

## Diversity means Equal but Different

### Berlin is a city of Diversity

Factsheet 06e

**Berlin's diversity shapes the city and contributes to its appeal. In order to encourage the respect of diversity and equality, the Berlin State Office for Equal Treatment and against Discrimination (LADS) of the Senate Department for Labour, Integration and Women's Issues is continually delivering projects and training courses. Promoting diversity in the administration is a major objective of the LADS.**

### Do you know?

... that people from over **190 nations** live in the city of Berlin<sup>1</sup>.

... that Berlin is home to one of the **largest lesbian, bisexual, gay and transgender communities** in Europe.

... that **people with disabilities** are active in numerous associations as they seek to improve their participation in society and raise their profile.

... that **38 % of primary school children in Berlin are multi-lingual**<sup>2</sup>.

... that the number of **people 80 years of age and older**<sup>3</sup> is growing steadily and an absence of barriers is a prerequisite for social participation.

1 Source: [https://www.statistik-berlin-brandenburg.de/Publikationen/OTab/2014/OT\\_A08-07-00\\_192\\_201401\\_BE.pdf](https://www.statistik-berlin-brandenburg.de/Publikationen/OTab/2014/OT_A08-07-00_192_201401_BE.pdf), dated 30.06.2014

2 Source: Berlin-Brandenburg Office of Statistics, Statistical Yearbook 2013, p. 107 [https://www.statistik-berlin-brandenburg.de/produkte/Jahrbuch/jb2013/JB\\_201304\\_BE.pdf](https://www.statistik-berlin-brandenburg.de/produkte/Jahrbuch/jb2013/JB_201304_BE.pdf)

3 [http://www.stadtentwicklung.berlin.de/planen/bevoelkerungsprognose/download/bevprog\\_2011\\_2030\\_kurzfassung.pdf](http://www.stadtentwicklung.berlin.de/planen/bevoelkerungsprognose/download/bevprog_2011_2030_kurzfassung.pdf), p.19

### Frequently Asked Questions

*What is the objective of diversity approaches?*

Diversity approaches are intended to achieve respectful treatment of diversity for everyone. **Freedom from discrimination is a fundamental aim.**

*What is diversity competence?*

Diversity competence begins with the **perception** of differences and common features in relation to the experiences and needs of people. Thus, for example, it is a matter of perceiving whether and where specific social groups are unrepresented or hardly represented at all and of asking which barriers might be responsible for that. A **knowledge of diversity and (un)equal opportunities** in our society is important in this regard.



In accordance with the **General Equal Treatment Act (German abbreviation: AGG)**, the LADS takes account of the following dimensions of diversity:

- Age
- Disability
- Ethnic origin / skin colour
- Gender
- Religion / belief and
- Sexual identity

Depending on the context, other dimensions may be significant, such as: social origin, education and training, marital status and income.

An unprejudiced attitude is essential for dealing with diversity professionally, with individuals being recognised and appreciated. It is a question of applying knowledge and sensitivity and avoiding a “pigeon-hole” approach. Last but not least, **specialized and practical skills** are required in relation to the way in which preventing discrimination and promoting equal opportunities can be practically implemented.

## Diversity in Berlin's administration

As the largest employer and service provider in the city, Berlin's administration is adapting **to the diversity of people living in Berlin**. In order to encourage **diversity among employees** and adapt services to the **lifestyles and needs of citizens**, measures to promote a culture of diversity have been implemented in Berlin's administration over several years. Some of these activities are supported by LADS with various projects.

### Diversity as an area of activity of LADS

The LADS has been presenting projects aimed at promoting diversity in Berlin's administration since 2009. These include:

- **Berlin – City of Diversity:** In cooperation with the association “Eine Welt der Vielfalt Berlin e.V.” and the SPI foundation, this project is intended to improve diversity within the departments of the Berlin Senate.
- **ViVe-Diversity in Public Administration:** In cooperation with the borough of Lichtenberg, Pankow, Tempelhof Schöneberg and the association “Eine Welt der Vielfalt Berlin e.V.”, this project is intended to promote diversity in Berlin's borough administrations.

As part of these projects, **advanced training courses and specialist workshops** are offered and informational materials are published. The interdepartmental **Network for Equal Opportunity and Diversity** has been launched and the **Berlin Diversometer**, an online tool to raise awareness within the administration, has been set up.

Further information on the topic of diversity is available at:  
[www.berlin.de/lb/ads/diversity/index.html](http://www.berlin.de/lb/ads/diversity/index.html)



## Contact

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