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Cities and the Challenge of Diversity (CityDiv): The Survey, Technical Report

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Abstract

The working paper describes the *CityDiv-Survey*, conducted in the 20 largest cities in Germany and France. This includes the criteria for the selection of respondents, the considerations underlying the drafting of the questionnaire and the stages of survey dissemination. The report also provides a description of variable groupings, descriptive statistics of response rates, and the full questionnaire.

Authors

All authors were, during the core phase of the project, researchers at the Max Planck Institute for the Study of Religious and Ethnic Diversity (MPI-MMG).

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1. Introduction: The "CityDiv" Project

The project "Cities and the Challenge of Diversity: a Study in Germany and France" (thereafter the CityDiv project) investigates how urban actors in two large European countries respond to the diversification of their population, increasing demands for recognition of diverse groups and a policy environment in which diversity is often described as beneficial for society.

Even if diversity has long been a distinguishing feature of cities and their populations, the CityDiv project is based on the assumption that novel processes present new challenges: as postwar immigrants have become settled and recognized parts of the population, ongoing immigration adds to an increasingly heterogeneous population. Furthermore, an increasing diversity of life trajectories and life concepts now marks in particular the population of large cities. Politically, there has been a trend of "diversity" policies, and difference is increasingly recognized as a positive feature of cities. Another reason for undertaking this project is the observation that comparative scholarship on cities is not very developed, and the project aims to make a contribution in this field. The project is interested in the ways in which responses across cities and the two countries converge and differ and which factors drive potentially different responses.

The CityDiv project looks at how cities and urban actors intervene in the structures and relevance of diversity. The project is interested in explicit and implicit policies. Cities may have explicit diversity strategies, but the life chances of different groups, their visibility and recognition are also influenced by decisions not necessarily labelled "diversity policies".

The project further investigates how diversity is represented in governance networks. It is nowadays widely assumed that the ways in which politics is conducted have changed and that the involvement of various civil-society actors in the process of decision-making has become more common. However, we know very little about how diversity issues and previously disadvantaged groups are represented by different local actors and their networks.

To answer these questions, the CityDiv project employs a number of research methods, including quantitative and qualitative approaches. The present technical report elaborates on an original source of empirical data collected for and used in the study, a mail and web survey of urban actors from Germany's and France's 20 largest cities.

The project team consists of researchers with backgrounds in political science, sociology and anthropology: Karen Schönwälder (project leader), Julia Martinez-Ariño, Maria Schiller, Christian Jacobs, Alexandre Tandé and Michalis Moutselos. All researchers were, during the core phase of the project, affiliated with the Max Planck Institute for the Study of Religious and Ethnic Diversity (MPI-MMG), located in Göttingen, Germany. The survey was funded by the Department of Socio-Cultural Diversity at MPI-MMG, and members of the institute staff assisted in the survey implementation process.

The CityDiv survey focuses on the cases of France and Germany, two European countries with high levels of immigration-related diversity[1] and a considerable number of large cities that are also equipped with extended competences. This enables us to compare both across a relatively large number of cities and across country contexts. It is thus possible to identify features of cities, and features specific to cities in a particular country.

In order to maximize the representativeness of the study and expand the scope of comparison, the CityDiv project selected the twenty most populous cities in the two countries according to the most recent available census. The city sample does not include Paris in France and Berlin, Bremen and Hamburg in Germany, because these cities hold powers exceeding those of municipalities (Paris is the sole municipality in France that is simultaneously a *Département*, and the three excluded German cities are regional states/*Länder*).

Table 1. Cities surveyed for CityDiv project

Germany	Population	
München	1.338.830	
Köln	997.900	> 900.000
Frankfurt/Main	665.650	
Düsseldorf	582.760	
Stuttgart	581.390	
Dortmund	568.820	
Essen	563.160	
Dresden	506.900	> 500.000
Hannover	506.416	

1 According to OECD data for 2012, the foreign-born accounted for 12.9% of the German population and 11.6% of the French population.

