



Berlin Neukölln

Intercultural Profile

This document is based upon findings of three visits conducted by the expert team to Neukölln in March and July 2008, May 2009 and July 2011.

Introduction

Berlin-Neukölln represents one of the few cases within the Intercultural cities programme, in which membership is not associated with a city as such, but with a part of it, i.e. with a neighbourhood, or rather in administrative terms, with a district. This has to do with the complex and eventful history of Berlin, as well as with the important political and administrative changes it has gone through as from the end of World War II, in 1945. This is the reason why this report, while focussing on the Neukölln district, will not ignore the broader context of Germany's capital city, with which it is strictly interwoven. Berlin has been the capital of the German state (in its different subsequent forms, as we will shortly see) as from 1871. In 1918, after the abdication of Kaiser Wilhelm II and the end of the German Reich, Berlin becomes capital of the newly founded "Free German Republic", with the Social democrat Friedrich Ebert as Chancellor. Thanks to the administrative re-organisation of the city (through the Great-Berlin-Act of 1920), Berlin now includes 20 districts (one of which is Neukölln) and, with a total of 3.8 million inhabitants becomes "overnight" the second largest city of the world (after New York and London). After fifteen years of representative democracy, in January 1933 Adolf Hitler takes power, and this is for Berlin the beginning of a new era, which will take it to war, destruction and ultimately the division into four sectors. Neukölln belonged (after a short occupation by the Red Army) to the US sector and was bordering the USSR-controlled district of Treptow, where the government of the GDR would build the Berlin wall in August 1961. During the 28 years of existence of the wall, Neukölln was therefore a border district, which has of course played an important role in its demographic development. Presently, there is almost half a million people without German passport living in Berlin (from about 190 different countries), which makes up nearly 14% of the resident population.

Today's Berlin: "poor, but sexy"

The federal capital (which is not just a municipality, like other German cities, but enjoys the statute of "Bundesland", with its own government, just like, to give a concrete example, Bavaria or Baden-Württemberg) has been going through - since the national reunification of 1990- a deep financial crisis. After the "Wende" (the "turn", as the Germans call the end of communist rule in the GDR, and the

subsequent reunification of the country) factories and production in the eastern part collapsed, but also the western part was in no better shape. The economic subventions that had been pumped into West-Berlin in order to make it attractive for investors (and to create employment opportunities) were progressively withdrawn, and companies started moving away, leaving behind massive unemployment: in 1991 there were 207.000 jobs in the industry, that today have fallen to about 100.000. Many of the workers left behind belong to the German-Turkish minority (the so-called Deuschtürken). Today's (2009) unemployment rate in Berlin is about 14% (against 8% at the national level), and the average income of a Berlin citizen is about 15.000 EUR, against 18.000 at the national level (2007). On the other side, living costs in Berlin are quite below the German average, (rents are almost half than in Munich) which has made it attractive to many artists and creative intellectuals. This new leading role of Berlin in the European cultural scene also explains, at least partially, the 17 million nights yearly spent by visitors from all over the world. Back in 2003, Berlin's Mayor Klaus Wowereit defined Berlin "arm, aber trotzdem sexy" (poor, but nevertheless sexy) creating a slogan that has been relaunched as this year's official brand of the cultural festival "48 hours Neukölln".

Berlin Neukölln is it the heart of momentous changes which are taken place in German culture and society brought on by world political events and the increasing movement of people, capital and ideas. Over the last 20 years Berlin has become one of the most transformed cities in the world and, understandably, it is struggling to come to terms with the speed and intensity of many of these changes.

The city of Berlin as a whole, through the political leadership of the Senate and specifically its Commissioners for Integration and Migration and also for Culture and Media, has sought to project itself to the outside world as a young, energetic, diverse and cosmopolitan city – a *weltoffenstadt*. Practical symbols of this include the city's welcome pack to foreigners *Willkommen in Berlin, Der Haus der Kulturen der Welt*, an international cultural centre next to the *Bundeskanzleramt*, and *Der Werkstatt der Kulturen*, a community arts centre which promotes the Carnival (see below).

Berlin is now one of the most attractive stop-offs on the international travel itinerary and, after years of neglect and stagnation, is gradually building its economy into something which resembles other cities of its size. However, this brings with it the possibility of Berlin becoming a 'two-speed city' in which dynamic hubs of prosperity and self-confidence are thrusting up alongside isolated islands of poverty and hopelessness. Once a city of relative social equality and homogeneity Berlin is quickly becoming a place increasing economic, social and cultural contrast, and it remains to be seen whether this will become problematic.

Because of this speed of change it is not surprising that there are difficult questions arising over what it means to be German or a Berliner. Deep down, Germany still considers itself as a *Kulturnation*, ie a people united around a shared cultural heritage, experience and values. No longer religious nor strictly racialized, it instead adheres to a set of secular values such as democracy and the rule of law. But Germany is also *Mehrheitsgesellschaft* (a majority society) which means that the values held by the majority must take precedence over minority tendencies in order to maintain social order. It is accepted that there should be a *Leitkultur* (leading culture) into which other can and eventually must assimilate. This is by no means a closed culture – on the contrary German society is prepared to offer numerous opportunities through the welfare and education systems to encourage access. Nevertheless there is an implicit assumption that

those who do not choose to adopt this course of action must in some way be socially deviant or culturally inferior. As such there is not widespread support in Germany for a more pluralistic model of society. Many in Germany shudder at the prospect of a multicultural model as seen in Britain and the Netherlands, which is perceived to have created social tensions and cultural separation.

Whilst there is a lively debate in Germany about the implications of migration and diversity there is a largely unquestioned acceptance of *Mehrheitsgesellschaft* and *Leitkultur*. The debate is really about the degree of liberality or coercion with which minorities should be encouraged to come to terms with this. There is an explicit recognition of the benefits that the *Ausländer* bring to Germany, but in the minds of many these are limited to the economic or the exotic. It is rare to hear the (intercultural) view that where German and non-German cultures meet there might emerge a new dynamic hybrid culture which would enrich and enhance German culture. It is far more likely to hear expressions of surprise and frustration that people of 'peasant background' would wilfully refuse to leave behind their state of pre-modern ignorance and adopt what might seem to be the obvious advantages of assimilation into mainstream society.

