

## Mannheim Declaration on Living Together in Diversity

### Introduction

In its over 400-year history, the City of Mannheim has primarily been characterised by a coexistence in a spirit of openness and understanding. This self-understanding must be preserved and actively continued.

On the basis of the ideological and religious beliefs which advocate the welfare, respect and freedom of every human being, there is an obligation to create a successful living together in a society characterised by diversity. There is a particularly necessary, and indeed special responsibility, not only due to the historical experience of injustices in our city, but also due to the current excesses of group-focussed enmity, which demand a positioning and a commitment to counteract the exclusion and denigration of individuals and groups, such as is occurring in the form of racist, sexist and homophobic discrimination.

Numerous Mannheim initiatives, organisations and institutions, religious communities and churches, clubs and companies, have, for a long time now, been assuming the responsibility of encouraging and nurturing a mutually respectful coexistence in our city. Together, we, the

undersigned, want to bring together the wide-ranging social commitment in our city for a mutual recognition and understanding of each other as part of an alliance. Through joint and/or coordinated public relations activities, we want to make the existing commitment much more visible. With this paper, we, the undersigned, declare our understanding and agreement to being alliance partners.

### Recognition of the Equal Rights of Different Identities and Lifestyles

In awareness of the inherent dignity and the fundamental rights of each human being, as they are expressed in the Universal Declaration of Human Rights, we recognise the equality of diverse human identities and lifestyles. We declare our willingness to actively dedicate ourselves to encouraging their social acceptance, recognition and appreciation, thus promoting a respectful coexistence in our city.

### Commitment to Counter Discrimination

The coexistence in our urban community requires the care and dedication of all areas of our society. We want to contribute to an urban society, which is characterised by inclusion and solidarity. No one may be demeaned or discriminated against, particularly due to their social or ethnic origin, colour, gender, mental or physical ability, age, sexual or gender identity, religion or philosophy.

### Promotion of Equal Opportunities

We firmly believe that every human being has individual and diverse potential. We want to create a climate in our city in which people can develop their potential and also have access to equal participation in the city's social life. An open and respectful discussion of the diversity of people expands the respective perspectives and promotes mutual understanding. In open dialogue and understanding, prejudices lose their power and mutual trust can develop. The positive approach to diversity is enriching and may additionally generate impetus for sustainable development in our urban society.

### Limits of Tolerance

However, the recognition, and this understanding of diversity, cannot be limitless. An essential characteristic of our liberal democratic and pluralist society is that tolerance stops when the behaviour or attitude of individuals, groups, institutions and structures is not in keeping with the values of our constitution and against the values of the Universal Declaration of Human Rights. Any incitement to hatred, violence and exclusion will be met with our absolute opposition and resistance.

### Joint Action

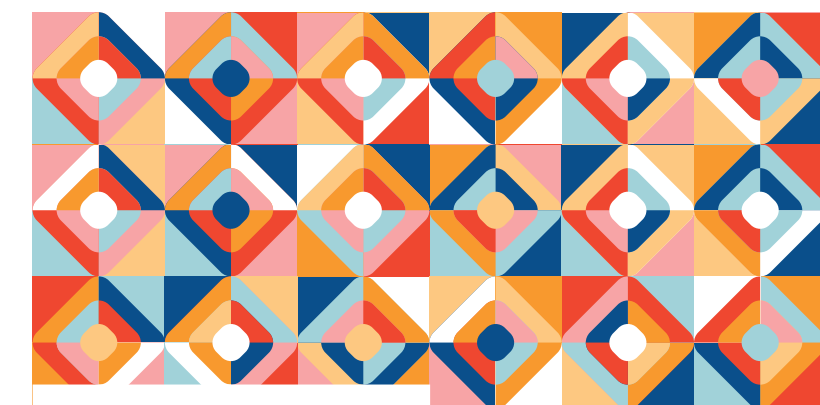
An equal coexistence can only succeed if a respectful and appreciative understanding is lived by everyone. We want to be role models in this respect and to encourage,

and indeed ensure, such an approach in and between our initiatives, organisations, institutions, associations, companies and religious communities. The willingness for mutual understanding and a respectful relationship is indispensable, particularly in conflict situations. We try to resolve conflict through joint discussion.

As signatories, we want to work together in a voluntary partnership and to join forces to design a successful and rewarding living together. Making sure that we include any existing networks, and as part of our respective individual and structural possibilities, we want to not only be involved in ensuring the recognition of diversity, but also work against discrimination in Mannheim. It is our joint goal to carry the spirit of this declaration throughout our urban society and to promote an equal living together in diversity.



## einander.MAnifest Mannheim Alliance for Living Together in Diversity



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## Mannheim – City of Diversity

The urban society of Mannheim is characterised by the diversity of the city's population. In view of the multitude of different life experiences and life styles, self-images and perspectives of the people and groups who live here, a respectful coexistence can not be taken for granted. A successful living together is rather reliant on a common fundamental concept of the values of coexistence and the constant care of these values and the engagement of all social actors.

## Mannheim Alliance for Living Together in Diversity

The Mannheim Alliance is a platform on which the partners join to focus their efforts with the aim of promoting a mutually respectful living together in diversity, committing themselves to counteract disparagement and discrimination – whether on the basis, for example, of social or ethnic origin, colour of skin, gender, mental or physical ability, age, sexual or gender identity, religion or philosophy.

## Mannheim Declaration on Living Together in Diversity

In the course of establishing the Alliance, the partner institutions developed and agreed on the Mannheim Declaration on Living Together in Diversity in a broadly based discussion process. The declaration gives expression to the self-understanding as a partner in the alliance, and is considered as a manifesto for the common base of core values for a respectful living together in our city. With their signature of the declaration, the institutions publicly pledge their commitment to promote a mutually respectful living together and to take a firm stand against discrimination. In the sense of a voluntary partnership, the signatories have thus formed the Mannheim Alliance.

**For the complete text of the Mannheim Declaration please see the reverse.**

## Joint action, learning from each other

The partners come from various areas of civil society, industry and political and administrative sectors, contributing a broad variety of diversity perspectives of their own. The underlying concept of the Mannheim Alliance is to form a platform on which the partners can meet and exchange ideas, enabling them to coordinate their actions and learn from each other. The focus of the Alliance's activities thus lies on nurturing communication between the partners and enabling new bilateral or multilateral cooperation schemes to promote diversity.

## What the Alliance specifically offers

The Alliance offers the partners the opportunity

- to exchange experience and expertise in network events;
- to attract new cooperation partners beyond the existing network structures (cooperation forum) and to participate actively in joint or coordinated project or actions ([www.einander-Aktionstage.de](http://www.einander-Aktionstage.de));
- to make use of dedicated encounter formats and qualification offers to open themselves for institutional diversity;
- to enhance the visibility of their achievements via a common PR platform ([www.einander-MANifest.de](http://www.einander-MANifest.de)), and
- to use the Alliance as a place for positive conflict management.

The entire concept is voluntary in nature, allowing the partners to invest in the various schemes offered by the Alliance according to their individual and structural resources.

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**Equal Rights of  
Different  
Identities and  
Lifestyles**

Commitment to  
**Counter  
Discrimination**

Promotion of  
**Equal  
Opportunities**

**Joint Action**



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