Leipzig	494.070	> 350.000
Duisburg	486.750	
Nürnberg	482.440	
Bochum	360.470	
Wuppertal	340.960	> 300.000
Bielefeld	323.650	
Bonn	304.020	
Mannheim	287.810	> 250.000
Münster	287.060	
Karlsruhe	285.080	
Wiesbaden	268.070	

France	Population	
Marseille	852.516	> 500.000
Lyon	496.343	> 250.000
Toulouse	456.317	
Nice	343.629	
Nantes	291.604	
Strasbourg	274.394	
Montpellier	268.456	
Bordeaux	241.287	> 150.000
Lille	228.652	
Rennes	209.860	
Reims	181.893	
Le Havre	173.142	
Saint-Étienne	171.483	
Toulon	164.899	
Grenoble	158.346	
Dijon	152.071	
Angers	149.017	> 140.000
Nimes	146.709	
Villeurbanne	146282	
Le Mans	143.599	

Sources: Zensus 2011, Recensement de la Population 2012

The following report sections lay out the criteria for the selection of respondents, the considerations underlying the drafting of the questionnaire and the stages of survey dissemination. We also provide a description of variable groupings and descriptive statistics of response rates. The Appendices present the full questionnaires in French and German.

2. The Surveyed Urban Actors

We conceptualize 'city' for our purposes as a set of relevant urban actors. This approach reflects the widely-held conviction that local policy today is not only shaped by local administrations, mayors and local councils, but that a range of local actors is involved in urban governance (Le Galès, 1995; Geddes, 2005; Lowndes, 2001; Hambleton and Gross, 2007; Benz, 2007). While this is widely recognized, no previous study exists providing a list of relevant urban actors in our field. Our sampling of this range of urban actors could thus not draw on a pre-defined population. The innovation of the study lies in broadening the scope of surveyed actors. Compared to existing surveys that concentrated on selected officials in the city administration and mayors (Gesemann, Roth, Aumüller 2012; Association des maires de grandes villes de France 2011) this study includes main civil-society actors. Indeed, the wide scope of urban actor selection is, to the best of our knowledge, the first of its kind in the literature and the most comprehensive for a comparative empirical study (see Baglioni and Giugni 2014 for a similar selection procedure).

The CityDiv survey targets composite actors ('*komplexe Akteure*'). Following a terminology suggested by Scharpf (1997: 114) the term 'composite actors' covers corporate (*korporative*) actors that have some degree of formal organization and collective actors, that is, looser umbrella structures or social movements. Criteria for the selection of actors were that they were (1) involved in local politics and (2) likely to intervene in diversity-relevant fields. We excluded organizations that may have local offices but mainly formulate claims at the national level (e.g. some environmental or human rights associations). We also excluded organizations that may inform local policy decision-making, but are organized on the regional or national level. We only included actors with a minimum level of organization, i.e. when they had an office and identifiable representatives. We thus do not capture shorter-term forms of social mobilisation. We also aimed to only include types of actors that could be identified across the different cities at least within the same country. We accepted that we may thus not include possibly relevant actors in specific cities.

Due to the specific interest of this study in diversity and its representation, in particular immigration-related diversity, we made specific efforts to include relevant actors from this field in each city. To ensure this, we allowed some variation in the type of organization and included for instance integration council members in German cities and anti-racist association representatives in French cities. More specifically, we targeted political actors (main parties and council factions), the city government and

administration (mayors, deputy mayors in France and heads of departments), organizations representing the local economy and labour market (e.g. employers, chambers of commerce, selected trade unions), social welfare organizations (Caritas, Diakonie etc.), and local bodies representing groups commonly associated with diversity (such as large immigrant advocacy organizations, councils for the disabled, councils for senior citizens). We sent the survey to the heads or official representatives of collective and corporate actors. Due to its importance, the city administration was included with a number of "*korporative Teilakteure*" or 'corporate sub-actors' (Geißler 2011, 80) and not just as one actor. We also included several immigrant representation bodies to ensure that we had responses from this group in every city. Survey analyses can of course weight the different responses to avoid overrepresentation of particular views. The following paragraphs describe the selected actors for the CityDiv project in more detail.