Around the world all societies are being asked difficult questions as a consequence of migration. However, it sometimes feels that in the German *Mehrheitsgesellschaft* it is always the minority that is being asked all the questions, whilst the majority is largely absent from the discourse. Neukölln likes to portray itself as the place that cannot nor will not dodge the difficult questions. It is the place that could realise all the benefits that a growing Berlin economy might have to offer, but on the other hand it teeters on the brink of becoming an underclass ghetto, left behind as the rest of the city speeds forward. There is no place here for romantic notions of multikulti harmony but neither is any quarter given to racial discrimination or bigotry.

Basic facts and figures about Neukölln

Today the district (Bezirk) of Neukölln (normally outside of the Berlin tourist maps and mostly ignored by guides) comprises five neighbourhoods (Ortsteilen): Britz, Buckow, Neukölln, Gropiusstadt and Rudow, with a total of about 307,000 inhabitants from over than 160 countries (out of about 3,443,000 inhabitants in Berlin-2009)¹. From a demographic and economic point of view, Neukölln is divided into two areas: while the larger southern part is a middle-class area with a relatively small number of migrants, the northern part is smaller, more densely populated, and with a more socially and culturally diverse population. Neukölln has a long-standing tradition in welcoming foreigners: in 1737, upon invitation of Friedrich Wilhelm I, King of Prussia, 350 Bohemian protestants, fleeing from the religion wars in their home country, settled down in what is today Neukölln, and founded the "Bohemian Village", giving a strong contribution to the economic development of the area thanks to their professional skills as weavers. Today, after almost three centuries, Neukölln is home to about 65,000 foreigners, i.e. 20% of the total resident population. However, most of these (almost 50.000) are concentrated in North-Neukölln, where they make up 32% of the resident population. If we add to this figure the number of naturalised foreigners (Deutsche mit Migrationshintergrund) we come up to a total percentage (in the whole District of Neukölln) of 42% foreign-born people, whose mother tongue is not German. This represents a particular challenge for primary schools and kindergartens, where the percentage of pupils without German as mother

¹ Source: Amt für Statistik Berlin-Brandenburg, die kleine Berlin-Statistik, Potsdam, 2010

tongue² can reach 87%. If we consider that the unemployment rate of Neukölln is about 19.3% (May 2011) than we will have a clearer background picture of the problems that the local administration has to face in order to foster social cohesion. For more detailed data on Neukölln, see appendix.

INTERCULTURAL POLICIES AND ACTION IN NEUKÖLLN

1. Public discourse that the city explicitly underlines the city's intercultural approach.

The Neukölln district administration has been managed for many years by Mr. Heinz Buschkowski, a Social democratic mayor, who within the party is considered to be moderate, or even "right wing". Some of his civil servants also appear to share his views and his pragmatic approach to the issue of migration and integration, in which (alongside national mainstream political positions) top priority is given to the knowledge of the German language as a means towards successful integration, as well as to overcome the phenomenon of "parallel societies" in those German cities with a large concentration of migrants, esp. Turks.

In September 2012 there will be political elections in Berlin (as well as in the different districts), but, while Mr. Wowereit (the general Mayor of Berlin) will have to face harsh competition by the Green candidate Künast, Mr. Buschkowski seems to rely on a solid constituency in Neukölln. However, there has been an important change in the Neukölln district administration: Ms. Franziska Giffey, who had accompanied the previous ICC-project visit as civil servant in charge of European affairs, has become, thanks to a by-election, a member of Mr. Buschkowski district cabinet (Bezirksstadträtin) and will herself stand for election next September. She has been replaced by another civil servant (Ms. Cordula Simon) who is coming from a totally different department (public works) and is still familiarising with her new post.

The city has been quite proactive in declaring that cultural mixing and the prevention of segregation is a priority for it, and the Burgermeister Heinz Buschkowsky is very much the physical embodiment of this. However, it has gone further than this to attempt to turn what many in Germany might see as its weakness (its diversity) into its greatest asset and distinguishing feature. Hence the marketing and merchandising campaign around its slogan "Neukölln always comes around differently". It will also be erecting place-name signs declaring "Neukölln – Place of Diversity" which is a very self-confident gesture. There is however another interpretation of this, which is that Neukölln has always seen itself as a place which stands apart from the rest of Berlin, that is it does things differently, even at the risk of making itself unpopular.

There is no denying that Herr Buschkowsky is a high-profile and controversial figure in Germany and not everything he says or does on diversity issue is necessarily intercultural. Nevertheless, he performs an important function in

2 Who are defined as *Kinder nicht deutscher Herkunftssprache* in the German socio-administrative jargon.

forcing German opinion to question itself, and to open up a debate that might not otherwise take place about where multi-ethnic German society is going. In this regard, Neukölln is not only fulfilling our requirement on behalf of itself but on the behalf of a wider constituency too.

For the 2009 Berlin Karneval der Kulturen, the Paul Hindemith Music School entered a float in the procession, under the banner 'Neukölln - Intercultural City'. This was an impressive intervention for a number of reasons: it was one of the few floats not based upon a single ethnic group; it actively involved many young people some of whom might otherwise be considered 'difficult to reach'; it involved large numbers of Turkish-origin people who, despite being the largest minority group in the area, are not otherwise well-represented in the Karneval. Out of almost 100 floats it was awarded 4th prize and 1st prize for those featuring young people.

The Karneval, and Neukölln's place in it, exemplifies in microcosm the complex but very important process of image-building that is taking place. The Karneval presents a very positive image of Berlin's rich diversity, but it also rather exoticises different groups in a 'multikulti' way. The message of Neukölln's float seemed to be "we know that Neukölln's public image is not exotic or attractive, but we would prefer to be seen as realistic and courageous in tackling the most difficult issues of how to bring different age and ethnic groups together".

Further action

Neukölln understands very well the importance of symbolism and reputation-management in supporting the transformational programme it wishes to bring about. Perhaps, however, there is now a need for a subtle change of emphasis. The city almost prides itself on being the outsider - the one who always takes the different and more difficult route than the crowd. There is honour in this, but it would be unfortunate if it degenerated into an attitude which said "No-one likes or understands us, but that's their problem and we don't care". Rather than portraying itself as the scapegoat or the victim, Neukölln also needs to employ more diplomatic methods of persuasion which would gradually see it portrayed as an opinion-leader.

It is very important to monitor the impact of public relations and branding campaigns. The city should be gathering evidence on effect they are having on the way residents and outsiders feel about Neukölln? As such we hope that Neukölln will be a vigorous participant in the CoE's forthcoming indicators and public opinion survey programme.

