as appropriate examples.</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>
<p>25. Sensitisation in child day-care centre workshops</p> <p>With the object of further sensitising institutions for the prevention of racism, and to possibly identify joint need for action and specific measures, the prevention of racism will be the subject of institute workshops. Thereby, sufficient time and external input from experts will be planned.</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>
<p>26. Provision of a specific, cross-institutional further training for specialist advice to child day-care centres to address the issues of anti-racism and prevention of racism</p> <p>Specialist consultations support child day-care centres in the practical implementation of the promotion remit and legal requirements. In collaboration with the institutes and relevant further training institutions, a cross-institutional advanced training series "Prevention of racism" for specialist consultations will be designed and provided, so that teachers in child day-dare centres can be sensitised and given appropriate advice on the subject.</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>

Title / Contents	Responsibility
<p>27. Consideration of the prevention of racism in child day-care centres at specialist conferences</p> <p>The topics of anti-racism and prevention of racism will be the subject of a state-wide specialist conference in the context of revision of education guidelines. Representatives of the state parents' association will be invited to the event as multipliers to parents.</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>
<p>28. Utilisation of the child day-care centre newsletter to disseminate and provide relevant information on the subject of anti-racism and prevention of racism in child day-care centres</p> <p>The child day-care centre newsletter communicates relevant information relating to current events to the child day-care centres. This may include relevant studies, practical information (e.g. book lists with negative and positive examples) and examples of good practice.</p>	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>



4.4.3 Anti-racist and diversity-oriented education and democracy education in schools

Schools are central places for the communication of knowledge. They thus have a particular responsibility for democracy education and anti-racist educational work.

Democracy education and anti-racist educational work in schools relate to school lessons, extracurricular learning, as well as teaching and learning materials. With the School Act and the syllabus requirements for all subjects, the Ministry of Education, Science and Culture specifies the basis for the design of schoolbooks and teacher training. Both the School Act as well as the syllabus requirements emphasise the educational objectives of equality, human rights as well as cultural and religious diversity and therefore the fundamental values of human coexistence. With this, the School Act and school syllabus requirements form essential components for coexistence without racism.

Publishers produce schoolbooks on the basis of the School Act and syllabus requirements on their own responsibility. According to the Schleswig-Holstein School Act, the department representatives are responsible for the introduction of schoolbooks. The scope of influence by the state government is therefore small. However, for example in 2020, the "Fachtag Schulbibliothek" considered intercultural and diversity-aware school library work.

The following table summarises the extensive range of **existing measures** in schools.

Title / Contents	Responsibility
<p>Delegated teacher in the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH) on the topic of antisemitism, contact and further training offers on Yad-Vashem teaching material</p> <p>The remit of this teacher is the preparation and conduct of advanced training and school events in the areas of Holocaust, Judaism and Israel. This includes:</p> <ul style="list-style-type: none"> • Preparation and implementation of advanced training on teaching material from the Yad Vashem memorial in Schleswig-Holstein and, if required, in Israel, • Preparation and implementation of events in collaboration with the embassy of the State of Israel. <p>Teaching material from the Holocaust memorial will only be distributed in association with coordinated advanced training (e.g. the “Was geht mich die Geschichte an?” teaching material mentioned below).</p> <p>Since 2016, there has been a cooperation agreement with Yad Vashem, which is intended to support the educational and organisational memorial work as well as the establishment of corresponding educational networks in Schleswig-Holstein. Since then, a further teacher training in Yad Vashem as well as a “Israel – anders kennenlernen” project day under the ægis of the President of the Schleswig-Holstein State Parliament Klaus Schlie and the Israeli ambassador Yakov Hadas-Handelsman on the premises of the state parliament have taken place.</p>	<p>Ministry of Education, Science and Culture</p>

Title / Contents	Responsibility
<p>Brochures on the syllabus requirements with regard to the topics of antisemitism, Jewish life, Israel, and Jewish religion</p> <p>An interdisciplinary publication will be produced. In addition, the general section of all syllabus requirements includes the item on the consideration of key issues of life in society. Here, the fundamental values of human coexistence will be communicated. This is also reflected in the School Act. Among other things, Art 4 (6) states: "Schools should promote the open-mindedness of young people towards cultural and religious diversity, the will for international understanding and peace."</p>	<p>Ministry of Education, Science and Culture</p>
<p>Eight delegated hours per school year to support the "Verein Miteinander Leben e. V." and memorial work</p> <p>Since 2002, the Ministry of Education has supported the work of the "Verein Miteinander Leben e. V." with eight delegated hours per school year. The association develops teaching methods on current forms of antisemitism and tries them together with regional partner schools. The "Verein Miteinander Leben e. V." has the aim of improving coexistence between German and foreign citizens in the region, carrying out educational work on right-wing extremist excesses in society and, above all, winning over young people to a democratic attitude to life with various educational offers. In past years, work focused on the subjects of early prevention in primary schools and antisemitism in the context of migration. In addition, a teacher is delegated for six hours per week for communication work at the former concentration camp of Kaltenkirchen in Springhirsch.</p>	<p>Ministry of Education, Science and Culture</p>

Title / Contents	Responsibility
<p>“demokratie:werk” at the Kiel University (Christian-Albrechts-Universität zu Kiel) (pupils’ laboratory on the subject of democracy)</p> <p>In the “demokratie:werk” pupils learn about various aspects of democracy and democratic action in an experimental manner. The team provides three satellite laboratories. These are attached to existing natural and social science laboratories. The offers focus on various key topics such as democratic participation, problem solving or decision-making processes. “demokratie:werk” is a cooperation between the Institute of Social Sciences (Political Science) of the Kiel University (Christian-Albrechts-Universität zu Kiel) and the Kiel Science Factory with support from the Ministry of Education, Science and Culture Schleswig-Holstein.</p>	<p>Ministry of Education, Science and Culture</p>
<p>Reinforcement of democracy education through various projects in schools</p> <p>In the course of the “Jahr der politischen Bildung”, various projects for democracy education were started and several more have been added.</p> <p>The objective is to make the topic of democracy education more visible in schools and to assist teaching staff in its implementation.</p>	<p>Ministry of Education, Science and Culture</p>
<p>“Was geht mich die Geschichte an?” teaching material</p> <p>In this practical workshop on biographically oriented “Holocaust Education” with pupils of mixed origin, teaching material from the International School for Holocaust Studies (ISHS) Yad Vashem, Jerusalem, is presented and tried. The material takes into account the memorial's educational approach. It is based on the successfully tested principles of the work of Yad Vashem, but aims to supplement these with a multi-perspective and transnational view of the history of the Shoa. Participating schools will receive a teaching material set. The target group are all school types from year 9.</p>	<p>Ministry of Education, Science and Culture</p>

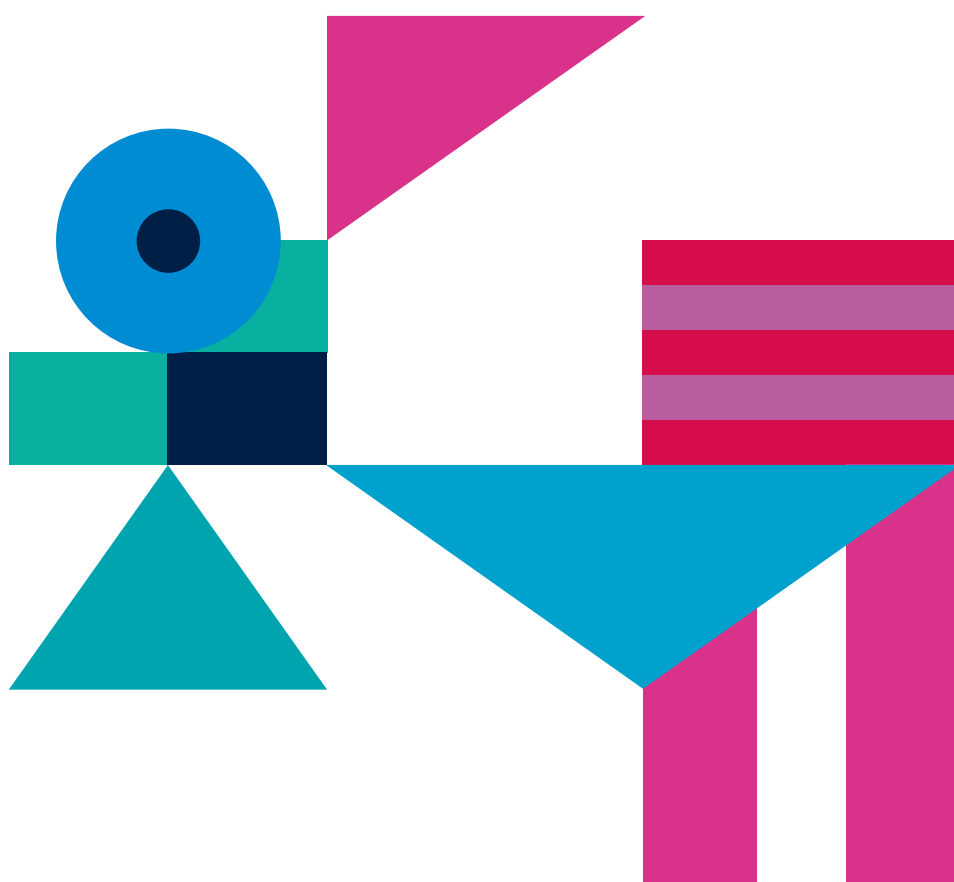
Title / Contents	Responsibility
<p>Interministerial working groups (IMAG) on the subjects of democracy education and antisemitism</p> <p>The IMAG on democracy education started its work on 29 May 2018. Since then, they have been meeting on a quarterly basis. In the IMAG, various stakeholders (parents' representatives; pupils' representatives; representatives from the Ministries of Social Affairs, of the Interior and of Education, and from the IQH; the State Commissioner for Civic Education; the State Chancellery; the Landesjugendring Schleswig-Holstein e. V.; and the Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V.) combine their points of view in the field of democracy education. Products from various stakeholders were presented and discussed. These included topics such as communication structures within the school system, democracy and digitalisation, further training offers for teachers, counselling teachers, pupils' representation, and the production of a brochure on democracy education. The regular meetings establish an important network in the field of democracy education. Within the IMAG, ideas and information, for example for events, can be exchanged. At present there is a working group in the Ministry of Education, Science and Culture, which exchanges ideas for events in 2021 relating to Jewish life in Schleswig-Holstein.</p>	<p>Ministry of Education, Science and Culture</p>

Title / Contents	Responsibility
<p>Further qualification as an IBE⁷² coach (six full days) with the key topics of discrimination-sensitive and diversity-conscious school development</p> <p>This further qualification implements the resolution of the Standing Conference of the Ministers of Education and Cultural Affairs, according to which IBE is an interdisciplinary remit for educational work in schools of all types.</p> <p>The further qualification as an IBE coach is held twice in the school year 2020/2021 (in Lübeck and Neumünster).</p> <p>This extends the offer for colleagues from throughout Schleswig-Holstein and caters for the undisputed need to sensitise schools to diversity.</p> <p>The focus of this further qualification measure is practically oriented on the basis of a well-established theoretical foundation, which considers current scientific approaches of diversity research.</p> <p>Topics such as gender and cultural, religious, ethnic, and linguistic diversity serve as a basis for developing or reinforcing a democratic attitude for modern and just schools.</p>	<p>Ministry of Education, Science and Culture</p>

72 IBE = Interkulturelle Bildung und Entwicklung (intercultural education and development)

Title / Contents	Responsibility
<p>Consideration of sensitisation to racism in the German as a Second Language (DaZ) further qualification</p> <p>All modules of the DaZ further qualification consider topics such as racism in everyday life, dealing with discrimination, and intercultural learning.</p> <p>Teachers who work as DaZ contacts in schools have, among other things, the responsibility for setting impulses and for the conceptual embedding of intercultural education and thereby the associated discrimination-sensitive development of the school. For example, in 2020, the annual DaZ / IBE conference discussed discrimination-sensitive school development, including diversity-sensitive analysis of school media, antisemitism in schools, group-focused enmity and identification of discrimination in schools.</p>	<p>Ministry of Education, Science and Culture</p>
<p>Specialist unit for democracy education</p> <p>In the framework of the state programme for the promotion of democracy and combating right-wing extremism, a specialist unit for democratic education will be appointed with the Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V. Democracy education includes learning and practising democratic principles to promote democratic competences and experiences. Core elements are self-determination, acceptance of (co-)responsibility for coexistence, acceptance of various life plans and interests, and last-not-least, orientation to fundamental rights.</p> <p>This way, democracy education also acts as a prevention approach against anti-democratic attitudes and attitudes against human rights.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>State coordination “School without Racism - School with Courage (SwR - SwC)”</p> <p>Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V. is responsible for the state coordination of the “SwR - SwC” project. This is promoted in the context of the state programme for the promotion of democracy and combating right-wing extremism. The remit of the state coordination is to win further schools and educational institutions for the “Courage Network”, to expand the network of schools with extracurricular stakeholders, and to advance the learning objective of equality in association with a commitment against all forms of discrimination, marginalisation and ideologies of inequality. The state coordination also responds to current social issues and communicates knowledge, material and best practices in the SwR - SwC network.</p>	<p>State Prevention Council and State Democracy Centre</p>



Relevant activities which address the prevention of racism in schools are also carried out at a local level.

Prevention of racism in local authorities

“School without Racism – School with Courage”⁷³

In March 2021, a total of 95 schools in Schleswig-Holstein were recognised as “School without Racism – School with Courage”. These include all types of school. The objective is to implement the project motto in local school projects, campaigns and strategies.

Working group on civil courage in the district of Stormarn

Here, meetings with school representatives are held in Bargteheide in order to plan and coordinate joint projects in schools.

School projects in the municipality of Malente

Together with the secondary school, in cooperation with the municipality of Malente, an annual project on the topic of prevention of racism is carried out (e.g. participation in project weeks / lecture with subsequent exchange of opinions / film projects, etc.).

The state government wishes to further establish democracy education and anti-racism educational work in schools, and to support teachers in this. In addition to the measures for the consideration of colonialism in schools described in Section 4.4.1, a further **new measure** will be implemented:

⁷³ Further information can be obtained from the AKJS website. This includes an overview of award-winning schools: <https://akjs-sh.de/unsere-themen/diversity/schule-ohne-rassismus-schule-mit-courage/>

Title / Contents	Responsibility
<p>29. Consideration of diversity and the topic of racism in teaching material and teacher training</p> <p>In future, teaching material from the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH) will take diversity-sensitive design into account. The subject of prevention of extremism and intervention will be firmly enshrined in the second phase of teacher training (teaching practice) and in further teacher training. This will include aspects of racism, promotion of tolerance, as well as democracy education as a component for the prevention of extremism and racism.</p>	<p>Ministry of Education, Science and Culture</p>

4.4.4 Anti-racism and promotion of democracy in extracurricular and civic education

Racism presents a threat to democracy and social cohesion. The importance of anti-racist educational work and the promotion of democracy in child day-care centres and schools, as well as the appropriate measures have been stated in the previous sections. Extracurricular and civic education play an important role in democracy education.

The state government regards democracy education as a fundamental component for the promotion of democracy and the prevention of racism within the state, especially for young people. For this purpose, Schleswig-Holstein established the Office of the State Commissioner for Civic Education. Further important stakeholders in this area are the State Democracy Centre and the various ministries of the state government within their areas of responsibility.