The selection was done in several steps: Based on the literature, we developed criteria for the selection of relevant actors and drew up a preliminary list. We then checked whether they existed, as local actors, in the 40 cities. In that sense, our selection of actors was based on a combined deductive and inductive strategy. We sought to find relevant actors according to the literature and to check whether they existed across the cities. Our aim was to develop a list that was both as exhaustive as possible, but that also paid credit to the fact that sometimes a type of actor would only exist in a few of our selected cities. When an actor only existed in a few cities, we removed this actor from the sample, as our aim was to compare cities based on our sample. As there are differences in the presence of the selected actors across different cities (e.g. some cities had more parliamentary groups than others) the number of actors we sent the survey to in each city varies somewhat. The number ranged between 43 and 78 actors per city.

2.1 Local Administration

The CityDiv survey targeted the Mayors (*Oberbürgermeister* in Germany and *Maires* in France) as heads of the local administration. Furthermore, we included all the city "ministers", that is the elected and political heads of administrative departments (*Dezernent/in* in most German cities and *Maires Adjoints* in France) (Geißler 2011: 110-113). Of course, such positions in the two countries involve political functions, but are at the same time ex officio parts of the administration. We thus categorize such respondents as both administrative and political actors in our data set.

The number of these actors and their responsibilities vary somewhat across cities affecting the number of potential respondents that were targeted. We also included selected administrative units, who we expected to be involved in diversity-relevant policies, headed by the highest non-political officials (*Amtsleiter* in Germany, *Directeurs Généraux* in France).

We included the units responsible for personnel (e.g. *Amt für Personal und Organisation*, *Direction Générale des Ressources Humaines*), for culture, social affairs, resident affairs (*Bürgeramt*, *Direction Générale Services à la Population*), sports, urban planning and urban development, and those in charge of education, health, youth, construction and housing. The exact form in which units are organized varies (it may be *Jeunesse, Culture et Sports, Éducation, Culture et Solidarité* etc., housing may in German cities be a separate *Amt* or a sub-task of the *Amt für Soziales*[2]).

In both countries we included a number of additional actors in our list of targeted administrative positions, whenever they existed in a city. In both countries these were the Agenda 21 offices.[3] Further, some diversity representatives are members of the local administrations, such as the *Integrations*- and the *Gleichstellungsbeauftragte* (commissioners for integration and for equal opportunities) in German cities and the *Chargé de mission Lutte contre les discriminations* or equivalent in French cities.

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2 Munich is a special case, as the terminologies and organization are somewhat different than in other cities (e.g. *Referate* instead of *Dezernate*). In Munich we targeted survey recipients on a case by case basis, as sometimes *Referate* have within them a number of Ämter – in which case we selected the *Amtsleiter* – but sometimes have only more specialized *Abteilungen* within the *Referat* – in which case we selected the *Geschäftsführer* of the *Referat*. Mannheim also has a somewhat different structure, as the city introduced '*Fachbereiche*' next to 'Ämter'. Here we included the heads of the *Fachbereiche Arbeit & Soziales, Bauverwaltung, Bildung, Sport & Freizeit, Stadtplanung*. In a few cases, an *Amt* is under the authority of the district, the *Landkreis* (e.g. in Karlsruhe), in which case we did not include it in the survey.

3 Agenda 21 is a voluntary action plan of the United Nations to achieve sustainable development at the international, national and local levels. Cities in France and Germany have set up local Agenda 21 offices. We are particularly interested in the local implementation of Agenda 21, as it pertains to Section III of the document, aiming to empower local groups, such as women and children, local authorities and migrant populations (see Heinelt and Mühlich 2000; Frings and Kunz 2006).

2.2 City Politics

In order to capture the major representatives of local politics in each city, we targetted the heads of distinct political groupings or factions (*Fraktionsvorsitzende* in Germany, *Présidents des groupes politiques municipaux* in France) that were represented in the city council at the time of the survey, as well as the local heads of those parties that had achieved a minimum of 5% of the total votes in the last local elections. In some cases in France, where the president of the municipal group was also the local head of the party, where regional and local structures overlapped or where there was no local structure of the party, we included the regional head of the party. The mayors and political department heads (*Dezernenten*/*Maires Adjoints*) may also be regarded as political actors – besides being leaders of the administration.

2.3 Local Economy and Labour Market

We included representatives of local business in the city. These include industrial and commercial chambers, artisan chambers, other employers' and local business associations, depending on the local situation.