2. Initiate an exercise to review the main functions of the city 'through an intercultural lens', and establish some flagship trial projects

There is absolutely no shortage of flagship trial projects in Neukölln which are generally well-conceived and resourced with committed and professional staff. What was perhaps less clear was how these are evaluated and how a pilot project - if successful - can be extended. The Mayor himself has stated that one of the city's major challenges is to move beyond the short-termism of projects to a more sustainable programme. The challenge is how to maintain the creativity from which has sprung the very best of the city's projects, to introduce a process which can rapidly identify these and transfer them into mainstream practice, whilst ruthlessly excising those which are ineffective, unsustainable or simply the political plaything of one or other interest group.

Education

As already mentioned above, schooling (including integration of parents) and language are among the main concerns of the district administration, and hence our three-day visit programme was very much centred on this issue. There are 66 public schools in NK, and in many cases the percentage of pupils coming from a non-German speaking family context reaches 85-90%. Also the pupils coming from a "Biodeutsch" family³ mostly belong to a low-income social layer, with one or both parents are unemployed and living off social benefits (the so-called "Hartz IV Empfänger"). The pupils - as reported by school directors, district civil servants and local politicians - have rather scarce motivation to go to school in a family where they are the only ones who need to get up in the morning, while most of their parents apparently do not look after them, and attach no importance to their childrens' school careers. They - understandably enough - hardly see any future for their children, in an area (Northern NK) struck by a 51,5% unemployment rate, and where (District NK) 75% of the jobs in the industrial sector have been lost after 1989. An active role in this situation is probably played by the somewhat discriminatory German school system, which makes vertical social mobility virtually impossible. The system, organised and administered on a regional basis, is based upon a rather short primary school (4 years at the national level, 6 in Berlin): after this period, pupils are suddenly confronted with an important decision, that will influence all their school career and professional future. In fact, the secondary school has three different paths: the "Gymnasium", paving the way to University and to higher prestige jobs, "the Realschule" and the "Hauptschule". Especially the latter has traditionally been attended by children of working-class families. Last year the Berlin Senate passed an important reform, merging Hauptschule and Realschule into an "integrated schoolsystem" and promoting all-day schools (Ganztagsschulen). The system also foresees the possibility to switch to the Gymnasium for pupils in the 10th class.

On top of this difficult socio-economical environment we have to take into account the recent arrival to NK of a considerable number of Roma families from Romania and Bulgaria, who have rented overcrowded, rundown apartments in the district (whose German owners charge them rents which are twice as high as normal market prices for the area). This has meant a sudden rise of about 600 children in NK schools, most primary ones, which are now trying to reorganize themselves in order to offer to the newcomers (many of which have never been to school in their life) the extra German classes they need to catch up with the others and be able to be integrated in the regular school classes. Some schools are planning a German crash course to be held during the coming summer holidays⁴. All these new emerging activities confront the administration with a serious financial problem, the solution of which partly lies outside of their competences, because they have to rely on regional (Berlin Senate) or federal funds. Presently, about 70 M EUR are missing for the necessary refurbishment of school buildings and infrastructure.

The administration seems to have learned from the mistakes made with the Gastarbeiter (guest workers), who contributed to the post-war reconstruction of the country in the 50s and 60s, and who were deliberately kept apart from the German society, in the hope that, after doing the job they had been called for, they would return to their home countries. This happened (thanks to rather strict bilateral agreements with labour-exporting countries) up until 1973, when

3 *Biodeutsch* is an administrative newspeak term recently invented in order to define those among German citizens who are German native speakers and who have a German cultural background. It could roughly be translated with "ethnic Germans".

4 For the details of the initiative, for which a number of bilingual German-Romanian teachers and assistants have been hired, see the press release of July 1st, 2011, under <http://www.berlin.de/ba-neukoelln/presse/archiv/20110701.0710.350241.html#>

Germany (along with other Northern European labour-importing economies) decided, in the aftermath of the first oil shock, to stop incoming migration. At that point, many of the migrants, instead of going back to their home countries, brought their families to Germany, and settled down in the country, but still lacked the political rights and cultural recognition necessary for real citizenship. It is now clear to everybody that both the second and third generation migrants, as well as the newly-arrived Roma families, have no intention to leave the country, and that they need to be integrated into the mainstream society. This attempt certainly requires time and investments, but, should it fail, today's Roma children are going to become a heavy and potentially destabilizing burden both for the welfare system and in terms of future social cohesion in a diverse area such as NK. However, in the run-up to next September elections, this plain truth seems rather difficult to understand for the average "Bio-German" electorate, who tends to feel deprived of its rights to the advantage of "foreigners". The migration and integration issue is apparently not very high in the political agenda of the elections, probably because some of the parties (i.e. the CDU) simply ignore it, and the others (most notably the SPD) do not intend to raise an issue that could turn into a political boomerang for them.

The figurehead for this is **Campus Rütli**, a bold move to transform a school, which was branded as one of Germany's worst, into an all-embracing centre for formal and informal education and social care.

The example of the Rütli school

The Rütli school had become notorious all over Germany in 2006, just a few months after the riots in the Parisian banlieues, when the national press had reported a general climate of insecurity, as well as some incidents that had occurred within the school, with pupils allegedly threatening and attacking teachers and school staff. The school Rector had addressed an open letter to the authorities, asking for immediate help and denouncing the situation offering no future whatsoever to its pupils (and especially to that 83% of foreign origin or family)⁵. The Rector was correctly pointing out that it is impossible to try and integrate pupils of Turkish and Arabic origin in a school system that did not have any facilitators and/or mediators of the same origins, and was also pointing her finger at the discriminatory nature of the German school system.