The following **measures** for extracurricular and civic education have already been implemented:

Title / Contents	Responsibility
<p>Jüdisches Leben heute</p> <p>For several years now, the State Commissioner for Civic Education has provided the event series “Jüdisches Leben heute” which provides information about the variety of Jewish life in Schleswig-Holstein, and gives people who are interested the opportunity to get to know local Jewish communities in Schleswig-Holstein.</p>	<p>State Commissioner for Civic Education</p>
<p>Transcultural network ALL IN</p> <p>Since 2018, the cross-cultural and cross-language format ALL IN which is jointly run by the “Zentrale Bildungs- und Beratungsstelle für Migrantinnen und Migranten e. V.” (ZBBS e. V.) has provided workshops on the topics of Jewish history, religion and culture, as well as racism and antisemitism. Communication of knowledge and intercultural sensitisation is intended to eliminate potential prejudices against refugees.</p>	<p>State Commissioner for Civic Education</p>
<p>jung & wählerisch</p> <p>Since 2012, prior to elections for the European Parliament, the German Bundestag, the State Parliament of Schleswig-Holstein and municipal elections, the State Commissioner for Civic Education has offered the project “jung & wählerisch”. First-time voters deal with the topics of democracy, participation and the purpose of participating in elections. They also deal with right-wing extremist and right-wing populist parties.</p>	<p>State Commissioner for Civic Education</p>

Title / Contents	Responsibility
<p>Juniorwahl</p> <p>The “Juniorwahl” is an action-oriented concept for civic education in secondary schools, which intends to facilitate the experience and learning of democracy. In the context of state, parliamentary, and European elections, teachers and pupils are supported in the organisation and conduction of a realistic election simulation at their school. During the preparation for the election during class time, the importance of a well-established opinion-forming process is communicated, at the end of which, young people have a well-founded political verdict. They also deal with right-wing extremist and right-wing populist parties. The “Juniorwahl” thereby makes a long-term contribution to the reinforcement of democracy.</p>	<p>State Commissioner for Civic Education</p>
<p>Wahl-O-Mat zum Aufkleben</p> <p>“Wahl-O-Mat zum Aufkleben” is an educational offer provided by the State Commissioner for Civic Education prior to European, parliamentary, and state elections in the cities of Schleswig-Holstein. Users can compare their own political position with that of the political parties and discuss their results. This promotes the critical reflection on political positions of the parties (including the subjects of asylum, migration, equality and minority policy) as well as the democratic judgement of citizens. They also deal with right-wing extremist and right-wing populist parties.</p>	<p>State Commissioner for Civic Education</p>

Title / Contents	Responsibility
<p>Cooperation with “Gegen Vergessen – Für Demokratie” Since 1993, “Gegen Vergessen – Für Demokratie e. V.” has combined historical remembrance with an explicit commitment to democracy. In cooperation with the Schleswig-Holstein working group “Gegen Vergessen – Für Demokratie”, the State Commissioner for Civic Education regularly organises readings, lectures and discussion evenings, which inform about National Socialist crimes against the Jews, Sinti/Sintise and Roma/Romnja, and other victim groups, and discuss current questions relating to the culture of remembrance and the prevention of extremism.</p>	<p>State Commissioner for Civic Education</p>
<p>“Bürgerstiftung Schleswig-Holsteinische Gedenkstätten” With state funds, the “Bürgerstiftung Schleswig-Holsteinische Gedenkstätten” supports existing or yet-to-be established institutions which commemorate National Socialist terror, and projects associated in topic and content. Memorial sites generally regard themselves to be places of learning which commemorate the atrocities against the Jews, Roma/Romnja, Sinti/Sintise, homosexuals, people with disabilities, and other victim groups, but where there is also great voluntary engagement to counteract current social challenges such as right-wing extremism, xenophobia, antisemitism and racism. In cooperation with the civic trust, the State Commissioner for Civic Education organises regular events which inform about National Socialist crimes, and discuss current questions relating to the culture of remembrance and the handling of right-wing populist / right-wing extremist positions. From the federal programme “Jugend erinnert”, three Schleswig-Holstein memorial sites are funded, in particular for the development of new educational formats, as well as for innovative and target group-oriented concepts. The civic trust and the state commissioner are involved in the projects as sponsors and cooperation partners.</p>	<p>Ministry of Education, Science and Culture</p>

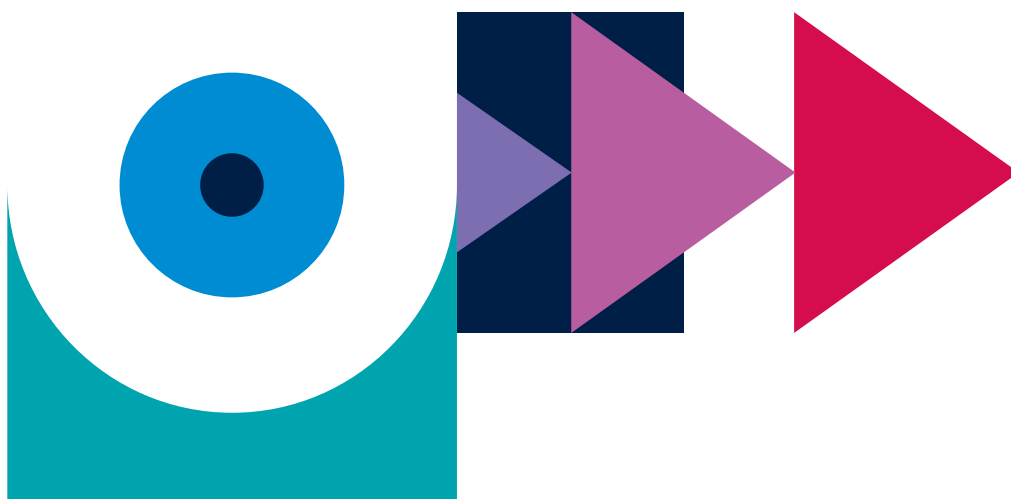
Title / Contents	Responsibility
<p>“Landesarbeitsgemeinschaft Gedenkstätten und Erinnerungsorte in Schleswig-Holstein”</p> <p>The “Landesarbeitsgemeinschaft Gedenkstätten und Erinnerungsorte in Schleswig-Holstein e. V.” (LAGSH) supports their 15 member institutions with all questions relating to memorial work, and promotes the exchange of information between institutions. It is financially supported with state funds via the civic trust.</p> <p>In cooperation with the LAGSH, the State Commissioner for Civic Education organises regular readings, lectures and discussion evenings which provide information about National Socialist crimes and discuss current questions relating to the culture of remembrance and the handling of right-wing populist and right-wing extremist positions.</p>	<p>Ministry of Education, Science and Culture</p> <p>State Commissioner for Civic Education</p>
<p>Working group for civic youth education</p> <p>The working group for civic youth education which is attached to the State Commissioner for Civic Education, actively coordinates the collaboration of institutions throughout the state in the field of civic youth education, political participation and democracy education. The working group also deals with educational offers against racism, antisemitism, and hate, incitement to hatred and manipulation on the Internet.</p>	<p>State Commissioner for Civic Education</p>

Title / Contents	Responsibility
<p>Medienkompetenztag</p> <p>The “Medienkompetenztag” is the largest further training fair on the use of media in school and extracurricular youth work in Schleswig-Holstein. In cooperation with the State Chancellery Schleswig-Holstein; Offener Kanal Schleswig Holstein; the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens; as well as the Institute for Quality Development in Schools, the State Commissioner for Civic Education organises the “Medienkompetenztag” for the “Netzwerk Medienkompetenz Schleswig-Holstein”. In this context, various theme forums and workshops deal with the topics of hate speech, conspiracy narratives and fake news from various perspectives.</p>	<p>State Commissioner for Civic Education</p>
<p>Cooperation with state-wide elections of youth councils in local authorities (LaWa_SH), and advanced training for pupils' representatives (PartizipAction)</p> <p>In local participation councils and formats, young people in Schleswig-Holstein actively participate in local political processes and learn the value of democratic coexistence in local politics. With the projects “LaWa_SH” and “PartizipAction”, the state commissioner promotes communal participation of young people in Schleswig-Holstein and thereby enables them to experience democratic action.</p>	<p>State Commissioner for Civic Education</p> <p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens</p>

Title / Contents	Responsibility
<p>Working group of party-affiliated educational institutes Since 2016 and in cooperation with the “Arbeitsgemeinschaft Parteinaher Stiftungen” – consisting of the Hermann Ehlers Akademie, the Gustav Heinemann Bildungsstätte, the Heinrich Böll, Friedrich Naumann and Rosa Luxemburg foundations as well as the Sydslesvigsk Oplysningsforbund – the State Commissioner for Civic Education has held a joint series of events with the title “Die Zukunft der Parteiendemokratie”. Topics including changes within political parties, new alliances, local politics, right-wing extremism and right-wing populism, attacks on elected representatives, and participation opportunities in the digital age.</p>	<p>State Commissioner for Civic Education</p>
<p>Cooperation with the “Internationale Bildungsstätte Jugendhof Scheersberg” In cooperation with the “Internationale Bildungsstätte Jugendhof Scheersberg”, the State Commissioner for Civic Education organises regular education formats for young people. Projects include the topics of refugees and migration, minorities in Schleswig-Holstein, and seminars for first-time voters.</p>	<p>State Commissioner for Civic Education</p>
<p>Model project “WeltWEGe - Digitale Medien und Demokratiekompetenz” WeltWEGe is a project which is dedicated to the promotion of democracy by creating democratic media awareness, as well as acquiring media competence by young people of various origins. The project works across origins and cultures. The focus is on the development of democratic, media and self-competence. The project is run as a cooperation project by KAST e. V. and the “Internationale Bildungsstätte Jugendhof Scheersberg”.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>Model project “ZUGÄNGE ERWEITERN” - Verein Miteinander leben e. V.</p> <p>The project “ZUGÄNGE ERWEITERN - Bildungsnetzwerk Antisemitismus” pursues the objective of establishing a growing network of teachers in schools throughout Schleswig-Holstein, who are interested in practically oriented lessons and projects on topics relating to historical and present-day antisemitism in their schools. The project is a continuation of the workshop project “ZUGÄNGE SCHAFFEN” which was promoted from 2015 to 2019 as a model project in the field of prevention of antisemitism by the federal programme “Live Democracy!”. “ZUGÄNGE ERWEITERN” is intended to disseminate the educational content on the subject of antisemitism, which was produced in previous years, in a network of teachers in schools throughout Schleswig-Holstein, and thereby gain educational multipliers and partner schools for the active prevention of antisemitism.</p>	<p>State Prevention Council and State Democracy Centre</p>
<p>Model project “DEBATTE” - Demokratiebildung an (Berufs-)Schulen: Für mehr Toleranz und Teilhabe</p> <p>The “DEBATTE” project creates and further develops methods for the promotion of democracy and sensitisation to discrimination in the context of rural areas, as well as for vocational training and further training structures and the transition system. “CourAgent:innen” develops support programmes in order to sustainably establish democracy education and courageous action in schools in Schleswig-Holstein, and to initiate new democratic commitment.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>Cross#Culture - Förderung des Interkulturellen Dialogs As a follow-up project to the “Young Islam Conference” (2016–2018), the project funded by the Ministry of Education, Science and Culture pursues the objective of bringing young people from various cultures and religions into dialogue. Project partners are the “Internationale Bildungsstätte Jugendhof Scheersberg” and the “Landesjugendring Schleswig-Holstein e. V.”.</p>	Ministry of Education, Science and Culture
<p>Exhibition in the Lübeck Carlebach Synagogue With the re-opening of the Carlebach Synagogue in Lübeck in 2021, a publicly accessible permanent exhibition on the subject of German-Jewish life in Lübeck was set up. The synagogue is one of the few Jewish places of worship in Germany which was not completely destroyed in 1938. The role of the synagogue, its congregation, as well as its namesake can therefore be experienced.</p>	Ministry of Education, Science and Culture



Title / Contents	Responsibility
<p>Education for sustainable development (ESD) / Certification of extracurricular education facilities</p> <p>The Ministry for Energy Transition, Agriculture, Environment, Nature and Digitalisation; the Ministry of Education, Science and Culture; and the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens jointly certify the high quality of offers by extracurricular education facilities with regard to education for sustainable development. The ESD enables learners to make informed decisions and act in a responsible manner to protect the environment, for a sustainable economy and a just society for present and future generations, and to respect cultural diversity. This involves a life-long learning process, which is an essential component of a high-quality education. The ESD is a holistic and transformational education, which takes learning content and outcomes, didactics and the learning environment into account. Its objective/purpose is a transformation in society, in which people are in a position to act as citizens both at a local and a global level in order to address and resolve global issues and ultimately make a proactive contribution to creating a more just, peaceful, tolerant, holistic, secure and sustainable world. In April 2021, 56 education facilities were recognised.</p>	<p>Ministry for Energy Transition, Agriculture, Environment and Rural Areas</p>

Title / Contents	Responsibility
<p>Promoters for domestic development policy work As the umbrella association for development policy associations, "Eine Welt Schleswig-Holstein e. V." has led the federal "Eine-Welt-Promotor:innenprogramm" as the regional partner for Schleswig-Holstein since 2012. The promoters initiate development policy processes through consultancy, networking and qualification measures, and develop and support actions and campaigns for various target groups. At present, the association "Eine Welt Schleswig-Holstein e. V." coordinates promoters at five locations in Schleswig-Holstein and hence connects stakeholders and development processes throughout the state. Key topics of its work in Schleswig-Holstein are cultural exchange and global learning.</p>	Ministry for Energy Transition, Agriculture, Environment and Rural Areas
<p>Jewish Museum in Rendsburg The Jewish Museum in Rendsburg is one of the first Jewish Museums to be founded in Germany after World War II. It is a state institution and belongs to the Schleswig-Holstein State Museums Foundation Schloss Gottorf. The museum provides insights into the history of Jews in Schleswig-Holstein, the Jewish religion and identity. In addition, it displays works by selected Jewish artists. The museum is housed in the oldest synagogue in Schleswig-Holstein and is therefore not merely an exhibition venue, but also a historical architectural monument and memorial.</p>	Schleswig-Holstein State Museums Foundation Schloss Gottorf

Promotion of democracy also takes place at a local level.

Prevention of racism in local authorities

Remembrance of and reflection on the National Socialist dictatorship in Schleswig-Holstein

About 50 commemorative and memorial sites in Schleswig-Holstein enable reflection on the National Socialist dictatorship and its consequences. Here we must highlight the events in the town of Neustadt in commemoration of the sinking of the Cap Arcona⁷⁴, which have been held annually on 3 May since 1945. In addition, school projects, exhibitions and other activities in memory of the sinking of the Cap Arcona are carried out. The Gudendorf memorial site and the activities at the memorial for the victims of the National Socialist regime in Itzehoe must also be mentioned. The Kiel association "Mahnmal Kilian" for example, offers a comprehensive programme to illustrate the suffering caused by war and fascism. In the Flandernbunker, which is maintained as a memorial by the association, the anniversary of the attack on the synagogue in Halle is commemorated together with the "Runder Tisch gegen Rassismus und Faschismus". The Ahrensböök memorial site organises "Aktionswochen für Demokratie und bunte Vielfalt" together with the State Commissioner for Civic Education.

74 On 03 May 1945, more than 7,000 people - mainly evacuated inmates from the Hamburg concentration camp Neuengamme - were killed in an attack on a ship by British bombers. The British forces had suspected that it was a German troop transporter.

