



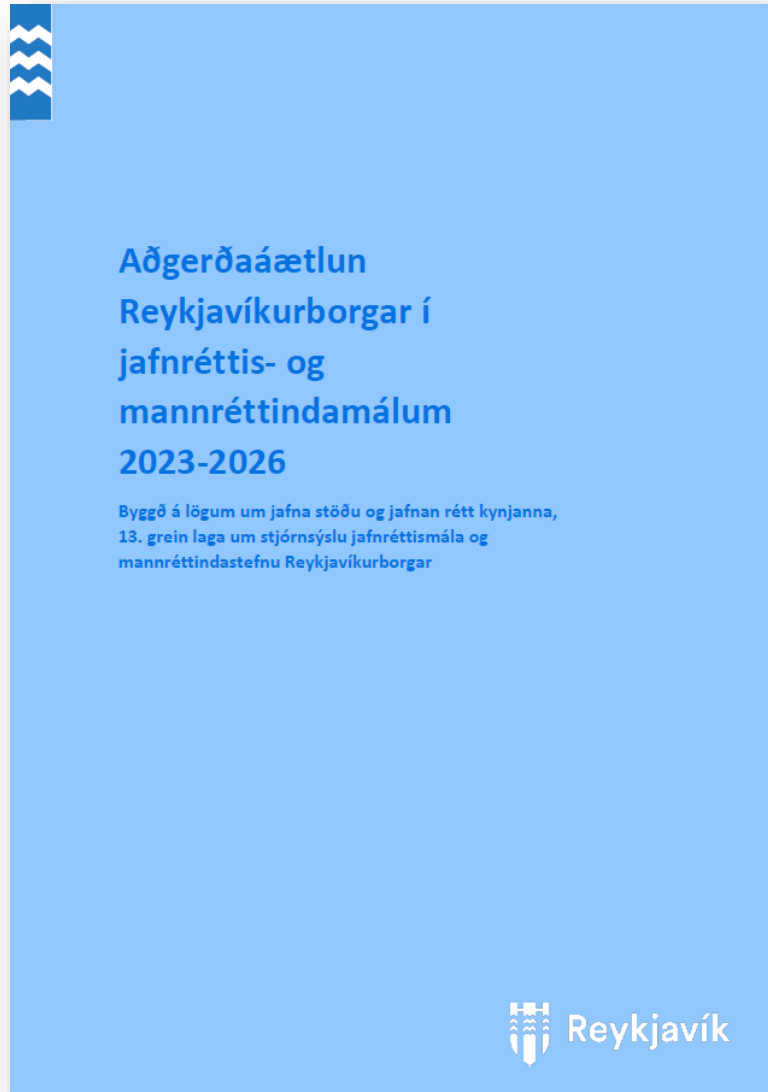
Reykjavík's Equality and Human Rights Action Plan 2023-2026

Presentation to the Intercultural Council 29.08.2023





Equality and Human Rights Action Plan



Approved by the City Council 20. júní 2023.

The plan is based on the city's human rights policy and other approved policies of the city, as well as the legal requirements we have to fulfill by law.



The making of...

The Human Rights and Violence Prevention Council is responsible for strategic planning in the field of human rights and violence prevention and handles the city's equality matters.

The council must prepare an action plan in human rights matters according to the city's human rights policy, but the municipality also needs to establish a plan for equality after the municipal elections.

Work on the plan began in January 2023 with the establishment of a working group with the task of preparing a draft of the city's plan for equality and human rights matters for the election period.

The working group held working meetings with the Human Rights and Violence Prevention Council, the Department of Human Resources and Work Environment, the Department of School and Recreation, the Department of Culture and Sport and the Department of Welfare. The working group worked on all the proposals that came up during the working meetings.



The many roles of the city

The plan sets out goals and actions to promote equality and human rights in four main areas that reflect the multiple roles and responsibilities of the city.



Reykjavík as a governmental authority (26)



Reykjavík as an employer (25)



Reykjavík as a service provider (54)



Reykjavík as a partner and in procurement (3)

= 108

Gender, queerness,
disability, impaired
working capacity,
health status, origin,
class, nationality,
age, religion, body
type, etc.



Ongoing actions

- The city of Reykjavík is considered a frontrunner when it comes to equality and human rights matter.
- Many of the actions are ongoing procedures that have been implemented and are under constant review.



e.g. education/training on specific topics for staff, managers and elected representatives, equal pay, procedures regarding violence and harassment, active collaborative projects and contracts, regular audits, gender budgeting and rainbow certification.



Actions regarding services to immigrants

Goal	Action	Time
Reykjavík is an intercultural city	Create e-training for City of Reykjavík employees on the use of interpreters, as well as what methods can be used in communication with service recipients who are immigrants.	2024
	Work with a group of experts within the city who have expertise in immigrant matters to better meet their needs.	Quarterly
	Develop procedures for when a comment is received about hate speech or discrimination and create functional training for Reykjavík City employees on hate speech.	Ongoing
	Provide education to immigrant NGOs and ethnic groups about the City of Reykjavík's services and rights and obligations.	Ongoing
	Offer new residents of foreign origin education in neighborhoods with the involvement of service centers; distribute the brochure Welcome to Reykjavík.	Ongoing
	Use social media in English and Polish to communicate information to foreign residents.	Ongoing
	Create digital intercultural training for managers and employees of the City of Reykjavík.	2023
	Collect information about successful projects concerning interculturalism in Reykjavík with the aim of making them more visible.	Ongoing
Support refugees and immigrants	Provide education and educational materials about raising children in Iceland for families moving to Reykjavík.	Ongoing
	Conduct a detailed analysis of services for refugees in Reykjavík from a gender and equality perspective.	2024



Some more actions

Markmið	Aðgerðir	Tímarammi
Cooperation and cooperation in the field of human rights and raising awareness of citizens about human rights.	Participate in the Rainbow Cities Network, ICORN, Intercultural Cities Network and Nordic Safe Cities.	Ongoing
A non-judgmental urban society based on inclusion.	Plan and hold the multicultural assembly of the city of Reykjavík.	Biannually
	Work with Reykjavík City's cooperation platform with religious associations.	Twice a year
	Formulate a strategy for the intercultural city of Reykjavík in cooperation with all the city departments, citizens and other stakeholders, with inclusion as a guiding principle.	2023-2024
	Provide education and training for city staff on intercultural skills and any form of discrimination.	2023-2025
The diversity of society is reflected in the city's councils, committees and boards.	Encourage political parties, in the run-up to municipal elections, to make their candidate lists reflect the diversity of the city's society.	Before elections
Elderly/disabled people receive services tailored to their needs.	Research if services for elderly people/disabled people take into account the different needs of people according to e.g. gender, origin and queerness.	2023
Senior citizens and their relatives know the services available.	Create educational materials "Aging in Reykjavík" about services for senior citizens in Reykjavík in multiple languages.	2024
Knowledge is available about the status of disabled people who use the city's services.	Create education about multiple discrimination, e.g. for disabled service users of foreign origin and queer disabled people.	2023-2024



Implementation and Follow-up

The action plan is an active document and will be revised regularly.

- Regular monitoring of progress.
- Human Rights and Violence Prevention council regularly informed about the status.
- The status of actions will be available on the city's website.
- The status of the actions will be presented annually to the City Council.

Opportunities to add actions as the plan progresses, and to respond to situations that may arise.





Reykjavík