Five years later, the situation appears to have completely changed: the Rütli School has been thoroughly reorganised, with a new pattern of "common school" (Gemeinschaftsschule) in which primary school, Hauptschule and Realschule are merged together into a single, continuous path that keeps together pupils from their sixth year of age through to the fifteenth. In a way, the experiment of the Rütli school could become a forerunner of the future reorganisation of the whole German school system⁶. There will also be a general and broad cultural offer for adults too, in the first place for parents, though not exclusively for them. The leading idea is to bring together school and local neighbourhood life, so that the Campus (as it has been renamed in 2007) will be in a position to offer something to all inhabitants of the area. Intercultural mediators have been hired, who could play a bridging role between school and parents. The new system has been approved by 90% of the teachers, and the others had the liberty to go and work in a different school. Apparently the Rütli school is today rather trendy among teachers, because many apply to work there. Of course results can be seen only in the long run. The first 110 pupils of the new course left the school in 2010 (36

5 See "Notruf der Rütli-Schule", in *Schulspiegel* of 30th June 2006

6 There is presently a nationwide political debate on the future of the Hauptschule. See Margrethe Van Ackeren, *Wird die Hauptschule abgeschafft?*, in *Focus* 24/2011, page 34

switching to Gymnasium, only 2 failed). The weekly magazine Der Spiegel has recently praised the Rütli-Wunder (the Rütli miracle) in an article on the general situation of the German education system⁷. Before 2006, 40% of the pupils failed even the Hauptschule diploma (against 20% the national level), which would have granted them at least the opportunity to go to vocational training. Without any diploma they only have a bleak future of unskilled occasional jobs before them. The school is also trying to win back pupils who are allegedly unwilling to learn, offering them certain subjects taught in their mother tongue (either Turkish or Arabic) with mother tongue teachers. This initiative has had a big success among the parents, because for the first time they felt accepted in their cultural identity and national language. In turn this generated a more positive approach towards the German school, with which they can now identify more easily. The potential for innovation of such a move should not be underestimated, because the German official attitude vis-a-vis migration has often been black and white: while on the one side Gastarbeiter were not required (or even allowed) to "integrate" and were doomed to remain foreigners until their final departure, the new integration policy that has been developed in more recent years looks like a rather strong invitation to embrace the values of the German society, and hence to assimilate to it.

The other side of the coin is that this effort has also had a relevant cost in financial terms, which raise legitimate doubts about its replicability. Most of the costs will be borne by the Berlin Senate, who has earmarked an investment of 31,5 M Euros (to be spent by 2016). Apart from that, the Rütli school has been able to attract funds from a few private sponsors, such as the Freudenberg Foundation, which is going to invest 1,2 M Euros over a period of ten years.

Although this level of investment is clearly unaffordable on a large scale, the overall philosophy and structural changes introduced by Rütli are a positive example for other cities in Germany and beyond.

Neighbourhoods

Alongside education, Neukölln's greatest emphasis is on neighbourhood management and communication. The north of the borough has been sub-divided into 11 sectors each with its own management committee and dedicated staff. Schillerpromenade is typical of these with an advisory council of 28, comprising 11 officials and 17 residents, 21% of whom are of migrant background.

Its priorities for 2009 were to promote education, safety and participation with intercultural integration being a cross-cutting theme. It provides an important meeting place for different interest groups and focuses all on the needs of the neighbourhood as a whole rather than on narrow sectarian concerns. As it also has a budget for local improvements it arouses good attendance and lively discussion. The offices provide a focus for the formation of new groups of residents to address unmet needs. As an example of this 'ear to the ground' it became apparent that the Council's youth service was not relevant with staff refusing to work evenings and weekends. In response the Mayor removed staff, re-organised the working routines and brought in 20 new sessional youth workers of migrant background.

The "Quartiersmanagement project" represents a rather advanced experience of participated social planning at neighbourhood level. The practice of

⁷ SPIEGEL Wissen, Das Rütli-Wunder, so wurde aus der Chaos-Schule ein Vorzeigecampus, 2/2011, page 92

Quartiersmanagement has a rather long-standing tradition in Germany, where the first discussions on the subject already started back in the '90s (following some forerunning experiments that had taken place in the Netherlands around 1985). The Socially Integrative Development programme (as it was officially defined as from 1999) is a methodology of intervention specially designed to stabilise and further develop districts with special development needs, such as areas where multiple urban development issues overlap, and where numerous problems are intertwined and mutually reinforcing.

One of the most effective tools provided within this approach is a Resident Fund for the use of the local people, the provision of financial resources under the direct control of neighborhood juries, the creation of incentives to get involved in the process, which can demonstrate that residents are to be taken seriously and that they are capable of determining how to use and allocate their own resources to foster social cohesion in their neighbourhood.

Within Neukölln, the District assembly, together with the Berliner Senate, have identified a few smaller neighbourhoods (called "Kiez") which are in a particular need for assistance, because of difficult living conditions, high unemployment rate and number of families living off social welfare, and where the population is most cases made up by over 50% non-Biodeutsche. In these areas, where social cohesion is particularly at risk, the Socially Integrative Development programme has devised a strategy for intervention based on cultural activities, training, integration and people's participation, in order to foster a new sense of belonging in the inhabitants. In North Neukölln, about two thirds of the resident population live in Quartiersmanagement areas of about 12.000-15.000 inhabitants each. As from 1999, 28,5 M Euros have been invested by the Programme in 11 different "Kieze" within the District of Neukölln. In each of the neighbourhoods, teams have been set up in order to put the district development programme into practice. The boroughs treat these selected districts as target development areas, and assign to each team a district coordinator within the borough administration, as does the Senate Department for Urban Development.

Each Neighborhood Management team has an "onsite office", staffed with people who can act as a bridge with the local population and work on the different development initiatives taking place in the Kiez. Most of the projects start from local proposals (made by groups of inhabitants or associations) and are decided upon with an interesting participatory approach. Each project has thus an intrinsic objective (be it a street fair, or a new neighbourhood newsletter, the purchase of playground equipment, and so on) as well as an "educational" one, i.e. the promotion of active citizenship and co-operation spirit among the different components of the Kiez population. In this sense, Quartiersmanagement projects can be regarded as an extremely useful and powerful tool contributing to easing and preventing possible tensions in the neighbourhood. On the other side, it has to be clear (as the Quartiersmanagement project organisation points out) "fundamental urban problems like poverty and unemployment cannot be tackled in this way". 8

As a matter of fact, if we consider that most of the problems in the District do not have a "purely" cultural origin, but rather an economic one (poverty, unemployment, exclusion), then of course "Quartiersmanagement" is only part of the solution. In fact, one of the main problems experienced by the whole initiative is the active involvement and participation of those layers of the local population who should represent the main targets of the very projects. There is a definite

8 See <http://www.quartiersmanagement-berlin.de/Neighborhood-management.1046.0.html>, downloaded on 13th July, 2011

problem in getting in touch with the migrants, who still appear to be rather isolated from the mainstream German society. During our visit it has been pointed out that many of the migrants (esp. women) lead their lives within their own family and do not know much beyond the boundaries of their own block of flats. The organisers (both at neighbourhood and District level) seem to be aware of this shortcoming, and, alongside with “soft” active citizenship projects, try to carry out specific income-generating and employment-creating initiatives, that can, though on a small scale level, tackle the concrete problem of poverty and unemployment. While employment is a key instrument for emancipation, autonomy and citizenship, participation in neighborhood structures and initiatives can also be a first step towards a “coming out” and engagement in the wider community, generating contacts, self-confidence, social skills and thus increasing chances for employment. Thus even those Quartiermanagement initiatives that do not directly focus on jobs, can have a positive impact, if they manage to include migrants, especially women.