Kluge Köpfe - Bildungspreis für afrikanische Migrant:innen in Schleswig-Holstein

The award is intended to increase awareness of the importance of education for social and professional integration in Germany and thereby also improve the school and vocational performance of young people of African origin. Among others, the award is promoted in cooperation with the Schleswig-Flensburg district.

With the present Action Plan, the state government aims to address all age groups in Schleswig-Holstein. A wide range of activities and offers exist for young people both within and outside of the educational institutions in Schleswig-Holstein. With the existing conventional offers of political adult education by the State Commissioner for Civic Education, such as lectures, readings and discussion events, the older groups of the population are already well addressed. To address this target group to a greater extent on the subject of anti-racism, a **new measure** will be implemented:

Title/Contents	Responsibility
<p>30. Examination of the content of civic education material with regard to anti-racism</p> <p>It will be investigated how offers of civic education – especially for adults over the age of 50 – could take up the subject of anti-racism to a greater extent.</p>	<p>State Commissioner for Civic Education</p>

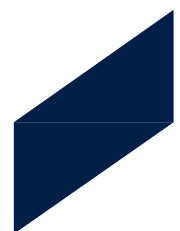
4.5 Field of action 3: Social engagement against racism and pro democracy

Social engagement is an essential component for the elimination of racism and discrimination, as well as for strengthening social cohesion. A large number of initiatives, associations and individuals are dedicated to a diverse and respectful coexistence. This engagement is of course voluntary. The state government welcomes these activities and recognises that such engagement needs a good framework.

For example, the federal programmes “Zusammenhalt durch Teilhabe” and “Live Democracy!” are coordinated via the State Democracy Centre. In addition, various stakeholders from civil society are invited to annual events such as the International Weeks Against Racism and the Schleswig-Holstein democracy conference, in order to discuss questions relating to the promotion of democracy and the prevention of racism.

The following **measures** in this field of action have already been implemented:

Title / Contents	Responsibility
<p>Amadeu Antonio Foundation badge “Kein Ort für Neonazis”</p> <p>The campaign “Kein Ort für Neonazis” aims to recruit civil society initiatives and above all young people for democratic culture and counteract right-wing extremism at a local level. The objective of the campaign is to permanently prevent the entrenchment of the neo-Nazi milieu in the federal states by means of a large scale movement of all democratic forces. Several ministries in Schleswig-Holstein have expressed their solidarity with the campaign by publicly displaying the badge “Kein Ort für Neonazis”. For example, it can be found at the main entrance of the Ministry of Finance, at the Ministry for Energy Transition, Agriculture, Environment, Nature and Digitalisation, and at the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens.</p>	<p>All ministries at their own responsibility.</p>



Title / Contents	Responsibility
<p>The following Schleswig-Holstein projects are promoted in the federal programme “Zusammenhalt durch Teilhabe” by the Federal Ministry of the Interior – a federal programme to strengthen democratic participation and against extremism. The promoted projects are intended to act in a preventative manner, above all to pre-empt possible extremist threats, and create the fundamental conditions for equal and peaceful coexistence. Together, the projects in Schleswig-Holstein strengthen their association structures for democratic coexistence, diverse participation and against extremism:</p> <p>Projects in Schleswig-Holstein</p> <ul style="list-style-type: none"> • Arbeiterwohlfahrt Landesverband Schleswig-Holstein e. V. “MitWirkung - im Verband!” • Der PARITÄTISCHE Schleswig-Holstein “Demokratie braucht Gesellschaft - zivilgesellschaftliches Engagement stärken” • Landesfeuerwehrverband Schleswig-Holstein e. V. “Mit den Menschen für die Menschen im Land” • Landessportverband Schleswig-Holstein e. V. “Mit Rückendeckung zum Ziel – Beratung bieten, Zukunft gestalten!” • THW-Jugend Schleswig-Holstein e. V. “#TosomenWerken” • Deutsche Lebens-Rettungs-Gesellschaft – Landesverband Schleswig-Holstein e. V. “MEER.Verantwortung” 	<p>State Prevention Council and State Democracy Centre as contact partners</p>

Title / Contents	Responsibility
<p>Annual series of events “International Weeks Against Racism” in March in Schleswig-Holstein</p> <p>Together with a wide variety of civil society and official stakeholders the Schleswig-Holstein State Democracy Centre participates in the International Weeks Against Racism which are held every year around 21 March, the International Day for the Elimination of Racial Discrimination. The common goal is to express solidarity with the victims and at the same time to draw attention to racism as a challenge to the whole of society throughout the state, to increase sensitivity to this issue, and to encourage the citizens of Schleswig-Holstein to consider this matter. At the invitation of the United Nations, in 1979 the International Day for the Elimination of Racial Discrimination was supplemented by the annual “International Action Weeks Against Racism”. In Germany, the activities and initiatives in the context of the International Weeks Against Racism have been accompanied by the Foundation against Racism since 2016. Accordingly, the Schleswig-Holstein State Democracy Centre engages in active dialogue with the foundation on an annual basis. The aim is to make the diverse commitment against racism more visible to the general public and thereby to set a clear signal against misanthropy.</p>	<p>State Prevention Council and State Democracy Centre</p>
<p>Arbeiterwohlfahrt Landesverband Schleswig-Holstein e. V. - Project “Schleswig-Holstein spricht ...”</p> <p>The project “Schleswig-Holstein spricht ...” brings refugees, migrants, Sinti/Sintise and Roma/Romnja as well as members of Jewish communities into direct personal and social contact with locals in the rural areas of Schleswig-Holstein, creates meeting spaces for intercultural and social discussions, and thus aims to reduce prejudices and discrimination.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>Contact and specialist unit for democracy partnerships at the Schleswig-Holstein State Democracy Centre</p> <p>The contact and specialist unit for democracy partnerships at the Schleswig-Holstein State Democracy Centre has the remit of linking the existing partnerships in Schleswig-Holstein. For this purpose, the contact and specialist unit offers interested towns, rural districts and municipal associations in Schleswig-Holstein support and advice for establishing and implementing partnerships for democracy. This way, local engagement against group-focused enmity, forms of discrimination and ideologies of inequality, as well as for the local promotion of democracy are positively accompanied and supported. The proven instrument of the “Partnership for Democracy” must be made more widely known within the state, and the existing network structure must be extended by the involvement of further local authorities.</p>	<p>State Prevention Council and State Democracy Centre</p>
<p>Schleswig-Holstein democracy conference</p> <p>The State Democracy Centre based at the State Prevention Council holds an annual state-wide democracy conference. This is usually held in the context of the International Weeks Against Racism. In the context of the conference, various questions relating to the prevention of racism and intervention, as well as the promotion of democracy are discussed together with civil society and official stakeholders. The event is intended as a forum to enable meetings and specialist discussions between various stakeholders. Questions relating to the prevention of racism and antisemitism in Schleswig-Holstein are also addressed and discussed in this format.</p>	<p>State Prevention Council and State Democracy Centre</p>

Title / Contents	Responsibility
<p>1700 Years of Jewish Life in Germany</p> <p>As a part of the federal anniversary year “1700 Years of Jewish Life in Germany,” the Ministry of Education, Science and Culture and the State Commissioner for Jewish Life and against Antisemitism organise state events and mobilise external stakeholders to participate in events or projects. The aim of the federal anniversary year, as well as that of state planning is to make Jewish life and culture more visible. Coexistence, meetings and the exchange of ideas between people of the Jewish faith and other denominations or of no denomination are intended to contribute to communication of knowledge, and to definitely eliminate prejudices. Therefore, the anniversary year also has the aim of setting a strong signal against antisemitism. In order to network and promote suitable third-party events, the ministry provides a digital event calendar at www.schleswig-holstein.de. The “Shalom&Moin” brand, which was developed for this will be continued beyond 2021.</p>	<p>Ministry of Education, Science and Culture</p>
<p>Sport gegen Gewalt, Intoleranz und Fremdenfeindlichkeit</p> <p>The project “Sport gegen Gewalt, Intoleranz und Fremdenfeindlichkeit” by the State Sports Association is funded on an annual basis by the sports department of the Ministry of the Interior, Rural Areas, Integration and Equality. The state government also has a clear position against racism in the field of sport. The funds for sport and eSports are utilised with the aim of equal treatment of all people - regardless of gender, age or origin, religious affiliation or education, any disabilities or other individual features.</p>	<p>Ministry of the Interior, Rural Areas, Integration and Equality</p>

Social engagement takes place locally. Activities by local authorities, which exemplify how varied and different social engagement against racism and pro democracy can be, are listed below.

Prevention of racism in local authorities

Partnerships for democracy

Through the federal programme “Live Democracy!” by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), local authorities (towns, districts and local associations) are funded via the “Kommune” area for action. In so-called “partnerships for democracy”, towns, municipalities and districts throughout Germany develop local action strategies in order to strengthen democracy and diversity, and to counteract group-focused enmity such as racism or antisemitism. These partnerships for democracy are local and regional associations, which develop suitable local strategies to deal with the specific situation, sustainably and oriented to participation. The partnerships decide for themselves, which measures are to be implemented locally.

Participating local authorities:

- Herzogtum Lauenburg district
- City of Lauenburg/Elbe with the municipal offices Lüttau and Büchen
- City of Ratzeburg and the municipal office Lauenburgische Seen
- City of Neustadt in Holstein
- State capital of Kiel
- City of Neumünster

Other interested local authorities such as the Schleswig-Flensburg district are already well advanced in the process of establishing a partnership for democracy and are expected to have completed this process in the course of 2021.

Participation of the Hanseatic City of Lübeck in the EU project “European City Coalition against Racism”

In the context of the project, an action plan against racism was produced, which includes ten measures for a sustainable strategy against racism.

Roter Stern Kickers 05 e. V. in Ahrensburg

The football club holds an annual anti-racist football tournament and is also active against discrimination.

“Aktionsbündnis für Teilhabe und Beteiligung” in Ahrensburg

In the town of Ahrensburg, public events and expert forums are held to activate the citizens of Ahrensburg for public welfare, sensitisation of the population to barriers to inclusion and disadvantaged groups of society.

Runder Tisch Ahrensburg, für Zivilcourage und Menschenrechte

The round table holds regular meetings for stakeholders from various areas. Together, a wide variety of events are organised to promote civil courage and human rights, and to act against discrimination and right-wing extremism.

Online event calendar “Vielfalt in Kiel” by the state capital of Kiel

The “Vielfalt in Kiel” calendar gives an overview of events relating to migration, integration and diversity.

Promotion fund “Zusammenhalt stärken - Teilhabe sichern” by the state capital of Kiel

On the one hand, the programme provides short-term support for minor projects and activities by initiatives which work with refugees. On the other hand, ideas for projects from associations, groups and initiatives are promoted, which have a sustainable effect and strengthen social cohesion. This involves promotion of equal access by all population groups to areas such as education, politics, culture and sport.

Round table against racism and group-focused enmity in the Rendsburg-Eckernförde district

Various stakeholders within the district have joined forces with the aim of developing and implementing preventative measures against the growth of racist and misanthropic ideologies.

Rendsburg satellite organisation of the “Über den Tellerrand e. V.” network, Berlin

“Über den Tellerrand e. V.” shapes a common future for people with and without refugee experience, and makes integration a sustainable process in which all groups of society participate in their own interest. As a model project “Über den Tellerrand e. V.” inspires and motivates international meetings and exchanges of ideas on an equal footing between people of different origins, and promotes the creation of an open and tolerant society.

International neighbourhood café of the Christugemeinde, Café Ekksath, and KultCafé International in the Rendsburg-Eckernförde district

These are meeting places for various people from the district, and places for voluntary engagement in the area of integration and social coexistence.

Project “Kulturvermittler - Flüchtlinge gestalten aktiv den Integrationsprozess” in the Rendsburg-Eckerförde district

The project by the Volkshochschule Rendsburger Ring e. V is intended to give people with refugee backgrounds and a good knowledge of German the opportunity to contribute their own ideas and concepts to the integration process. This enables active social participation and promotes the coexistence of German people and refugees.

“Stammtischkämpfer:innen” training in the Rendsburg-Eckernförde district

The “Stammtischkämpfer:innen” workshops are training sessions in arguing against right-wing and discriminatory slogans. These are held in the context of the “Aufstehen gegen Rechts” initiative by ver.di.

Project “Demokratie.Verstehen, was uns betrifft!” in the Schleswig-Flensburg district

Pupils with and without refugee experience get to know the various democratic bodies of the Federal Republic (including council meetings, district assemblies, state parliament, and the German Bundestag). There is also an exchange of information about the forms of government of the countries from which the pupils have fled.

Project “Das LANDgespräch” in the Schleswig-Flensburg district

The rural discussions are a long-term series of events in the Schleswig-Flensburg district which are intended to encourage more dialogue in society. The initial topic of the event at the end of 2020 was the subject of homeland.

ZiK-ZaK e. V. (Zentrum internationaler Kreativität - Zentrum aller Kulturen) in the Schleswig-Flensburg district

The Schleswig-Flensburg district supports and cooperates with ZiK-ZaK. ZiK-ZaK is a place for intercultural exchange between migrants and locals. The aim is to strengthen respect and understanding between people from different countries. Areas of focus include events in the fields of culture, music, languages, film, photography, Internet, art, getting to know the new home, international meetings and much more.

Intercultural holiday camp in the Schleswig-Flensburg district

The Schleswig-Flensburg district cooperates with the Kreisjugendring, and promotes an annual intercultural holiday camp.

Holiday programme for children from six to twelve years of age (up to 100 children from the municipality of Malente)

The programme is an annual event with different areas of focus (e.g. democracy promotion, racism, integration, or the prevention of violence). These areas of focus are addressed in various ways (e.g. circus, theatre or musicals). Children from all cultures and social classes work on a project which they jointly present at the end of the week. Those involved are the municipality of Malente (financially and with personnel), the "Verein Integration & Teilhabe e. V.", the "Jugendwerk der Arbeiterwohlfahrt", the Christian community in Malente, the Kinderschutzbund in Malente, and further various stakeholders and associations.

Intercultural weeks in the municipality of Malente

Annual event with different areas of focus (democracy promotion, racism, integration, human rights, etc.) in different formats (exhibitions, films, theatre, discussion evenings, lectures, etc.). The municipality of Malente is the initiator in cooperation with, among others, Amnesty International Plön / Eutin, "Verein Integration & Teilhabe e. V.", the Turkish community in Malente, business people from Malente, and the Catholic and Protestant congregations. The events are held during the intercultural week and beyond.

Picknicktreff Malente

Initiated and run by the Commissioner for Integration in the municipality of Malente in cooperation with the "Verein Integration & Teilhabe e. V.", the "Picknicktreff" is a low-threshold event to get to know each other and to reduce prejudices between cultures. The event is held monthly from May to September and is aimed at adults and children.

Municipal cinema in Malente

The municipal cinema is initiated and run by the Commissioner for Integration in the municipality of Malente in cooperation with the “Jugendwerk der Arbeiterwohlfahrt” in Malente, and the “Verein Integration & Teilhabe e. V.”. With a low-threshold film programme, it aims to stimulate consideration of other cultures as well as reflection on one’s own behaviour and attitudes towards xenophobia, racism, sexual orientation, violence and understanding of democracy. The event is held monthly and addresses young people above the age of 13, as well as adults.

Within the field of action “Social engagement against racism and pro democracy”, a wide variety of engagement exists, whose establishment and stabilisation is the permanent and ongoing aim of the state government within the possible funding opportunities. The need for long-term structures for anti-racism projects (see [Section 4.2.2](#)) and greater visibility of these projects (see [Section 4.2.3](#)) as well as the strengthening of formats for exchange (see [Section 4.3.1](#)) have already been described elsewhere. In addition a **new measure** is planned at the time of production of the State Action Plan.

