



Embodying true diversity Developing and implementing diversity strategies!

Berlin is a city of diversity

Factsheet 06e

Berlin is shaped by diversity. It is precisely what makes the city so appealing and part of the reason why people from all over the world are drawn to Berlin. Mutual respect, an appreciation of diversity and a committed approach to fighting discrimination are key to people living together harmoniously.

It is the job of the Berlin State Office for Equal Treatment and Against Discrimination (LADS) to assist Berlin's administrative bodies in how they approach diversity.



Did you know?

... that people from over **190 countries** live in this city¹?
... that Berlin is home to one of the **largest lesbian, gay, bisexual and transgender communities** in Europe?
... that there are more than **250 communities of faith and beliefs** active in Berlin?
... that the number of **those aged 80 and over**² is steadily increasing and that ensuring accessibility is key to enabling a growing number of people to actively participate in society?

Questions and answers

What are 'diversity' approaches?

These approaches see diversity as an opportunity and as something that offers valuable social potential. The concept of 'diversity' encompasses differences and common ground. This means that people are different in a number of ways but also share a range of similarities. This distinction is important in order to understand that some people belong to certain groups, but it also means recognising that there are differences within these groups. For instance, people may share a similar heritage but they may be of different ages, have different genders or different sexual identities. Which differences and similarities are relevant usually depends on the context.

1 Source: https://www.statistik-berlin-brandenburg.de/Publikationen/OTab/2014/OT_A08-07-00_192_201401_BE.pdf, current as of 30/06/2014

2 http://www.stadtentwicklung.berlin.de/planen/bevoelkerungsprognose/download/bevprog_2011_2030_kurzfassung.pdf, p. 19

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

- age
- disability
- ethnic origin/skin colour
- gender
- religion /belief
- sexual identity

Other dimensions may be significant depending on the context, such as social background, education, marital status or income level.

Diversity in Berlin's administration

Berlin's administration must meet considerable demands in terms of addressing diversity, particularly in its role as **the city's largest employer** and as a **central service provider**. For a number of years, Berlin's administration – motivated in part by demographic shifts – has been trying to recruit previously underrepresented groups to its organisations. As an employer, Berlin's administration is obliged to ensure that not only new recruits but all existing personnel are not faced with any preventable barriers and to promote equal opportunity (see, for example, the Diversity Charter).

As a service provider, the administration is committed to meeting the population's needs. This requires being aware of people's various situations and ways of life and adapting administrative activities accordingly. This could, for example, mean needing to select services or language that is target-group specific. In addition, the images and language used in the administration's publicity materials should take into consideration and reflect the diverse nature of Berlin society. In its role as a central service provider for the population of the

federal state, the administration is faced with the challenge of designing services so that they appeal to the widest possible audience.

Diversity: a key focus of the LADS

The LADS is implementing a range of diversity measures to encourage diversity in Berlin's administration, for example:

- We offer **courses, continuing education and training sessions** around the topic of diversity for those working in administration and members of civil society.
- We build **networks** both within and outside of administrative bodies to encourage mutual learning processes and coordinated action with regard to diversity (e. g. a diversity and equal opportunities network at the Senate level in Berlin; a diversity network at the municipal and federal state level, a diversity workshop in Berlin).
- We develop instruments, e. g. the so called **diversometer** that helps individuals to reflect on how they deal with the topic of diversity.
- We publish **information and factsheets** for administrative bodies on how to address diversity.
- We develop **strategies and measures** for various fields of action.
- We run **specialist events** and **workshops**.
- **We offer support** and **advice** as part of diversity processes within Berlin's administration.

For more information on diversity, please visit:
www.berlin.de/lads/diversity [German only]



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