One of the few income-generating Quartiersmanagement projects that the team has had the opportunity to visit is the sewing laboratory “Sieben auf einen Streich”(Seven at One Blow)⁹, in the Richardplatz-Süd area. The most interesting element of this initiative is the attempt to link together integration of migrant women into both the social and economic life of the neighbourhood, thus acting as a thriving force for a true active citizenship and social cohesion in the Kiez. In fact, the first sewing courses organised in 2008 (for 20 women), were carried out in German-Arabic and German-Turkish respectively, and were, as a matter of fact, both language and vocational training courses. This first project was widely appreciated, and today 90 women are working and studying in the workshop of “Sieben auf einen Streich”. The initiative has also strong links with the local economy, because many of the women are in fact working for garment designers, who want to keep both design and production in Berlin. Since the number of participants has risen fourfold in a few years, the German language courses are now taught by the local branch of the “Volkshochschule”, a member of a nationwide non profit organisation specialising in adult education and lifelong learning, which is in a position to offer professional teachers of German as a foreign language¹⁰. One further Streich (or blow) was added by the project in 2009, when another non-profit workshop (RWB-Recycle Werkstatt Berlin) joined it under the same roof, with the double goal of producing new design household objects from scrap materials and becoming a meeting point within the Kiez, to help inhabitants with small tools for household maintenance and for bicycle mending. The sewing-workshop and the RWB workshop are thus mutually reinforcing, actively trying to create social cohesion based on job creation.

It was through an informal meeting of mothers in a neighbourhood office that the plan was first hatched for what is now one of Neukölln’s most celebrated project, the **Neighbourhood Mothers**. It now comprises almost 150 women of migrant background who have been trained as home visitors. In 10 weekly 2-hour sessions they will inform and advise isolated women on 10 key issues that will help their households become more integrated, and they each receive payment of €200 per month more than they would on unemployment benefit. The project was recently presented as a best practice case study at the Metropolis conference in Sydney. The mothers help to build a web of connections that give each

⁹ The name of the project is actually extremely German, because it goes back to a famous (and well-known to all German kids) tale by the brothers Grimm (The Brave Little Tailor), but it acutely depicts the multiple objectives pursued by the project at the same time.

¹⁰ The Neukölln Volkshochschule has been integrated into the regional education system by the recent regional education act of 2004, and is now part of the district administration.

neighbourhood a fabric of stability. For example the Warte-mal community café, converted from an unruly pub into a place where families can gather, including a large teaching kitchen where people can learn healthy eating habits. In total they have reached over 2,000 families and 8,000 children.

Further action

Once again, staff mention familiar concerns that insecure funding leads to too many short-term projects and the heavy reliance upon EU grant aid is alarming. What is noticeable in contrast to other international cities is the lack of business partners who could provide a valuable source of new finance and expertise

By far the majority of these initiatives fall within the field of education, social care and culture, which perhaps reflects the interests of the Burgermeister and some of the other strong characters in the city administration. Perhaps there is also a need to carry out some trial projects in some other 'less obvious' disciplines. For example, how does diversity affect the way the city deals with transportation, or waste management or open spaces? For example does the way in which public transportation is currently configured contribute to the mixing of people, does it reinforce patterns of separation or does it have a neutral effect. How easy is it for people in the north of the borough to visit the more affluent south on public transport?

More important than this however, is that the city does not yet appear to have taken on the first part of this second step, ie to review its main functions through an 'intercultural lens'. In a city in which the administration is so large and has such a pervasive impact upon local life, there is a danger that the pilot projects (whilst high profile) remain only peripheral to the main services and decisions that affect the lives of the local population. The point of this exercise is that it requires mainstream officials to fundamentally reappraise and re-engineer their services. They would have to ask themselves difficult questions such as 'are the usual German methods of designing and delivering public services still relevant in a place with the characteristics of Neukölln?' and 'if it were our priority to make Neukölln a place where different communities interact, would we do things differently and, if so, how?'

The Public Realm

In contrast to the gleaming new city which has sprung up in the centre of Berlin, much of the physical infrastructure northern Neukölln looks rather grey and tired. The housing and facilities are basically decent but in relative terms it is clear the area has been falling behind in both public and private investment. As investment does move into the area, it will be important to ensure that green space is not sacrificed (for example what is to happen to the redundant Templehof airfield?) of that new middle class housing developments become isolated gated communities. Once again Campus Rütli may provide an important signpost. The plan is to engage architects of the highest quality, who will also work in close consultation with local residents to produce a multi-purpose site which appeals to all, and which will hopefully inspire other developers to follow.

There are also plans for the €10 million regeneration of the Karl Marx Straße – which is the main retail district. This could become an exercise in 'planning through an intercultural lens'. What makes Karl Marx Straße so significant is that it is the main artery through the northern part of the borough and contains the greatest mixture of activities, retail outlets and cultural representations. It also includes the main civic buildings.

Like many once-thriving city streets the car has sealed its fate. Firstly the car has taken much of its former business to out-of-town shopping malls, and the car also dominates the streetscape leaving little room for pedestrians. The new plan is to narrow the road and create wider pavements and period 'lingering spaces' and outdoor cafes. The borough is doing its best to formulate a masterplan based upon the wishes of local people. However, there is no tradition of public consultation or interest in the urban environment so a lot of promotional activity is required.

There is also a paradox: whilst German society in general is moving towards a greener and less car-dominated form of urban planning, many people of immigrant background have different priorities. The prosperity they have found in Berlin means in many cases they can own a car for the first time in their lives. They do not necessarily take too kindly to being 'designed out of the city'.