Title / Contents	Responsibility
<p>31. Establishment of a round table on the subject of Jewish life and against antisemitism</p> <p>A round table will be established in cooperation with the state parliament and the Jewish communities. This is intended to address topics - both among the general public as well as in the field of politics - related to Jewish life and combating antisemitism, and aims at a suitable implementation for Schleswig-Holstein. For this, there will be a topic-related dialogue with federal- and state-relevant experts on the individual socially relevant fields of work. This way, the round table will contribute to a dialogue on the visibility of Jewish life and the fight against antisemitism in Schleswig-Holstein.</p>	<p>Ministry of Education, Science and Culture</p>

4.6 Cross section: Science and research on the subject of racism

Knowledge from research and science on the subject of racism play a major role in identifying backgrounds, context information and possibilities for prevention. This requires data on racism and racial discrimination in order to carry out a well-founded debate on structural inequalities ([see Section 4.3.3](#)). Studies can serve to analyse racist structures and attitudes, like those which are demanded for the law enforcement authorities ([see Section 4.3.2](#)). Research on the subject of racism is also important for education, in particular for educational concepts.

Due to the wide variety of relationships and possible questions in the field of scientific research on the subject of racism, the state government regards this topic as an important cross-sectional area.

Schleswig-Holstein universities are already considering this topic from various perspectives, of which some are stated below as examples:

- Research on post-migrant societies
- Research on colonial geographies and post-colonial studies
- Research on diversity-awareness education

In addition, other research questions exist, for example with regard to everyday racism, victim experiences, as well as aspects of racism in the legal system, some of which have been initiated at federal level. In the coming years, the state government will assess the expected research results in order to define specific requirements for research in Schleswig-Holstein.



5. Outlook

The State Action Plan Against Racism in Schleswig-Holstein describes existing and new measures by the state government, and establishes the framework for a policy against racial discrimination and for diversity, respect and tolerance in Schleswig-Holstein. With this, the state government fulfils its obligation from the coalition agreement and contributes to enabling people to live in Schleswig-Holstein without discrimination, regardless of their skin colour, ethnic or religious origin.

The present State Action Plan has been passed by the cabinet and presented to the state parliament.

The measures of the projects described in this State Action Plan are linked to existing activities in the state and demonstrate that Schleswig-Holstein can look on a great variety of courageous and responsible stakeholders, who actively fight against racism at a local level. The activities and measures which are summarised here, represent an important milestone in the ongoing process of anti-racism work by the state government. The state government explicitly wishes to thank all those involved in the production and implementation of the State Action Plan, as well as those stakeholders who are already committed to the topic of anti-racism.

To some extent, implementation of the new measures has already begun. The ministries, the State Chancellery and the state commissioners are gradually implementing the measures of their departments with great dedication and conviction. The stated new measures are mainly structural measures within the area of responsibility of the state government. Long-term effects and contributions for anti-racism work within the state are expected from the implementation of these measures. To some extent, the content of the State Action Plan (including the topic of colonialism) will be adopted and continued by the State Democracy Centre.

With a view to sustainable implementation, the state government plans to review the results five years after the adoption of the State Action Plan. This will be carried out with the involvement of external experts and from the perspective of those involved. The results are to be evaluated together with representatives from the ministries, and if necessary, needs for decision and further steps are to be determined.

Together with employees of the state administration, civil society initiatives and projects - with all citizens in the state -, the Schleswig-Holstein state government wishes to continue to work toward a racism-free coexistence. United in Difference - for Diversity, Tolerance and Respect in Schleswig-Holstein.

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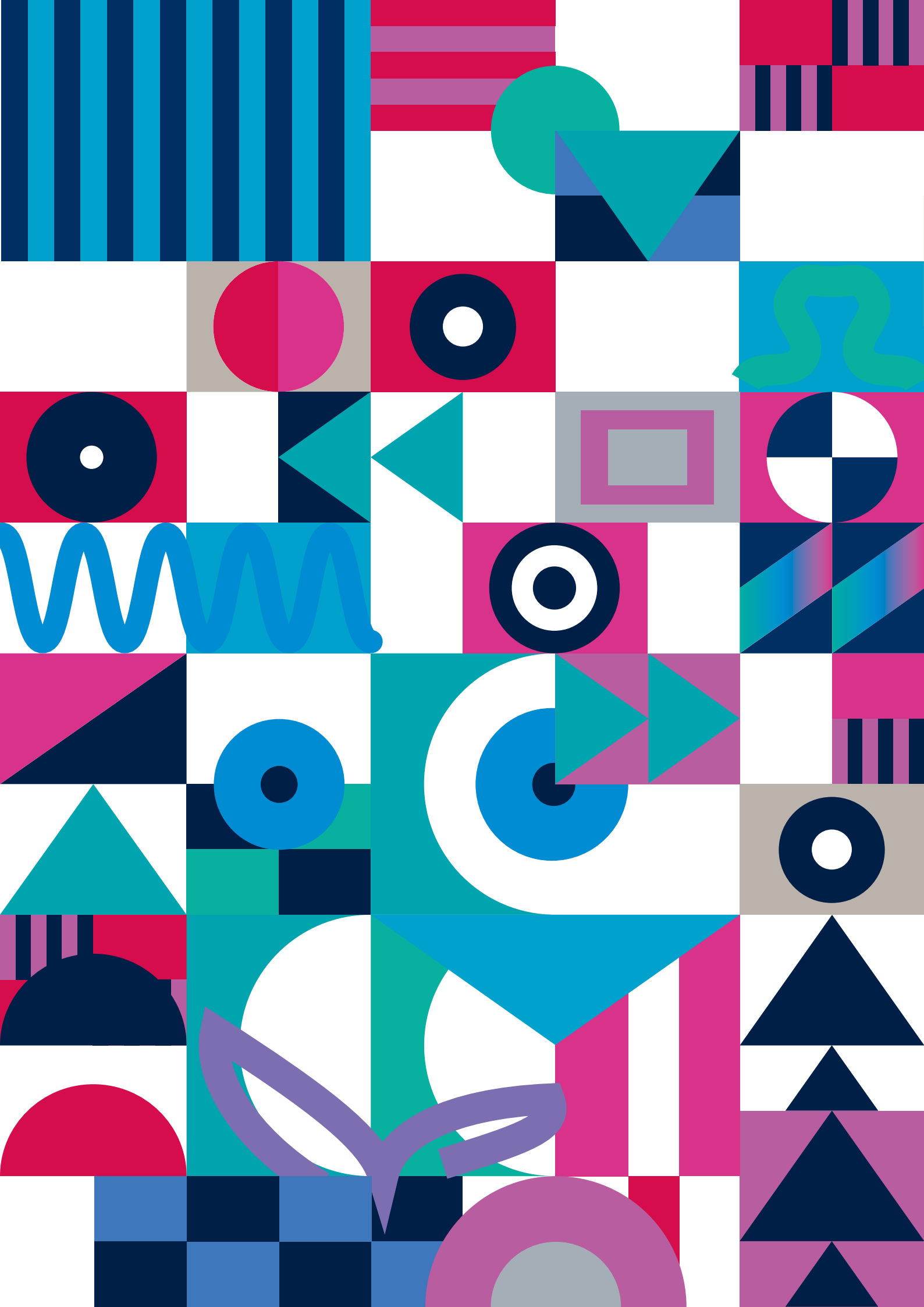
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Annex

Annex A: Overview of participating stakeholders / institutions in the first and second dialogue events

- Administrative Department for Integration of the city of Flensburg
- Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V.
- Anti-Discrimination Agency of Schleswig-Holstein
- Antidiskriminierungsverband Schleswig-Holstein (advsh) e. V.
- Arbeit und Leben Schleswig-Holstein e. V.
- Arbeiterwohlfahrt Landesverband Schleswig-Holstein e. V.
- Arbeiterwohlfahrt Schleswig-Holstein e. V./AWO Interkulturell
- Association of Honorary Judges
- Bündnis 90/Die Grünen
- Bündnis Eine Welt Schleswig-Holstein e. V.
- Children and Youth Council Bad Oldesloe / "School without Racism"
- Children and Youth Council Heikendorf, Heinrich-Heine-Schule Heikendorf
- Children and Youth Office Flensburg
- Children and Youth Office Kiel
- Christliches Jugenddorfwerk Deutschlands e. V. (CJD)
- City of Bad Segeberg, Family, Education and Social Services Department
- City of Brunsbüttel, Department of Public Order and Safety, City Office and Social Services
- City of Neumünster, Coordination office for integration
- City of Norderstedt, Coordination office for participation
- City of Schwentinental, Contact point for volunteers
- Coordination and specialist unit "Live Democracy!", Neustadt/Holstein

- Desiderius-Erasmus-Stiftung e. V.
- DGB German Trade Union Confederation, North region
- Diakonisches Werk Schleswig-Holstein e. V. (diaconia)
- District of Dithmarschen, Coordination office for the education of new immigrants
- District of Ostholstein, Coordination office for integration, participation and solidarity (KITZ)
- District of Plön, Coordination office for integration and participation (KIT)
- District of Ratzeburg, Youth development department
- District of Rendsburg-Eckernförde, Integration and naturalisation department
- District of Schleswig-Flensburg, Coordination office for integration, participation and solidarity (KITZ) and Coordination office for the education of new immigrants
- District of Stormarn, Youth protection representatives
- El Colegio de México
- ePunkt e. V. - Bürgerkraftwerk und Freiwilligenagentur für Lübeck
- European Centre for Minority Issues (ECMI)
- Family centre in Kronshagen
- Federal Union of European Nationalities
- Flüchtlingsrat Schleswig-Holstein e. V.
- Forum of Migrants, Kiel
- Fremde brauchen Freunde e. V., Husum
- Gemeindediakonie Lübeck e. V.
- German Children and Youth Foundation
- German Children and Youth Foundation / North-East transfer agency
- Geschäftsstelle Echte Vielfalt
- Hanseatic City of Lübeck, Integration department
- Haus der Kulturen - Interkulturelle Begegnungsstätte e. V.
- Heinrich-Böll-Stiftung Schleswig-Holstein e. V.
- Hermann Ehlers Akademie gGmbH
- Immigrants Forum of the Hanseatic city Lübeck
- Initiative Kiel Postkolonial (volunteer work)
- Institute for social sciences / Gender & Diversity Studies department, Kiel University (Christian-Albrechts-Universität zu Kiel)
- INTEGRAL e. V.
- Internationale Bildungsstätte Jugendhof Scheersberg
- Jüdische Gemeinde Kiel und Region e. V.

- JugendAkademie Segeberg
- KAST e. V.
- Kiel Postkolonial / Diakonie Altholstein (diaconia)
- KielRegion GmbH
- Kiel University (Christian-Albrechts-Universität zu Kiel)
- Kiel University of Applied Sciences (Fachhochschule Kiel)
- Kinder- und Jugendnetzwerk Neustadt in Holstein e. V.
- KOA – Kollektiv Afrodeutscher Frauen
- Kreisjugendring Nordfriesland e. V.
- Kreisjugendring Stormarn e. V.
- Kriminalpräventiver Rat (KPR) of the City of Pinneberg
- Landesjugendring Schleswig-Holstein e. V.
- Landeskulturverband Schleswig-Holstein e. V.
- Lübeck Chamber of Craft Trades
- Lübeck University (Universität zu Lübeck)
- Medibüro Kiel e. V.
- Ministry for Energy Transition, Agriculture, Environment, Nature and Digitalisation Schleswig-Holstein
- Ministry of Economic Affairs, Transport, Employment, Technology and Tourism Schleswig-Holstein
- Ministry of Education, Science and Culture Schleswig-Holstein
- Ministry of Finance Schleswig-Holstein
- Ministry of Justice, Europe and Consumer Protection Schleswig-Holstein
- Ministry of Social Affairs, Health, Youth, Family and Senior Citizens Schleswig-Holstein
- Ministry of the Interior, Rural Areas, Integration and Equality Schleswig-Holstein
- Ministry of the Interior, Rural Areas, Integration and Equality Schleswig-Holstein, State Democracy Centre (Landesdemokratiezentrum)
- Ministry of the Interior, Rural Areas, Integration and Equality Schleswig-Holstein, State Prevention Council (Landespräventionsrat)
- Muthesius University of Fine Arts and Design, Kiel
- Neumünster Medien e. V. (Neumünster TV)
- Office of the Commissioner for Migration in Schleswig-Holstein
- Omas gegen Rechts
- Open youth work Schleswig-Holstein
- PARITÄTISCHER Wohlfahrtsverband Schleswig-Holstein e. V.
- PROvention – Türkische Gemeinde in Schleswig-Holstein e.V.

- Psychotherapeutenkammer Schleswig-Holstein (PKSH)
- Refugee representatives of the Kirchenkreis Schleswig-Flensburg
- Regional advisory teams against right-wing extremism, AKJS
- Regional advisory team against right-wing extremism, AWO Landesverband Schleswig-Holstein
- Runder Tisch für Toleranz und Demokratie
- Schleswig-Holsteinischer Fußballverband e. V.
- Sisters – Frauen für Afrika e. V.
- Sozialdienst muslimischer Frauen Neumünster e. V.
- Specialist unit for democratic education at “Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V. (AKJS)”
- Sprechvogel: diversity training
- Städteverband Schleswig-Holstein
- State capital of Kiel, Coordination office for the education of new immigrants
- State capital of Kiel, Refugee coordination
- State capital of Kiel, Social Services Office, Migration Department
- State capital, Youth welfare office
- State Chancellery Schleswig-Holstein
- State Commissioner for Civic Education, Schleswig-Holstein
- State Commissioner for People with Disabilities, Schleswig-Holstein
- State student council
- Tolerance Research Unit Kiel (Kieler Forschungsstelle Toleranz, KFT)
- Türkische Gemeinde in Schleswig-Holstein e. V.
- UTS e. V., Migration advice
- ver.di Nord
- Verband Deutscher Sinti und Roma e. V.
- Verein Miteinander Leben e. V.
- Vocational training centre Rendsburg-Eckernförde
- Weisser Ring Landesverband Schleswig-Holstein e. V.
- Working group: Racism/Anti-fascism Verdi-Nord Lübeck
- Youth clubs: KiJu & JuRa
- Youth protection representatives for educational youth protection, Flensburg
- zebra – Zentrum für Betroffene rechter Angriffe e. V.
- Zentrale Bildungs- und Beratungsstelle für Migrantinnen und Migranten e. V.

Annex B: Measures in the survey and new measures, sorted by responsibility

All ministries

Title / Content of existing measures	Field of action
<p>Amadeu Antonio Foundation badge “Kein Ort für Neonazis”</p> <p>The campaign “Kein Ort für Neonazis” aims to recruit civil society initiatives and above all young people for democratic culture and counteract right-wing extremism at a local level. The objective of the campaign is to permanently prevent the entrenchment of the neo-Nazi milieu in the federal states by means of a large scale movement of all democratic forces. Several ministries in Schleswig-Holstein have expressed their solidarity with the campaign by publicly displaying the badge “Kein Ort für Neonazis”. For example, it can be found at the main entrance of the Ministry of Finance, at the Ministry for Energy Transition, Agriculture, Environment, Nature and Digitalisation, and at the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens.</p>	<p>Field of action 3: Social engagement against racism and pro democracy</p>

Title / Content of new measures	Field of action
<p>1. Future replacement of the German term “Rasse” in state laws and regulations as well as in the use of language by the state government</p> <p>The Schleswig-Holstein state government will cease to use the term “Rasse” and will replace this with a suitable formulation. This refers to all relevant state laws and regulations as well as the internal use of language. In the final decision by the state government on the new formulation, a decision on the elimination of the term “Rasse” in Basic Law at federal level will be taken into account. As a first step, the state government will examine where the term “Rasse” occurs in state laws and regulations.</p>	Overarching
<p>2. Examination of the possibilities of long-term financing of projects for anti-racism work</p> <p>The persons responsible for promotion of projects in the field of anti-racism work examine to what extent the annual funding cycles can be extended or if necessary, whether funding can be extended with longer-term funding.</p>	Overarching
<p>3. Support of PR work for anti-racism projects</p> <p>Publication of the State Action Plan will be accompanied by PR work. The State Action Plan combines many measures, whose visibility is supported by the publication.</p> <p>In addition, information about anti-racism measures will be communicated via Intranet within the state administration. Externally, information is provided via existing distribution lists and newsletters. This applies to the publication of the State Action Plan and for future activities and projects in the field of anti-racism work in order to support the PR work of the project organisers as effectively as possible.</p>	Overarching

Title/Content of new measures	Field of action
<p>7. Increased utilisation of forms of communication with civil society and public events on the subject of racism</p> <p>The state government recognises the necessity to create spaces for victims of racism to exchange views and mutually reinforce themselves. For this, greater use should be made of existing exchange formats, networks and similar structures.</p> <p>The state government endeavours to ensure broad involvement of victims and migrant organisations in the addresses at the relevant events.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an individual level</p>

The Minister-President - State Chancellery

Title/Content of new measures	Field of action
<p>9. Supplementation of existing training formats on the subjects of diversity and racism</p> <p>Diversity and anti-racism will be increasingly integrated into the existing further training formats for state administration employees.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an institutional and structural level</p>

Title / Content of new measures	Field of action
<p>10. Production of a guideline for discrimination-free or anti-racist language for the state administration</p> <p>The Schleswig-Holstein state government endeavours to achieve a non-racist language. Anti-racist aspects will be collated in a guideline for discrimination-free language and visual illustrations.</p> <p>The guideline is intended to increase sensitivity for anti-racist language within the state government, and for guidance in the context of public relations work (publications, speeches, greetings, etc.).</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>11. Anti-racism training of observational assessors at the assessment centre</p> <p>As standard, all applications for apprenticeships in the Schleswig-Holstein state administration go through an online procedure in which only pre-defined criteria such as final grades, certificates, etc. are recorded. On this basis, activation of the online test which governs access to the assessment centre is performed automatically.</p> <p>A personalised selection procedure only applies from this time onward. All those involved in this procedure as well as in further selection procedures must receive anti-racism training.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>12. Increased utilisation of ambassadors and role models for recruitment purposes</p> <p>Ambassadors and role models who are oriented towards social diversity will be involved to a greater extent in recruitment campaigns. With the involvement of such ambassadors and role models, recruitment campaigns will be designed non-discriminatory and in particular include and address social groups, whose additional knowledge (e.g., multilingualism) and skills (e.g., through experience with other cultures) have up to now not been adequately represented in the administration.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Ministry of Finance

Title / Content of existing measures	Field of action
<p>Advanced training courses for junior managers in the fiscal authorities "Kompetent Führen" with content relating to intercultural competence</p> <p>These involve training sessions within the financial administration ministry for junior managers from the higher (and senior) service of financial administration. Junior staff in the higher service are recruited from the ranks of the fiscal authorities; junior staff in the senior service are appointed by the fiscal authorities. Further training sessions are provided and organised by the Bildungszentrum der Finanzverwaltung (BIZSteuer) in Malente.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Further training courses in the field of financial administration on the subject of intercultural competence</p> <p>The further training addresses tax office employees with intensive public contact in office service, tax collection, and field staff. These further training sessions are provided and organised by the Bildungszentrum der Finanzverwaltung (BIZSteuer) in Malente.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of existing measures	Field of action
<p>Reinforcement of intercultural competence in the field of financial administration training (communication seminar “Bürger und Verwaltung”</p> <p>This measure forms a part of the training for tax officials. The theoretical part of the training of tax officials is held in Altenholz, or in the Bildungszentrum der Finanzverwaltung (BIZSteuer) in Malente. During training, the topic of racism or intercultural competence is dealt with in the subjects “Sozialwissenschaftliche Grundlagen des Verwaltungshandelns” and “Staatskunde”. However, these topics are also considered in an interdisciplinary manner. Furthermore, racism or intercultural competence is also considered in the subject “Bürgerorientierung”. In addition, the topic is also discussed in the context of lessons on the subject of perception, attitude and stereotypes. In the final stage of their studies, candidates also have the option of selecting a 30-hour key topic from various subjects. Since 2015, the subject of intercultural competence has been offered every year.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Ministry of Social Affairs, Health, Youth, Family and Senior Citizens

Title / Content of existing measures	Field of action
<p>Democracy and participatory projects</p> <p>The state promotes democracy and participatory projects in child-care and youth centres, including child day-care centres. For this, further training is also provided for educational staff. Further training for educational staff on the subject of protection concepts, with a module relating to prejudice-conscious education will also be promoted.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism in child day-care centres</p>
<p>Further training of educational staff</p> <p>Continuous promotion of cross-institutional, state-wide further training on different topics concerning the areas of prevention of racism and prejudice-conscious education is being carried out. Specialist conferences, seminars and further training by various partners / institutions are being promoted. Examples are the state-wide specialist conference "Alle willkommen! Alle dabei?" together with the city of Neumünster and the German Red Cross (2019), the series of events by the "Verband Evangelischer Kindertageseinrichtungen in Schleswig-Holstein e. V." on the subject of prejudice-conscious education with workshops, congresses and further training (2018), and the many years of promotion of "KITA21" (education for sustainable development, including subjects such as colonialism, exploitation, trade and goods cycles).</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism in child day-care centres</p>

Title / Content of existing measures	Field of action
<p>Cooperation with state-wide elections of youth councils in local authorities, (LaWa_SH), and advanced training for pupils' representatives (PartizipAction)</p> <p>In local participation councils and formats, young people in Schleswig-Holstein actively participate in local political processes and learn the value of democratic coexistence in local politics. With the projects "LaWa_SH" and "PartizipAction", the state commissioner promotes communal participation of young people in Schleswig-Holstein and thereby enables them to experience democratic action.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of new measures	Field of action
<p>4. Inclusion of the topic of health and racism</p> <p>At the appropriate time, the topic of health and racism will be taken up by the responsible department of the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens (leadership) with involvement of suitable stakeholders, and any need for action will be investigated.</p>	<p>Overarching</p>
<p>24. Consideration of anti-racism / prevention of racism in the next revision of the education guidelines for child day-care centres and the associated materials</p> <p>Up to now, the topics of anti-racism and diversity orientation have not been explicitly taken into account in the education guidelines. The next revision of these guidelines (2021 / 2022) will include the topic of anti-racism, prevention of racism, as well as appropriate examples.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism in child day-care centres</p>

Title /Content of new measures	Field of action
<p>25. Sensitisation in child day-care centre workshops With the object of further sensitising institutions for the prevention of racism, and to possibly identify joint need for action and specific measures, the prevention of racism will be the subject of institute workshops. Thereby, sufficient time and external input from experts will be planned.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism in child day-care centres</p>
<p>26. Provision of a specific, cross-institutional further training for specialist advice to child day-care centres to address the issues of anti-racism and prevention of racism Specialist consultations support child day-care centres in the practical implementation of the promotion remit and legal requirements. In collaboration with the institutes and relevant further training institutions, a cross-institutional advanced training series "Prevention of racism" for specialist consultations will be designed and provided, so that teachers in child day-dare centres can be sensitised and given appropriate advice on the subject.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism in child day-care centres</p>
<p>27. Consideration of the prevention of racism in child day-care centres at specialist conferences The topics of anti-racism and prevention of racism will be the subject of a state-wide specialist conference in the context of revision of education guidelines. Representatives of the state parents' association will be invited to the event as multipliers to parents.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism in child day-care centres</p>
<p>28. Utilisation of the child day-care centre newsletter for the dissemination and provision of relevant information on the subject of anti-racism and prevention of racism in child day-care centres The child day-care centre newsletter communicates relevant information relating to current events to the child day-care centres. This may include relevant studies, practical information (e.g. book lists with negative and positive examples) and examples of good practice.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism in child day-care centres</p>

Ministry of Justice, Europe and Consumer Protection

Title / Content of existing measures	Field of action
<p>Model project “Kick-off - Prävention und Deradikalisierung in Strafvollzug und Bewährungshilfe” in the context of the federal programme “Live Democracy!”.</p> <ul style="list-style-type: none"> • 1st pillar: Democracy education Democracy education in young offender institutions primarily serves the purpose of prevention and enables early immunisation against extremist ideologies. • 2nd pillar: Further training Further training of prison staff is intended to reinforce confidence by strengthening their intercultural competences, communicating knowledge of ideologies and radicalisation processes, and enabling them to identify the corresponding signs and assist in reversing radicalisation processes. • 3rd pillar: Prisoner discussion groups In the discussion groups, professionally and theologically – in the field of religious extremism – moderated discussions in diverse groups with various opinions and possible levels of radicalisation intend to promote critical thinking and therefore increase resilience against “simple truths” and if necessary, interrupt radicalisation processes and initiate dissociation processes. • 4th pillar: Individual counselling Intensive individual counselling of persons who have already been radicalised aims to initiate dissociation processes and provide long-term support by means of a systematic procedure. 	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>

Title / Content of existing measures	Field of action
<p>Brochure on the subject of identification and prosecution of racist crime (“Rassistische Straftaten erkennen und verhandeln: Ein Reader für die Strafjustiz”)</p> <p>In addition to information for the identification and prosecution of racist crime, the brochure by the German Institute for Human Rights also contains several pages of information on discrimination-sensitive language in criminal proceedings.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Material for further training in criminal justice on the subject of racism and human rights</p> <p>The publication by the German Institute for Human Rights serves as support for the conception and implementation of qualification and sensitisation offers for the criminal judiciary, which are adapted to the needs of the participants.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Further training on the NS judiciary which also deals with the subject of “racism”</p> <p>The focus of the event which includes a brief lecture and a memorial visit is an accompanying workshop. Participants consider original historical sources, namely selected texts, which are embedded in their historical background (verdicts, discontinuation orders, clemency decisions etc.) from 20th century German judicial files. These sources from the everyday work of former judges and state prosecutors reflect their decisions and scope of action. The key question of the day will be the reference to the present, reflection on limits, not only oriented to the past and other people, but rather to the future and oneself.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of existing measures	Field of action
<p>Further training on the subject of judicial history</p> <p>Under the National Socialists, the judicial system was an important instrument for the implementation of the “racial” policy against Jews. Verdicts of “racial defilement” will be considered with the participants and it will be examined why the perpetrators of the “Reichskristallnacht” of 09 November 1938 were not punished. These examples will illustrate the interaction of criminal prosecution and the creation of legal vacuums, which form the precursors to deportation and murder. After 1945, the Frankfurt Auschwitz trial was an important attempt by the Federal Republic to investigate the industrial scale mass-murder of European Jews using the methods of criminal law, and to prosecute some of the culprits. What were the court proceedings about and what effect did the trial have? How was it possible that lawyers served the policies of the NS regime? Why did they do this? In the attempt to understand this, the question of the freedom of action and personal responsibility of the lawyers arises.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Intercultural competence training in the justice sector</p> <p>Events on the subject of intercultural competence form a fixed part of the annually published further training programme for employees in the prison service and court and probation assistants. In particular, regional geography seminars oriented to current requirements are offered.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of existing measures	Field of action
<p>Support of the project “Rassismus, Antisemitismus, Rechtsextremismus - Stärkung von Strafverfolgung und Opferschutz” by the German Institute for Human Rights</p> <p>The project “Rassismus, Antisemitismus, Rechtsextremismus - Stärkung von Strafverfolgung und Opferschutz” by the German Institute for Human Rights has been supported by Schleswig-Holstein as one of three partner states since the beginning of 2020. It deals with the improvement of criminal prosecution and victim protection, especially in the field of racist, antisemitic and right-wing extremist crime.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an institutional and structural level</p>

Title / Content of new measures	Field of action
<p>8. Establishment of a central office for combating hate crime on the Internet</p> <p>In order to deal with the growing significance of hate speech on the Internet and the increasing number of cases in this field, a central office for combating hate crime on the Internet is currently being set up by the public prosecutor's office Schleswig-Holstein.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an individual level</p>

Ministry of Education, Science and Culture

Title / Content of existing measures	Field of action
<p>School administrator and study director staff meetings for sensitisation of the handling of extremism, racism and antisemitism</p> <p>In the context of staff meetings, school administrators in Schleswig-Holstein, as well as the study directors of the IQSH have been, and will be sensitised on the identification and handling of extremist, racist and antisemitic statements and behaviour. Offers of support by official (e.g. State Democracy Centre) and civil society partners will be presented to them.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Sensitisation by means of compulsory educational modules from the Institute for Quality Development in Schools in Schleswig Holstein (IQSH)</p> <p>Establishment and implementation of the “extremism” conceptual framework as of 2021. As of 2022, the modules will be supplemented by the results of a cooperation with the Bertelsmann Stiftung. The project assists students, trainee teachers and teachers of all subjects to actively counteract anti-democratic situations in the classroom and in school life.</p> <p>For this, qualification resources on the subjects of antisemitism, political extremism, racism, anti-Muslim racism, Islamophobia and political radicalisation by activities in social networks will be developed. These are to be utilised in all three phases of teacher training and increase a positive attitude towards democracy in (trainee) teachers. This offer will be framed by a foundation module on questions of democracy education.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of existing measures	Field of action
<p>Monitoring of violence in schools</p> <p>Since 2018, the Ministry of Education has monitored violence in schools in order to obtain an accurate view of the extent of violence in schools in Schleswig-Holstein, and possible xenophobic, religious or sexist motives. Since 2018, all of the almost 800 schools in the North must report all incidents of violence and bullying, including the reasons for these. The monitoring also focuses on the topic of racism. Schools must report cases of violence, where a disciplinary measure has been imposed which exceeds a written reprimand.</p>	<p>Field of action 1: Protection against racial discrimination - Data on racism</p>

Title / Content of existing measures	Field of action
<p>Delegated teacher in the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH) on the topic of antisemitism, contact and further training offers on Yad-Vashem teaching material</p> <p>The remit of this teacher is the preparation and conduct of advanced training and school events in the areas of Holocaust, Judaism and Israel. This includes:</p> <ul style="list-style-type: none"> • Preparation and implementation of advanced training on teaching material from the Yad Vashem memorial in Schleswig-Holstein and, if required, in Israel, • Preparation and implementation of events in collaboration with the embassy of the State of Israel. <p>Teaching material from the Holocaust memorial will only be distributed in association with coordinated advanced training (e.g. the “Was geht mich die Geschichte an?” teaching material mentioned below).</p> <p>Since 2016, there has been a cooperation agreement with Yad Vashem, which is intended to support the educational and organisational memorial work as well as the establishment of corresponding educational networks in Schleswig-Holstein. Since then, a further teacher training in Yad Vashem as well as a “Israel – anders kennenlernen” project day under the ægis of the President of the Schleswig-Holstein State Parliament Klaus Schlie and the Israeli ambassador Yakov Hadas-Handelsman on the premises of the state parliament have taken place.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education – anti-racist and diversity-oriented education and democracy education in schools</p>