The Karl-Marx-Strasse (K.-M.-S.) belongs to the most important shopping streets of downtown Berlin, and it is at the same time characterised by an intense traffic. Being at the heart of North-Neukölln, it is also one of the three main boulevards of the district (together with the Sonnenallee and the Hermanstrasse). Today, after many years of continuous economic crisis, the K.-M.-S. is still a rather lively (and noisy) place, dotted with North-African style tearooms, "99 cent shops" offering their goods on side-walk stalls, and underlining with their presence the constant loss of purchasing power that has been going on for years. One more sign of the economic downturn is given by the many large public buildings which have been abandoned (such as the XIX century post office, or the old prison, just around the corner from the District's main office building) and which are still waiting for a private investor to come and rescue them from complete decay. For German and European standards, the K.-M.-S. is still a rather chaotic and unattractive place, where people hurriedly go through instead of using it as a meeting point, especially if we compare it with the much nicer and quieter little streets at its back. In order to counteract this trend, the District administration has planned a series of measures with the aiming of transforming the K.-M.-S. into a more liveable place for everybody. It is a rather capital-intensive mix of hard and soft measures, which will require about 29 M Euros over the next 15 years. The necessary funds have been earmarked both by the Berlin Senate and the federal programme for the revitalisation of the historic centres of German towns and cities ("aktive Zentren").

Living in the suburbs in a small family house with private garden and driveway is not trendy anymore, people now want to go back and reclaim the city centres. These of course need to be transformed accordingly, and we are just about doing this- told us Mr. Horst Evertz, director of the "Aktion-Karl-Marx-Strasse", a temporary steering body set up by the District in order to co-ordinate the different measures that are going to take place in the near future¹¹. While the bulk (in financial terms) of the projects is going to be decided upon and carried out with the traditional administrative procedures, for the artistic side- measures a special jury has been set up, with the task of shortlisting the most innovative projects for the steering committee, who will take the final decision. The Jury is composed by a broad spectrum of people active in NK, such as youths, shopkeepers, property owners, representatives of the cultural scene, as well as the District administration, in order to ensure, at least to a certain degree, a participatory approach, including also the "new Germans". According to the general approach of the Aktion Karl-Marx-Strasse, "our cities have a future only if

¹¹ The renovation of 17 Berlin neighbourhoods has been entrusted to the BSG (Brandenburgische Stadterneuerungsgesellschaft), a private consultant specialising in urban and social planning, as well as refurbishment of old city centres

they think of themselves in intercultural terms". Following this participatory and intercultural approach, part of the general action plan has been established after extensive interviews with the inhabitants, on how they imagine a new and better Neukölln. Special workshops have also been held in the schools, to take into account the views and need of the pupils.

It is of course debatable whether this huge investment (in terms of both financial and human resources) will produce the expected result of a more liveable Neukölln for everybody, and whether the almost 30.000 unemployed Neuköllner will really benefit from it. However, the intercultural and participatory dynamic created by the project will certainly encourage more people to engage in their city and create value, and jobs, in the medium and long term.

What is sure, is that it includes a considerable amount of public works that will make Neukölln a more attractive place to settle for people coming from other parts of Berlin, thus speeding up the gentrification process which has been already observed in terms of rising dwelling rents. It is thus very much possible that some of the most deprived inhabitants of Neukölln will be forced out of their homes, without having a credible alternative of where to go. Neukölln is certainly going to look nicer, but a few Neuköllner will end up by being worse off. The city should try and address this issue in the same inclusive and participatory spirit as with the Karl-Marx-Strasse rehabilitation.

Another reason why this is a very important project is visibility. Throughout cities of the west it is often in the public space that migrant make themselves most visible to the rest of the population. This may be because of unemployment and overcrowding they have nowhere else to go, it may be that these places are used for recruiting to casual work, or it may be simply for social interaction and reinforcement. In some cases these gatherings can be considered alarming or even threatening by others even though no malice is intended. For this reason it is vital that places of public lingering are understood and managed with great skill and subtlety to ensure that they become opportunities for encounter and understanding rather places of suspicion or potential hostility.

3. Mediation and conflict resolution

There is little to suggest that Neukölln is a place with immediate inter-ethnic tensions. However, there is great concern that violence is becoming increasingly prevalent particularly amongst young people, and this might – if not handled well – also develop an ethnic complexion. The work being undertaken to address this is impressive, for example the opening of a neighbourhood conflict mediation centre in Richardplatz; the theatre project 'Good daughters – good sons' designed to get young people to understand how conflicts can start; and the Youth Law House at Lessinghöhe youth centre which enables young people and their families to 'role play' the legal consequences of violent behaviour and hopefully therefore avoid the real thing.

Further action

Is it possible to be provided with information or statistics on the results and impact of these projects? It would also be helpful to see police statistics on the extent of racially-motivated crime and whether this is growing or falling. In general, however, the performance here is impressive

4. Language

One is given a very strong impression in Neukölln that language is a high priority and receives a high level of resource. We visited language courses at the Otto-

Suhr adult education college and learned that it is one of the largest providers of German as a Second Language in the whole country. As the city's report confirm this is only one of many initiatives taken by the council to ensure that migrants fall out of German society for lack of language skills. The aim is that no resident should have to travel more than 10 minutes to find language training in the borough and would appear that this is being achieved. There is a strong contribution from the NGO sector with the powerful Diakonisches Werk playing a central role. There is also a high level of investment in staffing so Neukölln attracts high quality. A certificate in intercultural teaching is also being introduced

Further action

Can more information be provided in English on the methodologies for language and intercultural teaching? Do some methods work more effectively than others in different situations and with different groups? Do children of immigrant background receive any support in maintaining knowledge of their mother tongue?

5. Media and communications

As indicated already, Neukölln and its Burgermeister are rarely out of the news, but not necessarily always in the way they would wish. It is said that they are an easy target for journalists who want to find a scapegoat and there is a feeling in the city that the media is only interested in covering bad news from Neukölln. Whilst Herr Buschkowsky is personally skilled and knowledgeable in his handling of the media, this does not amount to the kind of city-wide strategic approach that we would wish to see.

Further action

This is one area where the borough could learn from looking to other members of the network, particularly in terms of building an effective machine for countering misinformation and involving the media in helping to be part of the process of solving problems, not just complaining about them.

6. Establish an international policy for the city

Neukölln is a city that feels open to the outside and at ease with international connections. It has 10 sister cities and recognises the value of making study visits to places such as London and Rotterdam. It also encourages NGOs to cultivate their own foreign connections.

Most of its twins are in Europe and originate from the post-war reconciliation for example:

Brussels - Anderlecht -	Rome - Marino
Paris - Boulogne-Billancourt	Ústí nad Orlicí, Czech Republic
Amsterdam - Zaanstad	St Petersburg
London - Hammersmith and Fulham	Prague - Bezirk 5
Tel Aviv - Bat Jam	Izmir, Turkey

However, it is notable that the Turkish link was only made in 2005, no doubt reflecting the presence of immigrants. Perhaps the city should consider more links with the countries of origin of its migrants.

Of course it has the great advantage of being in one of the world's iconic cities of Berlin and will increasingly build its cosmopolitan image as gentrification moves southwards from Kreuzberg.

Further action

As Berlin becomes an increasingly attractive city for international commerce, culture and tourism Neukölln should be making a long-term strategic plan for how it will take advantage of the changing face of the city. Whilst the borough has many difficulties which require serious response, it sometimes seems that an overwhelmingly negative and problem-orientated discourse pervades public statements (for example the Integration Policies in Neukölln document). There is a need to balance this with a more opportunity-led approach, particularly in regard to the cultural industries and the creative economy. What is the council doing to assist local artists, traders and property owners to grow their business? How would the council like to differentiate its image from that of neighbouring boroughs so that visitors can get a clearer idea of why they should add Neukölln to their itinerary?

7. Establish an intercultural intelligence function

Although it is clear there is a lot of knowledge and expertise held by a group of key professionals in Neukölln, the borough does not appear to have a central observatory or intelligence base. Indeed, the response of the city to the analytical grid for this point suggests it may not have clearly interpreted what is required here.

Further action

It is not clear that there exists in Neukölln a systematic approach to the gathering, classification and analysis of demographic, social and economic data related to cultural diversity, nor of data related to the performance of key services or projects. Without this it is difficult to see how policy can be related to need and how the efficacy of projects can be assessed.

Once the borough commences the processes of gathering the data for the CoE indicators project, it is important that this is analysed and disseminated throughout the city administration.

8. Intercultural competence

Neukölln appears familiar and experienced in the concept of intercultural competence and has already taken several very interesting initiatives (see attached report), particularly in the training of public officials. The greatest difficulty is one already considered and it is a problem for Germany as a whole, ie the difficulty that people of migrant origin find in accessing jobs in the public service. Neukölln is taking greater efforts than most to address this, which it calls the 'intercultural opening of the administration'. Currently 30% of people training for jobs in the administration are of migrant background. Even so it will take many years to create an administration that even vaguely reflects the make-up of the borough.

Further action

Some cities (Greenwich, Rotterdam) have identified the recruitment procedures, in particular access to potential candidates, as more problematic than the lack of qualifications, and are using various techniques to reach out to "ethnic" employees outside the usual channels.

All civil servants in Tilburg with a client contacts in their work have been trained in diversity, as have the mayor and aldermen. The politicians and civil servants have a system of inviting people of migrant background to 'shadow' them in their daily work so that they become more familiar with the working of the council. Perhaps Neukölln should look into schemes such as these?

9. Welcoming new arrivals

The Berlin Senate has produced a multilingual folder entitled 'Welcome to Berlin' which is distributed via Neukölln officials to all new arrivals. It provides comprehensive information to the newcomer on how to negotiate one's way through German official systems and appears to be one of the best of its kind. There are also a growing number of events and activities designed to make new arrivals feel welcomed.

However, we did not see any evidence of any reciprocal service which is designed to help established residents understand or appreciate their new neighbours. This is a recurrent theme, where it seems not enough emphasis is being placed on encouraging Germans to appreciate that immigration is not something they can simply move house to avoid but must adapt themselves to.

One way to overcome this is through cross-cultural friendship schemes. For example in Rotterdam the Mixen aan de Maas (www.welkominrotterdam.nl) project pairs up local people with new arrivals and gives them money to spend time together over 6 weeks to build up friendships.

10. Governance, leadership and citizenship

Neukölln is making progress towards reinforcing the rights of minorities and to building diversity into the fabric of its democratic structures through its Migration and Integration Policy. There is an Advisory Committee for Migration Issues which brings the Burgermeister into direct contact with leaders of all the main communities. It comprises one employee of each of the twelve migrant associations and eight representatives of organisations such as schools, the police and welfare unions.

However, as time passes most of the population of Neukölln will no longer be migrants but the children and grandchildren of migrants. Therefore and how will they then be represented? One hopes that they will be represented as any other German would be represented but there is still much work to be done if this is the case.

Fundamentally there is still a low level of involvement in the electoral system and hardly any senior figures of migrant-origin involved in the main political parties, and therefore few elected politicians. When challenged on this problem, the response of the SPD was that there were still few people of migrant origin with the education and qualifications to become elected representatives. This is a controversial point for us – surely the right to take part in the democratic process should be open to all citizens regardless of academic ability. After all, was not the SPD itself in part founded by workers without qualifications? Engagement in the political process is a basic intercultural process and one of the most important ways in which communities learn about each other's differences. This seems to be a challenge for Neukölln at present.

Further action

The city needs to face up to harsh but unavoidable truth that at present the process of governance bears more than a mere resemblance to that of an old style colony, albeit a benign one. A small minority of skilled and privileged politicians and officials make and administer the law to a majority which has little practical input, beyond the very lowest levels of neighbourhood governance. This is not a problem unique to Neukölln as Germany in general now stands out from much of the rest of Europe in the ethnic homogeneity of its governance structures. However, there is a greater onus on Neukölln than on others to act

quickly and effectively. Why should people co-operate with a system in which they feel they have little stake?

Neukölln should look around Europe for examples of minority integration into the governance system, for example in Oslo. Another place to find new ideas might be Operation Black Vote (<http://www.obv.org.uk>) based in the UK. For example it has set up a scheme in Liverpool where young migrants can shadow established local politicians so they better understand what the job involves. In other cities it has enabled migrants to shadow Members of Parliament and magistrates. It runs training courses in 'Understanding Power' and is involved in the London Empowerment Partnership and the London Civic Forum, which is a network of 1300 full member organisations and associate individual members, from the capital's private, public and not-for-profit sectors which aims to increase and improve civic participation in London.

Conclusions

In its official statement 'Integration policies in Neukölln' the city council makes a clear and forthright statement of its commitment to equality and democracy and its determination to overcome intolerance and ignorance – wherever it may be found – to enable all its citizens to realise their potential in German society. Whether Neukölln's approach falls within the centre of what we would define as an 'Intercultural City' remains open to considerable debate and discussion, but this should not detract from recognition of the vigour and ingenuity with which the city council has set about its task.