Title / Content of existing measures	Field of action
<p>Brochures on the syllabus requirements with regard to the subjects of antisemitism, Jewish life, Israel, and Jewish religion</p> <p>An interdisciplinary publication will be produced. In addition, the general section of all syllabus requirements includes the item on the consideration of key issues of life in society. Here, the fundamental values of human coexistence will be communicated. This is also reflected in the School Act. Among other things, Art 4 (6) states: "Schools should promote the open-mindedness of young people towards cultural and religious diversity, the will for international understanding and peace."</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>
<p>Eight delegated hours per school year to support the "Verein Miteinander Leben e. V." and memorial work</p> <p>Since 2002, the Ministry of Education has supported the work of the "Verein Miteinander Leben e. V." with eight delegated hours per school year. The association develops teaching methods on current forms of antisemitism and tries them together with regional partner schools. The "Verein Miteinander Leben e. V." has the aim of improving coexistence between German and foreign citizens in the region, carrying out educational work on right-wing extremist excesses in society and, above all, winning over young people to a democratic attitude to life with various educational offers. In past years, work focused on the subjects of early prevention in primary schools and antisemitism in the context of migration. In addition, a teacher is delegated for six hours per week for communication work at the former concentration camp of Kaltenkirchen in Springhirsch.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>

Title / Content of existing measures	Field of action
<p>“demokratie:werk” at the Kiel University (Christian-Albrechts-Universität zu Kiel) (pupils’ laboratory on the subject of democracy)</p> <p>In the “demokratie:werk” pupils learn about various aspects of democracy and democratic action in an experimental manner. The team provides three satellite laboratories. These are attached to existing natural and social science laboratories. The offers focus on various key topics such as democratic participation, problem solving or decision-making processes. “demokratie:werk” is a cooperation between the Institute of Social Sciences (Political Science) of the Kiel University (Christian-Albrechts-Universität zu Kiel) and the Kiel Science Factory with support from the Ministry of Education, Science and Culture Schleswig-Holstein.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>
<p>Reinforcement of democracy education through various projects in schools</p> <p>In the course of the “Jahr der politischen Bildung”, various projects for democracy education were started and several more have been added.</p> <p>The objective is to make the topic of democracy education more visible in schools and to assist teaching staff in its implementation.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>

Title / Content of existing measures	Field of action
<p>“Was geht mich die Geschichte an?” teaching material</p> <p>In this practical workshop on biographically oriented “Holocaust Education” with pupils of mixed origin, teaching material from the International School for Holocaust Studies (ISHS) Yad Vashem, Jerusalem, is presented and tried. The material takes into account the memorial's educational approach. It is based on the successfully tested principles of the work of Yad Vashem, but aims to supplement these with a multi-perspective and transnational view of the history of the Shoa. Participating schools will receive a teaching material set. The target group are all school types from year 9.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>
<p>Interministerial working groups (IMAG) on the subjects of democracy education and antisemitism</p> <p>The IMAG on democracy education started its work on 29 May 2018. Since then, they have been meeting on a quarterly basis. In the IMAG, various stakeholders (parents’ representatives; pupils’ representatives; representatives from the Ministries of Social Affairs, of the Interior and of Education, and from the IQH; the State Commissioner for Civic Education; the State Chancellery; the Landesjugendring Schleswig-Holstein e. V.; and the Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V.) combine their points of view in the field of democracy education. Products from various stakeholders were presented and discussed. These included topics such as communication structures within the school system, democracy and digitalisation, further training offers for teachers, counselling teachers, pupils' representation, and the production of a brochure on democracy education. The regular meetings establish an important network in the field of democracy education. Within the IMAG, ideas and information, for example for events, can be exchanged. At present there is a working group in the Ministry of Education, Science and Culture, which exchanges ideas for events in 2021 in relation to Jewish life in Schleswig-Holstein.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>

Title / Content of existing measures	Field of action
<p>Further qualification as an IBE coach (six full days) with the key topics of discrimination-sensitive and diversity-conscious school development</p> <p>This further qualification implements the resolution of the Standing Conference of the Ministers of Education and Cultural Affairs, according to which IBE is an interdisciplinary remit for educational work in schools of all types.</p> <p>The further qualification as an IBE coach is held twice in the school year 2020/2021 (in Lübeck and Neumünster).</p> <p>This extends the offer for colleagues from throughout Schleswig-Holstein and caters for the undisputed need to sensitise schools to diversity.</p> <p>The focus of this further qualification measure is practically oriented on the basis of a well-established theoretical foundation, which considers current scientific approaches of diversity research.</p> <p>Topics such as gender and cultural, religious, ethnic, and linguistic diversity serve as a basis for developing or reinforcing a democratic attitude for modern and just schools.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education – anti-racist and diversity-oriented education and democracy education in schools</p>
<p>Consideration of sensitisation to racism in the German as a Second Language (DaZ) further qualification</p> <p>All modules of the DaZ further qualification consider topics such as racism in everyday life, dealing with discrimination, and intercultural learning.</p> <p>Teachers who work as DaZ contacts in schools have, among other things, the responsibility for setting impulses and for the conceptual embedding of intercultural education and thereby the associated discrimination-sensitive development of the school. For example, in 2020, the annual DaZ / IBE conference discussed discrimination-sensitive school development, including diversity-sensitive analysis of school media, antisemitism in schools, group-focused enmity and identification of discrimination in schools.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education – anti-racist and diversity-oriented education and democracy education in schools</p>

Title / Content of existing measures	Field of action
<p>“Bürgerstiftung Schleswig-Holsteinische Gedenkstätten” With state funds, the “Bürgerstiftung Schleswig-Holsteinische Gedenkstätten” supports existing or yet-to-be established institutions which commemorate National Socialist terror, and projects associated in topic and content. Memorial sites generally regard themselves to be places of learning which commemorate the atrocities against the Jews, Roma/Romnja, Sinti/Sintise, homosexuals, people with disabilities, and other victim groups, but where there is also great voluntary engagement to counteract current social challenges such as right-wing extremism, xenophobia, antisemitism and racism.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>“Landesarbeitsgemeinschaft Gedenkstätten und Erinnerungsorte in Schleswig-Holstein” The “Landesarbeitsgemeinschaft Gedenkstätten und Erinnerungsorte in Schleswig-Holstein e. V.” (LAGSH) supports their 15 member institutions with all questions relating to memorial work, and promotes the exchange of information between institutions. It is financially supported with state funds via the civic trust.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Cross#Culture - Förderung des Interkulturellen Dialogs As a follow-up project to the “Young Islam Conference” (2016–2018), the project funded by the Ministry of Education, Science and Culture pursues the objective of bringing young people from various cultures and religions into dialogue. Project partners are the “Internationale Bildungsstätte Jugendhof Scheersberg” and the “Landesjugendring Schleswig-Holstein e. V.”.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>Exhibition in the Lübeck Carlebach Synagogue</p> <p>With the re-opening of the Carlebach Synagogue in Lübeck in 2021, a publicly accessible permanent exhibition on the subject of German-Jewish life in Lübeck was set up. The synagogue is one of the few Jewish places of worship in Germany which was not completely destroyed in 1938. The role of the synagogue, its congregation, as well as its namesake can therefore be experienced.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Jewish Museum in Rendsburg (Schleswig-Holstein State Museums Foundation Schloss Gottorf)</p> <p>The Jewish Museum in Rendsburg is one of the first Jewish Museums to be founded in Germany after World War II. It is a state institution and belongs to the Schleswig-Holstein State Museums Foundation Schloss Gottorf. The museum provides insights into the history of Jews in Schleswig-Holstein, the Jewish religion and identity. In addition, it displays works by selected Jewish artists. The museum is housed in the oldest synagogue in Schleswig-Holstein and is therefore not merely an exhibition venue, but also a historical architectural monument and memorial.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>1700 Years of Jewish Life in Germany</p> <p>As a part of the federal anniversary year “1700 Years of Jewish Life in Germany,” the Ministry of Education, Science and Culture and the State Commissioner for Jewish Life and against Antisemitism organise state events and mobilise external stakeholders to participate in events or projects. The aim of the federal anniversary year, as well as that of state planning is to make Jewish life and culture more visible. Coexistence, meetings and the exchange of ideas between people of the Jewish faith and other denominations or of no denomination are intended to contribute to communication of knowledge, and to definitely eliminate prejudices. Therefore, the anniversary year also has the aim of setting a strong signal against antisemitism. In order to network and promote suitable third-party events, the ministry provides a digital event calendar at www.schleswig-holstein.de. The “Shalom&Moin” brand, which was developed for this will be continued beyond 2021.</p>	<p>Field of action 3: Social engagement against racism and pro democracy</p>

Title / Content of new measures	Field of action
<p>17. Sensitisation of teaching staff and school administrators for the utilisation and review of violence monitoring in schools with regard to racial discrimination</p> <p>Widespread monitoring of violence in schools in Schleswig-Holstein is already carried out. At present, fundamental changes to the present system for monitoring violence are not planned. However, teaching staff will be sensitised to deal with and better identify racism.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of new measures	Field of action
<p>18. Announcement of relevant programmes and projects in schools on the subject of colonialism</p> <p>Programmes and projects relevant to colonialism are to be announced in schools. These will be included in newsletters addressed to schools and there will be an article in the "Schule aktuell" information letter. Announcements will be made according to the availability of corresponding offers or dates.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - reappraisal of colonialism</p>
<p>19. Greater consideration of the subject of colonialism in the revision of guidelines for subject curricula</p> <p>During the next scheduled revision of the guidelines, consideration of the topic of colonialism is to be intensified in the syllabus guidelines.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - reappraisal of colonialism</p>
<p>20. Conception of lesson units on colonialism</p> <p>Lesson units in Schleswig-Holstein schools are jointly designed with the Institute for Quality Development in Schools in Schleswig Holstein (IQSH). They serve as examples for use by teaching staff when structuring their lessons. Here, lesson units on colonialism will be developed in the future.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - reappraisal of colonialism</p>
<p>21. Expansion of material on the subject of colonialism for the further training of teaching staff by the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH)</p> <p>The topic of colonialism will receive greater attention in the further training of teaching staff by the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH).</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - reappraisal of colonialism</p>

Title / Content of new measures	Field of action
<p>29. Consideration of diversity and the topic of racism in educational material and teacher training</p> <p>In future, teaching material from the Institute for Quality Development in Schools in Schleswig-Holstein (IQSH) will take diversity-sensitive design into account.</p> <p>The subject of prevention of extremism and intervention will be firmly enshrined in the second phase of teacher training (teaching practice) and in further teacher training. This will include aspects of racism, promotion of tolerance, as well as democracy education as a component for the prevention of extremism and racism.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>
<p>31. Establishment of a round table on the subject of Jewish life and against antisemitism</p> <p>A round table will be established in cooperation with the state parliament and the Jewish communities. This is intended to address topics - both among the general public as well as in the field of politics - related to Jewish life and combating antisemitism, and aims at a suitable implementation for Schleswig-Holstein. For this, there will be a topic-related dialogue with federal- and state-relevant experts on the individual socially relevant fields of work. This way, the round table will contribute to a dialogue on the visibility of Jewish life and the fight against antisemitism in Schleswig-Holstein.</p>	<p>Field of action 3: Social engagement against racism and pro democracy</p>

Ministry of the Interior, Rural Areas, Integration and Equality

Title / Content of existing measures	Field of action
<p>Maßnahmen für Teilhabe und Zusammenhalt - MaTZ (termination of funding 2021)</p> <p>The overriding object of the projects is to address a target group which is as large as possible in order to set new impulses for participation in society by adult migrants, as well as for local coexistence and cohesion, among other things by sensitisation to discrimination.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an individual level</p>
<p>Local points of contact to promote self-organisation and social participation by migrants (Partizipation vor Ort - PORT) (termination of funding 2021)</p> <p>These promote the establishment and operation of a local contact point for migrant initiatives and organisations (Partizipation vor Ort - PORTs). In particular, the objective is to establish the equal and political participation of migrants and their organisations, which aim for the active structuring of a diverse society by means of self-help as well as the promotion of cooperations between people of different origins. Here, the funding does not serve for individual empowerment but rather the establishment of organisations.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an individual level</p>

Title / Content of existing measures	Field of action
<p>Project “Blick nach Rechts”</p> <p>The project “Blick nach Rechts” forms a part of internal educational work and is intended to inform and sensitise members of the state police with a series of articles in the field of right-wing phenomena. In a series of weekly articles, the subject of radicalisation and extremism will be examined from various points of view. Among others, there are contributions on the radicalisation process, on the situation, on training and further training, on work in a state accommodation facility as well as on police history.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Participation in the project “School without Racism”</p> <p>Since the beginning of 2020, the Schleswig-Holstein police department for training and further training and the riot police have been members of “School without Racism – School with Courage”. This is sponsored by Minister-President Daniel Günther and the Member of the State Parliament Aminata Touré.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Cooperation agreement with Yad Vashem (training seminars)</p> <p>Since 2019 there has been a cooperation with the Holocaust memorial Yad Vashem. As a part of this cooperation, every year police trainees visit the memorial in Israel and take part in a one-week seminar. They are accompanied by trainers and leaders of the state police. This study visit is intended to build personalities and promote sensitisation to the conscious handling of exclusion or discrimination. It is intended to increase awareness that members of the police are, and always remain personally responsible for their actions, and that people and their dignity are always the focus.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of existing measures	Field of action
<p>One-week qualification course on the subject of intercultural competence</p> <p>In a one-week qualification, candidates for the clerical and higher service of the state administration are introduced to the topic of intercultural competence. One component of this training is a high proportion of self-reflection, including internalised values.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Training and further training on the subject of intercultural competence in facilities for detention prior to deportation</p> <p>Training of employees with regard to intercultural competence within facilities for detention prior to deportation is carried out within the State Office for Immigration and Refugees (LaZuF) – primarily according to the concept of an external provider, the police further training programme and an appropriately qualified employee of the LaZuF. In addition, candidates for the detention prior to deportation service are also instructed in intercultural competence on the basis of the outline syllabus of the “Justizvollzugsschule Boostedt”. The competences which are acquired should be continuously accompanied by appropriate further training.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>
<p>Regular training sessions on intercultural competence in the State Office for Immigration and Refugees (LaZuF)</p> <p>The State Office offers training in intercultural competence to all employees involved in the support of residence permit matters. It is planned to extend this training to all employees.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of existing measures	Field of action
<p>Sport gegen Gewalt, Intoleranz und Fremdenfeindlichkeit The project “Sport gegen Gewalt, Intoleranz und Fremdenfeindlichkeit” by the State Sports Association is funded on an annual basis by the sports department of the Ministry of the Interior, Rural Areas, Integration and Equality. The state government also has a clear position against racism in the field of sport. The funds for sport and eSports are utilised with the aim of equal treatment of all people - regardless of gender, age or origin, religious affiliation or education, any disabilities or other individual features.</p>	Field of action 3: Social engagement against racism and pro democracy
<p>Low-threshold complaints body in the State Office for Immigration and Refugee (LaZuF) The State Office has set up a central e-mail address to which occupants of state accommodation facilities can send their wishes, enquiries and complaints. The submissions should have a reference to dealings with employees of the State Office, the assistance associations or other institutions in the state accommodation facilities. Occupants are free to obtain support from voluntary assistants or employees of the support associations. The establishment of the input option was also communicated to the civil society groups who are collaborating with the State Office in the production of a protection concept. They can also contact the State Office via this channel.</p>	Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an institutional and structural level
<p>Central state police information and contact point On 01 February 2020, a central contact point was established in the Ministry of the Interior, Rural Areas, Integration and Equality, which considers ideas and improvements as well as internal complaints. If required, it is possible to communicate confidential input, so that information about racist tendencies can also be received at an early stage here, in order to counteract these with suitable low-threshold measures.</p>	Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an institutional and structural level