The policies and the examples that have been described in the present report point out to a number of cross-cut issues that represent a sort of permanent feature in the situation of Neukölln, and that we are now going to try and sum up:

The legacy of the past. Germany does not have a brilliant record in terms of migrants' integration. The word Gastarbeiter has become a worldwide synonym for shortsightedness in immigration policy-making, and its substantial failure over the past decades has generated an enormous coexistence problem in today's Germany between the mainstream, well-off society¹² and an army of millions of unemployed, where migrants (as well as their naturalized descendants) are largely overrepresented. This process can also be observed in the specific area of Berlin (and even more in Neukölln), where official data tell us that the much-needed economic integration process is lagging behind. This is mostly due to massive loss of employment after 1989, and to the necessity to absorb the manpower which was liberated by the collapse of the productive system of the GDR. Non-German workers had to face powerful competition, and were mostly hit by the employment crisis. In this situation, the foreign part of the population tends to apply self-help measures, and to create a parallel society for itself, which has in turn an alarming effect on the native public opinion.

The stress on the language question. If this is true, it is also clear that the overemphasized "German language issue", though important, is an end-of-the-pipe measure, and it will not come to a positive solution by simply multiplying the opportunities to learn the language. This is of course all the school system can do

¹² Presently Germany is at the forefront of the post-economic crisis recovery trend with a 4% GDP annual growth rate.

(and it was clear, during our project visit, that it is spending a lot of energy and know-how to this end). Opportunity must come with positive incentives and a variety of learning methods – classroom-based or more active, schemes and environments, which can suite different types of learners. The recognition and public acknowledgement of the migrant languages as a value is another pre-condition for motivating migrants to learn the host country language.

Responsibilities in this respect are to be placed at a higher political level, for integration needs not only a good command of the national language, but first and foremost employment opportunities. On the other side, it also needs to be considered that the German (and the European) labour market is presently characterised by a shortage of low-skill employment opportunities, and in this sense language, as well as professional skills, can tip the balance.

The structural investments. There is a paradox to be pointed out in this respect: while on the one side, Berlin (and, even more, Neukölln) was depicted as being completely broke in comparison with other German regions and Länder, the level of financial means that is being poured into the renovation, upgrading and even transformation of the district appears to be quite relevant. While public works are one of the main systems that governments have at their disposal in order to revitalize a staggering economic situation, it remains to be seen what part of the (albeit temporary) jobs created by construction works are actually benefitting the most deprived layers of the population. As already mentioned, there is also the danger that the gentrification process already going on can be exacerbated by such measures, with an obvious backlash on the purchasing power of the lower income groups. A pending question is also whether the urban rehabilitation will create spaces for greater ethnic and cultural mixing and interaction or will, on the contrary, increase spatial segregation.

The participatory approach and the grassroots projects. The

Quartiersmanagement and the participatory approach are probably among the most innovative policy-making measures that have been identified and applied with a view to promoting active citizenship and social cohesion in Berlin (and of course in Neukölln). Citizens' participation at the district level is actively and officially promoted by the Berlin local government¹³, and the Quartiermanagement's procedure for project assessment and approval also represent a concrete step towards recognition of citizens' rights. This is an important effort by the administration, that needs to be intensified, at least in the specific case of Neukölln. In fact, a certain participation (or motivation) deficit among the neighbourhood inhabitants of migrant origin has become apparent. This is probably linked, at least to a certain degree, with the lack of confidence that the "new Germans" have towards the national (and local) institutions, after many decades of inappropriate migration policies (see above, under 1.). Successful examples, such as the Rütli school project, are there precisely to demonstrate that a correct approach to interculturality, as well as the necessary recognition of the other's culture, identity, language and, hence, dignity, can completely overturn a situation that was deemed to be totally unrecoverable.

¹³ See the District Administration act (Bezirksverwaltungsgesetz) of 28th February, 2001, introducing citizens' public assemblies and referendums on all major urban planning projects.

Appendix

Basic facts and figures about Berlin-Neukölln

Neukölln, at the southern edge of Berlin, is one of the 12 districts that make up the German Federal capital after the administrative reform of 1998 that merged together a few among the previous 20. It covers 45 sq. Kms (Berlin: 891.85) and has 307.204 inhabitants (Berlin: 3,450,900, Germany; 82.1 Mio.). NK has a population density of 6,845 inhabitants per sq. Km (Berlin: 3,838). Its unemployment rate reaches 20,0% (against 14,0 in Berlin and 7,9% countrywide) while the unemployed people are 27.678 (Berlin: 225.352). 92.300 people are living off social benefits (i.e. 30% of the population). More than 1 NK inhabitant on 5 (21,3%) has no German passport (13,5% in Berlin) The number of people of foreign origin living in Neukölln, with or without German citizenship, is of course much higher, and reaches 51,5% in North-NK and 26,5% in South-NK (Berlin: 25,5%, coming from about 190 different countries Germany as a whole 19%). If we consider young people under 18, their percentage rises to 80% in North Neukölln. The district is home to 156 different nationalities, among which 36,920 Turks (12%), 25.956 Lebanese-Palestinians (8%), 13.765 Poles (5%), and about 5,000 Africans (1,6%).

More than half (54%) of the pupils in North-Neukölln leave school without any certificate, or after finishing the Hauptschule: 57% of them are of foreign origin. Among the young inhabitants of Neukölln there are 204 persistent offenders (46% of Arabic origin, 25% Turkish and 13% German), 87% of whom of migrant origin.

A short selection of Web pages on Berlin, Neukölln and local integration initiatives

The impressive wealth of printed materials and general information available on Neukölln and its multiple initiatives is well reflected in the Web. What follows is a selection of the sources according to the main issues that have been covered by the report:

berlin.de
berlin.de/ba-neukoelln
berlingeschichte.de
stadtumbau-berlin.de/Neukoelln-Suedring.1494.0.html
quartiersmanagement.de
schillerpromenade-quartier.de
aktion-kms.de
kultur-neukoelln.de/
karlweise.blogspot.com
48-stunden-neukoelln.de/2011/
campusruetli.de
stadtteilmuetter.de
naehstudio-im-stadtteil.de (sewing project)
kulturbewegt.de/ (migrant city guides show their neighborhood)
heimathafen-neukoelln.de/ (Intercultural city theatre in Neukölln)
vhs.de (Volkshochschulen in Germany)