Title / Content of existing measures	Field of action
<p>“RADAR” early warning system</p> <p>On 1 September 2019, the “RADAR” early warning system was established in the police department of the Ministry of the Interior, Rural Areas, Integration and Equality. The aim is to obtain low-threshold information about internal conflicts, noticeable problems and problematic groupings, in order to counteract these at an early stage with suitable measures.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of new measures	Field of action
<p>14. Reform of the State Administration Act with a view to discrimination-free establishment of identity (effective as of 19.03.2021)</p> <p>Under certain circumstances, the State Administration Act (LVwG) allows the police to establish the identity of persons, for example at particular locations, at control points or on motorways. Selection of the people to be controlled must not result in discrimination, for example due to colour of skin or origin. For example, the control must not be due to the person’s phenotype, but rather must be necessary due to particular objective circumstances independent of these features. An additional section (2) in Art. 181 LVwG makes this clear. The regulation states: “The selection of persons for the establishment of identity due to group-related features within the meaning of Article 3 (3) of Basic Law without objective reasons which are justified by the purpose of establishing identity is not permissible.”</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title /Content of new measures	Field of action
<p>15. Scientific study on possible extremist and racist attitudes in the state police</p> <p>It can be stated that for many years, the everyday work, psychological and physical strain, attitude to values, job satisfaction, violence against police officers, as well as training and further training within the police have been the subject of various scientific investigations (e.g., by the Ruhr University Bochum, the Criminological Research Institute of Lower Saxony, the German Police University or the German Institute for Human Rights). On the basis of this knowledge, the state police will carry out a survey which examines the understanding of values and fundamental attitudes. Furthermore, possible extremist and racist attitudes in the state police will be investigated in the context of a scientific study and preventative recommendations for action will be developed with the objective of reinforcing democratic resilience, taking into account occupation-specific risk factors.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title/Content of new measures	Field of action
<p>16. Establishment of a point of contact against racism with the state police</p> <p>The state police will establish a central point of contact which is available both to its own offices and employees, as well as to external persons for questions relating to racism. The point of contact addresses three key topics:</p> <ul style="list-style-type: none"> • Consideration of anti-racist education and training aspects, cooperation in issue-related education and training concepts for all career paths, as well as the production of action guidelines for uniformed police in order to increase sensitivity and competence are essential contents of the remit portfolio. • This includes the analysis of structures and procedures which may possibly promote racism, in order to identify existing problem areas and needs for action in the area of racism, and to develop solution concepts. • The first complaints body for racism issues related to the police will be established for external persons and institutions, in order to refer incidents which are below the threshold for criminal prosecution to appropriate consultation and complaints bodies. 	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

State Prevention Council and State Democracy Centre

Title / Content of existing measures	Field of action
<p>Victim counselling - zebra - Zentrum für Betroffene rechter Angriffe e. V.</p> <p>Victim counselling provides advice to victims, their relatives and witnesses after racist, antisemitic and other right-wing motivated attacks. In the context of psycho-social counselling, "zebra e.V." provides professional assistance in crisis situations. For example, the counsellors help victims to come to terms with the attack and restore their feeling of security. In addition, they provide assistance with legal and financial questions. They provide information about legal options such as offence report, accessory prosecution or victim protection. This service is free of charge, voluntary and anonymous if necessary.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>
<p>Regional advisory teams against right-wing extremism - Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V. (AKJS) and Arbeiterwohlfahrt (AWO) Landesverband e. V.</p> <p>Counsellors in the regional advisory teams against right-wing extremism (RBT) offer confidential, professional and free counselling to people, organisations and institutions in Schleswig-Holstein who require information on the subject of right-wing extremism or support in dealing with racism, antisemitism and other symptoms of group-focused enmity. In addition to counselling, the regional advisory teams in Schleswig-Holstein also provide further training, workshops and lectures in the context of their educational work.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>

Title / Content of existing measures	Field of action
<p>DISSkriminierung - Türkische Gemeinde in Schleswig-Holstein e. V. (TGSH) (termination of funding 2020)</p> <p>“DISSkriminierung“ is a project with the aim of empowering young people who repeatedly experience discrimination in their everyday lives, and ultimately may also act in a discriminatory manner.</p> <p>Youth of Color, who are potential victims of discrimination act as experts on the issue of discrimination. They implement mini-projects on the subject and therefore make their voices heard by the general public.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>
<p>Empowerment junger Muslim:innen durch Medienarbeit - Türkische Gemeinde Schleswig-Holstein e. V. (TGSH)</p> <p>The aim of the project is to turn young people into experts on the subject of anti-Muslim attitudes and to increase the public presentation of Muslim life in Germany through media articles from the perspective of the project participants. In addition, advanced training and lecture formats for education experts on subjects of Muslim life in Germany, Islamophobia, anti-Muslim racism and empowerment are to be produced and carried out by the project participants.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>

Title / Content of existing measures	Field of action
<p>Ausstiegs- und Distanzierungsberatung Rechtsextremismus - KAST e. V.</p> <p>KAST e. V. performs reform and dissociation counselling throughout Schleswig-Holstein. KAST e. V. offers support for dropping out of and dissociation from the right-wing extremist milieu. The offers are aimed at people who have decided on a life free from violence and inhuman ideologies. In addition, support for the creation of new networks is offered, as well as the development of new resources and occupational perspectives. The addressees receive support in their new way of life. Counselling is oriented to resources and on a confidential and equal basis with the persons who wish to reform.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an individual level</p>
<p>Ausstiegsberatung im Nordverbund - Christliches Jugenddorfwerk Deutschlands e. V. (CJD)</p> <p>The CJD Nordverbund Ausstieg Rechts undertakes the coordination of the cooperation between civil society dissociation offers in the five North German states: Hamburg, Bremen, Mecklenburg-Western Pomerania, Schleswig-Holstein and Lower Saxony. The network in the Nordverbund promotes a mutual exchange of experiences by means of robust and functional structures as well as by close proximity, and enables a rapid response to current regional challenges.</p>	<p>Field of action 1: Protection against racial discrimination - Protection against racial discrimination at an individual level</p>

Title / Content of existing measures	Field of action
<p>Meeting of the Beratungsnetzwerk gegen Rechtsextremismus</p> <p>The State Democracy Centre based at the State Prevention Council holds an annual meeting of the Beratungsnetzwerk gegen Rechtsextremismus in Schleswig-Holstein. This serves for the exchange of information relating to the status and activities in the field of action of prevention of right-wing extremism. In this context, challenges of anti-racism work and prevention of antisemitism are also discussed.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>
<p>PROvention - Türkische Gemeinde in Schleswig-Holstein e. V. (TGSH)</p> <p>PROvention is a prevention and counselling centre against religion-based extremism and inhuman ideologies in Schleswig-Holstein. This also includes anti-Muslim racism, for which, among other things, PROvention offers appropriate further training and workshops with a peer-to-peer approach. The PROvention team counsels relatives, friends and acquaintances of persons who are victims of radicalisation or extremism. Persons who wish to reform themselves can also utilise the counselling. It is free of charge, confidential, and individually and solution-oriented. In addition, public lectures, further training for experts and workshops for young people are offered.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>

Title / Content of existing measures	Field of action
<p>State-wide Information and Documentation Office for antisemitism (LIDA SH) - zebra e. V.</p> <p>LIDA-SH is the independent reporting office for antisemitism in Schleswig-Holstein. The office documents and structurally evaluates antisemitically motivated incidents. The objective is to record the extent, forms and focal points of the phenomenon. Both victims, relatives, and acquaintances of victims, as well as witnesses and persons who have obtained knowledge of antisemitic incidents may submit reports. LIDA-SH also records incidents which have not (yet) been reported to the police, or which do not constitute a criminal offence. Information is treated in confidence as a matter of principle.</p>	<p>Field of action 1: Protection against racial discrimination – Data on racism</p>
<p>Specialist unit for democracy education</p> <p>In the framework of the state programme for the promotion of democracy and combating right-wing extremism, a specialist unit for democratic education will be appointed with the Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V. Democracy education includes learning and practising democratic principles to promote democratic competences and experiences. Core elements are self-determination, acceptance of (co-)responsibility for coexistence, acceptance of various life plans and interests, and last-not-least, orientation to fundamental rights. This way, democracy education also acts as a prevention approach against anti-democratic attitudes and attitudes against human rights.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education – anti-racist and diversity-oriented education and democracy education in schools</p>

Title / Content of existing measures	Field of action
<p>State coordination “School without Racism - School with Courage (SwR - SwC)”</p> <p>Aktion Kinder- und Jugendschutz Schleswig-Holstein e. V. is responsible for the state coordination of the “SwR - SwC” project. This is promoted in the context of the state programme for the promotion of democracy and combating right-wing extremism. The remit of the state coordination is to win further schools and educational institutions for the “Courage Network”, to expand the network of schools with extracurricular stakeholders, and to advance the learning objective of equality in association with a commitment against all forms of discrimination, marginalisation and ideologies of inequality. The state coordination also responds to current social issues and communicates knowledge, material and best practices in the SwR - SwC network.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - anti-racist and diversity-oriented education and democracy education in schools</p>
<p>Model project “WeltWEGe - Digitale Medien und Demokratiekompetenz”</p> <p>WeltWEGe is a project which is dedicated to the promotion of democracy by creating democratic media awareness, as well as acquiring media competence by young people of various origins. The project works across origins and cultures. The focus is on the development of democratic, media and self-competence. The project is run as a cooperation project by KAST e. V. and the “Internationale Bildungsstätte Jugendhof Scheersberg”.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>Model project “ZUGÄNGE ERWEITERN” - Verein Miteinander leben e. V.</p> <p>The project “ZUGÄNGE ERWEITERN - Bildungsnetzwerk Antisemitismus” pursues the objective of establishing a growing network of teachers in schools throughout Schleswig-Holstein, who are interested in practically oriented lessons and projects on topics relating to historical and present-day antisemitism in their schools. The project is a continuation of the workshop project “ZUGÄNGE SCHAFFEN” which was promoted from 2015 to 2019 as a model project in the field of prevention of antisemitism by the federal programme “Live Democracy!”. “ZUGÄNGE ERWEITERN” is intended to disseminate the educational content on the subject of antisemitism, which was produced in previous years, in a network of teachers in schools throughout Schleswig-Holstein, and thereby gain educational multipliers and partner schools for the active prevention of antisemitism.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Model project “DEBATTE” - Demokratiebildung an (Berufs-)Schulen: Für mehr Toleranz und Teilhabe</p> <p>The “DEBATTE” project creates and further develops methods for the promotion of democracy and sensitisation to discrimination in the context of rural areas, as well as for vocational training and further training structures and the transition system. “CourAgent:innen” develops support programmes in order to sustainably establish democracy education and courageous action in schools in Schleswig-Holstein, and to initiate new democratic commitment.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>The following Schleswig-Holstein projects are promoted in the federal programme “Zusammenhalt durch Teilhabe” by the Federal Ministry of the Interior – a federal programme to strengthen democratic participation and against extremism. The promoted projects are intended to act in a preventative manner, above all to pre-empt possible extremist threats, and create the fundamental conditions for equal and peaceful coexistence. Together, the projects in Schleswig-Holstein strengthen their association structures for democratic coexistence, diverse participation and against extremism:</p> <p>Projects in Schleswig-Holstein</p> <ul style="list-style-type: none"> • Arbeiterwohlfahrt Landesverband Schleswig-Holstein e. V. “MitWirkung - im Verband!” • Der PARITÄTISCHE Schleswig-Holstein “Demokratie braucht Gesellschaft - zivilgesellschaftliches Engagement stärken” • Landesfeuerwehrverband Schleswig-Holstein e. V. “Mit den Menschen für die Menschen im Land” • Landessportverband Schleswig-Holstein e. V. “Mit Rückendeckung zum Ziel – Beratung bieten, Zukunft gestalten!” • THW-Jugend Schleswig-Holstein e. V. “#TosomenWerken” • Deutsche Lebens-Rettungs-Gesellschaft Landesverband Schleswig-Holstein e. V. “MEER.Verantwortung” 	<p>Field of action 3: Social engagement against racism and pro democracy</p>

Title / Content of existing measures	Field of action
<p>Annual series of events “International Weeks Against Racism” in March in Schleswig-Holstein</p> <p>Together with a wide variety of civil society and official stakeholders the Schleswig-Holstein State Democracy Centre participates in the International Weeks Against Racism which are held every year around 21 March, the International Day for the Elimination of Racial Discrimination. The common goal is to express solidarity with the victims and at the same time to draw attention to racism as a challenge to the whole of society throughout the state, to increase sensitivity to this issue, and to encourage the citizens of Schleswig-Holstein to consider this matter. At the invitation of the United Nations, in 1979 the International Day for the Elimination of Racial Discrimination was supplemented by the annual “International Action Weeks Against Racism”. In Germany, the activities and initiatives in the context of the International Weeks Against Racism have been accompanied by the Foundation against Racism since 2016. Accordingly, the Schleswig-Holstein State Democracy Centre engages in active dialogue with the foundation on an annual basis. The aim is to make the diverse commitment against racism more visible to the general public and thereby to set a clear signal against misanthropy.</p>	<p>Field of action 3: Social engagement against racism and pro democracy</p>
<p>Arbeiterwohlfahrt Landesverband Schleswig-Holstein e. V. - Project “Schleswig-Holstein spricht ...”</p> <p>The project “Schleswig-Holstein spricht ...” brings refugees, migrants, Sinti/Sintise and Roma/Romnja as well as members of Jewish communities into direct personal and social contact with locals in the rural areas of Schleswig-Holstein, creates meeting spaces for intercultural and social discussions, and thus aims to reduce prejudices and discrimination.</p>	<p>Field of action 3: Social engagement against racism and pro democracy</p>

Title / Content of existing measures	Field of action
<p>Contact and specialist unit for democracy partnerships at the Schleswig-Holstein State Democracy Centre</p> <p>The contact and specialist unit for democracy partnerships at the Schleswig-Holstein State Democracy Centre has the remit of linking the existing partnerships in Schleswig-Holstein. For this purpose, the contact and specialist unit offers interested towns, rural districts and municipal associations in Schleswig-Holstein support and advice for establishing and implementing partnerships for democracy. This way, local engagement against group-focused enmity, forms of discrimination and ideologies of inequality, as well as for the local promotion of democracy are positively accompanied and supported. The proven instrument of the “Partnership for Democracy” must be made more widely known within the state, and the existing network structure must be extended by the involvement of further local authorities.</p>	<p>Field of action 3: Social engagement against racism and pro democracy</p>
<p>Schleswig-Holstein democracy conference</p> <p>The State Democracy Centre based at the State Prevention Council holds an annual state-wide democracy conference. This is usually held in the context of the International Weeks Against Racism. In the context of the conference, various questions relating to the prevention of racism and intervention, as well as the promotion of democracy are discussed together with civil society and official stakeholders. The event is intended as a forum to enable meetings and specialist discussions between various stakeholders. Questions relating to the prevention of racism and antisemitism in Schleswig-Holstein are also addressed and discussed in this format.</p>	<p>Field of action 3: Social engagement against racism and pro democracy</p>

Title / Content of new measures	Field of action
<p>22. Call for theses and dissertations which critically analyse colonial responsibility in Schleswig-Holstein</p> <p>As well as in schools, the topic of colonial responsibility should receive greater attention among students in Schleswig-Holstein. This way, among other things, a survey of existing initiatives and an overview of colonial relations could be implemented, which could then be utilised by other stakeholders.</p> <p>The State Democracy Centre / State Prevention Council will address a call to the appropriate institutions and faculties. This includes all universities and colleges in Schleswig-Holstein.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - reappraisal of colonialism</p>
<p>23. Establishment of an expert working group on the subject of colonialism in the State Democracy Centre / State Prevention Council</p> <p>With the publication of the State Action Plan Against Racism, an expert working group will be established at the State Democracy Centre, which, for example, aims at a survey of existing measures considering the issue of colonialism. The expert working groups of the State Democracy Centre are dynamic with regard to the scope of topics and schedules. They can be formed, expanded and dissolved at any time as necessary. The aims of the expert working group can be further developed together with various stakeholders, associations and initiatives.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - reappraisal of colonialism</p>

Ministry for Energy Transition, Agriculture, Environment, Nature and Digitalisation

Title / Content of existing measures	Field of action
<p>Education for sustainable development (ESD) / Certification of extracurricular education facilities</p> <p>The Ministry for Energy Transition, Agriculture, Environment, Nature and Digitalisation; the Ministry of Education, Science and Culture; and the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens jointly certify the high quality of offers by extracurricular education facilities with regard to education for sustainable development. The ESD enables learners to make informed decisions and act in a responsible manner to protect the environment, for a sustainable economy and a just society for present and future generations, and to respect cultural diversity. This involves a life-long learning process, which is an essential component of a high-quality education. The ESD is a holistic and transformational education, which takes learning content and outcomes, didactics and the learning environment into account. Its objective/purpose is a transformation in society, in which people are in a position to act as citizens both at a local and a global level in order to address and resolve global issues and ultimately make a proactive contribution to creating a more just, peaceful, tolerant, holistic, secure and sustainable world. In April 2021, 56 education facilities were recognised.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education – prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>Promoters for domestic development policy work As the umbrella association for development policy associations, "Eine Welt Schleswig-Holstein e. V." has led the federal "Eine-Welt-Promotor:innenprogramm" as the regional partner for Schleswig-Holstein since 2012. The promoters initiate development policy processes through consultancy, networking and qualification measures, and develop and support actions and campaigns for various target groups. At present, the association "Eine Welt Schleswig-Holstein e. V." coordinates promoters at five locations in Schleswig-Holstein and hence connects stakeholders and development processes throughout the state. Key topics of its work in Schleswig-Holstein are cultural exchange and global learning.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Ministry of Economic Affairs, Transport, Employment, Technology and Tourism

Title / Content of existing measures	Field of action
<p>Project for the training and integration for migrants into the public service (“Ausbildung und Integration für Migrant:innen im öffentlichen Dienst“)</p> <p>To reduce prejudice, eliminate racism, and reflect the diversity of society as a whole in public service, it is important to recruit young people with foreign roots for public service work. For this reason, since 2018, the Ministry of Economic Affairs, Transport, Employment, Technology and Tourism has promoted the project “Ausbildung und Integration für Migrant:innen im öffentlichen Dienst (AIM-ÖD)”. Young people with migratory or refugee backgrounds are shown the many opportunities for work in public service and given the know-how to make a successful application on the basis of an analysis of their potential. This measure supplements the promotion activities by the state government which have been carried out for more than 20 years to help young people with migratory backgrounds to enter vocational training.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

Title / Content of new measures	Field of action
<p>13. Discussion of a need for action for sensitisation to racism with representatives from the field of business.</p> <p>On the basis of the State Action Plan the Ministry of Economic Affairs, Transport, Employment, Technology and Tourism will discuss the question of sensitisation to racism in businesses and companies together with business representatives, and will discuss the possible need for joint action.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an institutional and structural level</p>

State Commissioner for Civic Education

Title / Content of existing measures	Field of action
<p>Jüdisches Leben heute</p> <p>For several years now, the State Commissioner for Civic Education has provided the event series "Jüdisches Leben heute" which provides information about the variety of Jewish life in Schleswig-Holstein, and gives people who are interested the opportunity to get to know local Jewish communities in Schleswig-Holstein.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Transcultural network ALL IN</p> <p>Since 2018, the cross-cultural and cross-language format ALL IN which is jointly run by the "Zentrale Bildungs- und Beratungsstelle für Migrantinnen und Migranten e. V." (ZBBS e. V.) has provided workshops on the topics of Jewish history, religion and culture, as well as racism and antisemitism. Communication of knowledge and intercultural sensitisation is intended to eliminate potential prejudices against refugees.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>jung & wählerisch</p> <p>Since 2012, prior to elections for the European Parliament, the German Bundestag, the State Parliament of Schleswig-Holstein and municipal elections, the State Commissioner for Civic Education has offered the project "jung & wählerisch". First-time voters deal with the topics of democracy, participation and the purpose of participating in elections. They also deal with right-wing extremist and right-wing populist parties.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>Juniorwahl</p> <p>The “Juniorwahl” is an action-oriented concept for civic education in secondary schools, which intends to facilitate the experience and learning of democracy. In the context of state, parliamentary, and European elections, teachers and pupils are supported in the organisation and conduction of a realistic election simulation at their school. During the preparation for the election during class time, the importance of a well-established opinion-forming process is communicated, at the end of which, young people have a well-founded political verdict. They also deal with right-wing extremist and right-wing populist parties. The “Juniorwahl” thereby makes a long-term contribution to the reinforcement of democracy.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Wahl-O-Mat zum Aufkleben</p> <p>“Wahl-O-Mat zum Aufkleben” is an educational offer provided by the State Commissioner for Civic Education prior to European, parliamentary, and state elections in the cities of Schleswig-Holstein. Users can compare their own political position with that of the political parties and discuss their results. This promotes the critical reflection on political positions of the parties (including the subjects of asylum, migration, equality and minority policy) as well as the democratic judgement of citizens. They also deal with right-wing extremist and right-wing populist parties.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>Cooperation with “Gegen Vergessen – Für Demokratie” Since 1993, “Gegen Vergessen – Für Demokratie e. V.” has combined historical remembrance with an explicit commitment to democracy. In cooperation with the Schleswig-Holstein working group “Gegen Vergessen – Für Demokratie”, the State Commissioner for Civic Education regularly organises readings, lectures and discussion evenings, which inform about National Socialist crimes against the Jews, Sinti/Sintise and Roma/Romnja, and other victim groups, and discuss current questions relating to the culture of remembrance and the prevention of extremism.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education – prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Cooperation with “Bürgerstiftung Schleswig-Holsteinische Gedenkstätten” In cooperation with the civic trust, the State Commissioner for Civic Education organises regular events which inform about National Socialist crimes and discuss current questions relating to the culture of remembrance and the handling of right-wing populist / right-wing extremist positions. From the federal programme “Jugend erinnert”, three Schleswig-Holstein memorial sites are funded, in particular for the development of new educational formats, as well as for innovative and target group-oriented concepts. The civic trust and the state commissioner are involved in the projects as sponsors and cooperation partners.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education – prevention of racism and promotion of democracy in extracurricular and civic education</p>

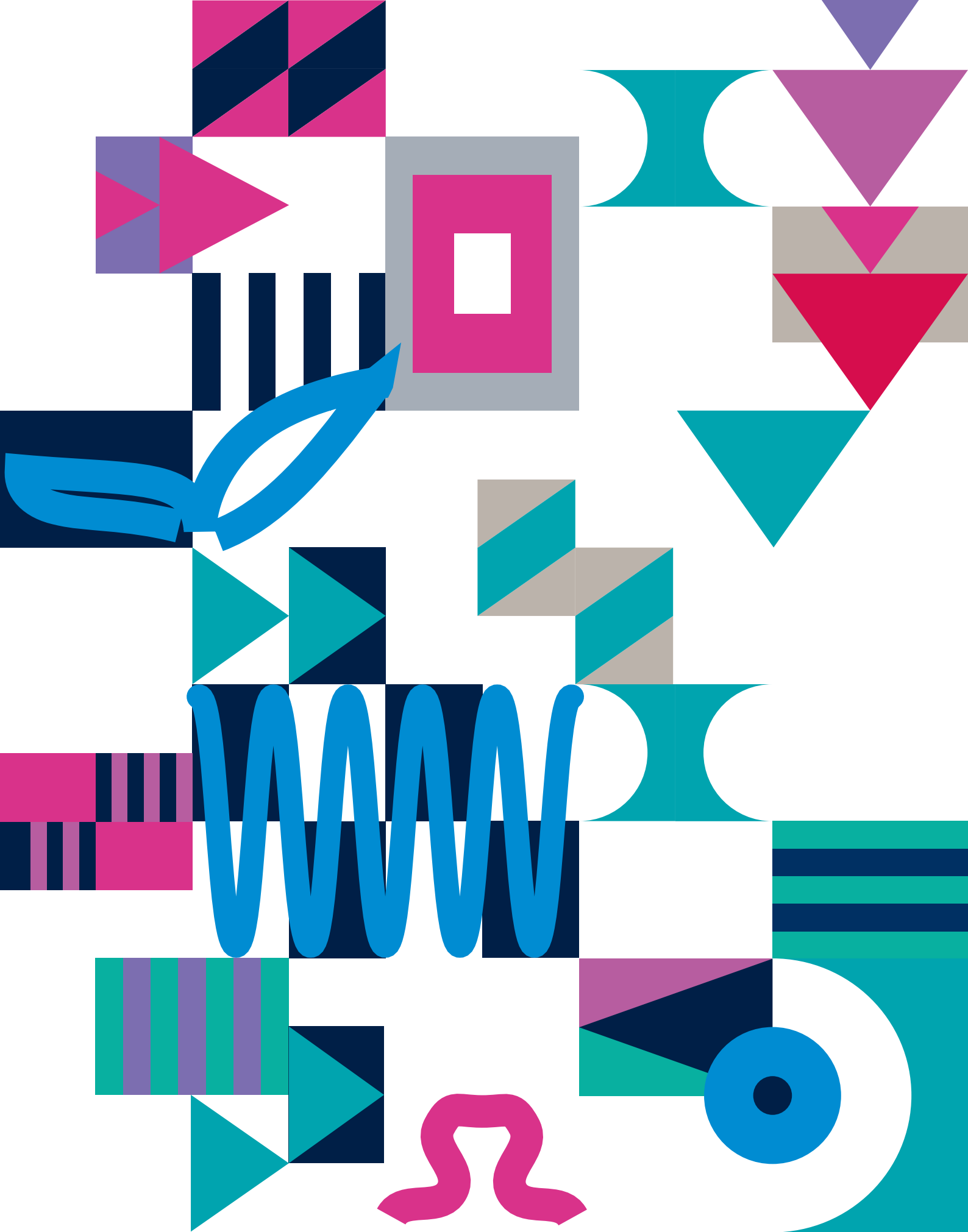
Title / Content of existing measures	Field of action
<p>“Landesarbeitsgemeinschaft Gedenkstätten und Erinnerungsorte in Schleswig-Holstein”</p> <p>The “Landesarbeitsgemeinschaft Gedenkstätten und Erinnerungsorte in Schleswig-Holstein e. V.” (LAGSH) supports their 15 member institutions with all questions relating to memorial work, and promotes the exchange of information between institutions. It is financially supported with state funds via the civic trust.</p> <p>In cooperation with the LAGSH, the State Commissioner for Civic Education organises regular readings, lectures and discussion evenings which provide information about National Socialist crimes and discuss current questions relating to the culture of remembrance and the handling of right-wing populist and right-wing extremist positions.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Working group for civic youth education</p> <p>The working group for civic youth education which is attached to the State Commissioner for Civic Education, actively coordinates the collaboration of institutions throughout the state in the field of civic youth education, political participation and democracy education. The working group also deals with educational offers against racism, antisemitism, and hate, incitement to hatred and manipulation on the Internet.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>Medienkompetenztag</p> <p>The “Medienkompetenztag” is the largest further training fair on the use of media in school and extracurricular youth work in Schleswig-Holstein. In cooperation with the State Chancellery Schleswig-Holstein; Offener Kanal Schleswig Holstein; the Ministry of Social Affairs, Health, Youth, Family and Senior Citizens; as well as the Institute for Quality Development in Schools, the State Commissioner for Civic Education organises the “Medienkompetenztag” for the “Netzwerk Medienkompetenz Schleswig-Holstein”. In this context, various theme forums and workshops deal with the topics of hate speech, conspiracy narratives and fake news from various perspectives.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Cooperation with state-wide elections of youth councils in local authorities, (LaWa_SH), and advanced training for pupils' representatives (PartizipAction)</p> <p>In local participation councils and formats, young people in Schleswig-Holstein actively participate in local political processes and learn the value of democratic coexistence in local politics. With the projects “LaWa_SH” and “PartizipAction”, the state commissioner promotes communal participation of young people in Schleswig-Holstein and thereby enables them to experience democratic action.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

Title / Content of existing measures	Field of action
<p>Working group of party-affiliated educational institutes Since 2016 and in cooperation with the “Arbeitsgemeinschaft Parteinaher Stiftungen” - consisting of the Hermann Ehlers Akademie, the Gustav Heinemann Bildungsstätte, the Heinrich Böll, Friedrich Naumann and Rosa Luxemburg foundations as well as the Sydslesvigsk Oplysningsforbund - the State Commissioner for Civic Education has held a joint series of events with the title “Die Zukunft der Parteiendemokratie”. Topics including changes within political parties, new alliances, local politics, right-wing extremism and right-wing populism, attacks on elected representatives, and participation opportunities in the digital age.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
<p>Cooperation with the “Internationale Bildungsstätte Jugendhof Scheersberg” In cooperation with the “Internationale Bildungsstätte Jugendhof Scheersberg”, the State Commissioner for Civic Education organises regular education formats for young people. Projects include the topics of refugees and migration, minorities in Schleswig-Holstein, and seminars for first-time voters.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>
Title / Content of new measures	Field of action
<p>30. Examination of the content of civic education material with regard to anti-racism It will be investigated to what extent offers of civic education - especially for adults over the age of 50 - could take up the subject of anti-racism.</p>	<p>Field of action 2: Democracy education and anti-racism education in the field of (early) education and civic education - prevention of racism and promotion of democracy in extracurricular and civic education</p>

State Anti-Discrimination Agency

Title/Content of new measures	Field of action
<p>5. Establishment of low-threshold complaints body The state government recommends the establishment of a low-threshold complaints body. Beyond the statutory remit and responsibility of the Anti-Discrimination Agency, the complaints body is intended to close the gap between racial discrimination outside of the General Act on Equal Treatment (AGG), for example with regard to discrimination in public, university, neighbourhood, school or official areas. Networking of existing anti-discrimination contact points (e.g. in local authorities, consultation networks) is regarded as important.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>
<p>6. Sensitisation of existing points of contact for the General Act on Equal Treatment (AGG) on the subject of racism As an internal administrative measure, the existing AGG contact persons in the individual ministries should be increasingly sensitised to anti-racism, in addition to other forms of discrimination.</p>	<p>Field of action 1: Protection against racial discrimination – Protection against racial discrimination at an individual level</p>



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