As the chambers of industry and commerce (*Industrie- und Handelskammer* in Germany and *Chambre de Commerce et d'Industrie* in France) are not strictly organized at the local level but nevertheless of great importance in city-level politics (Sack and Schroeder 2017; Quittkat and Sack 2017), we sometimes targeted regional representatives.

Furthermore, we targeted actors linked with the economic development and labour market issues in the city, like economic development agencies (see Icks 203), unemployment agencies and job centers (on their relevance see e.g. Scherle 2016: 236; Kaps 2006).

Trade unions are major players in big cities. As they are organized differently in the two countries, we had to select appropriate representation. In the case of Germany, we included the umbrella organization (DGB). Because of their size, the two biggest unions are likely to be present in all cities (IG Metall and Verdi). Verdi also organizes the public employees and is thus an actor in diversity policies within the local administration.

In the case of France, we included all major umbrella organizations (*Confédération générale du travail-CGT, Confédération française démocratique du travail – CFDT, Force ouvrière – FO, Confédération française des travailleurs chrétiens –*

CFTC, Confédération française de l'encadrement – Confédération générale des cadres – CFE-CGC).

2.4 Welfare Organizations

We included the major welfare organization (*Wohlfahrtsverbände*, *Associations caritatives*), as they not only carry out a major part of social work and integration policies targeting immigrants (Lueken-Klassen 2007: 10), but also often act as advocates of immigrants and other disadvantaged groups, such as the disabled (Klein et al. 2013: 41; Holtkamp and Bogumil 2007: 550-555).

These include the *Arbeiterwohlfahrt* (AWO), *Caritas, Diakonie, Der Paritätische Wohlfahrtsverband* and *Rotes Kreuz* in German cities and the *Secours Catholique – Caritas France, Croix-Rouge française*, *Secours Populaire Français*, and *Ligue de l'enseignement* in French cities.

2.5 Diversity Actors

Obviously, representatives of disadvantaged groups and those commonly associated with diversity must be part of the set of actors involved in shaping local diversity. Identifying such actors (here summarily referred to as "diversity actors") is, however, a major challenge. There is, for instance, no single specific association that in all cities represents the interests of major parts of the immigrant population.[4]

This group of actors also lends itself less comfortably to a comparison across cities and countries than the aforementioned actor groups, because the degree of organizational consolidation and main missions of the most important actors vary a lot. However, diversity actors are clearly relevant for our survey, as they claim to represent the interests of immigrants, elderly, the youth or disabled residents and provide contact points for politicians and administration when questions of diversity are considered.

The most serious challenge in selecting relevant diversity actors in the chosen cities lies in the radically different organization of immigrant and ethnic minority representation at the local level in France and Germany. *Grosso modo*, German cities have developed an elaborate system of Integration/Foreigner councils (*Integrationsbeiräte*/*Ausländerbeiräte*) that serve as fora of deliberation and articulation of issues

4 We first considered asking survey respondents about the most important diversity actors in their cities and then sending the survey to these organizations in a second wave. However, the pilot survey did not provide sufficient results.

related to immigrants (Bausch 2014). In order to make sure that our respondents would include a local immigrant voice, we targeted four members of each of the *Integrationsbeiräte/Ausländerbeiräte* (and not just the chairperson).[5] We also targeted the chairpersons of local immigrant associations' umbrella organizations, if existent.

Some French cities also have foreigner councils (*Conseils des Résidents Étrangers*), but the practice is not as universally and procedurally consolidated as in Germany. We included the *Conseil des Résidents Étrangers* wherever they existed. To ensure that our respondents in French cities would include local immigrant advocacy, we also targeted the city-level branches of the following national organizations in order to ensure some representation of minority concerns: *Ligue Internationale Contre le Racisme et l'Antisémitisme (LICRA)*, *Mouvement contre le racisme et pour l'amitié (MRAP)*, *Association Solidarité avec Tous les Immigrés (ASTI)*, *Comité inter mouvements auprés des évacués (La Cimade)*, *Ligue des Droits de l'Homme*, *SOS Racisme*.

We further included the local council of the elderly (*Seniorenbeirat, Conseil des Aîné*) and the local council of the disabled (*Behindertenbeirat, Conseil des Personnes en Situation de Handicap*). We furthermore surveyed the representation of local youth associations (*Stadtjugendring, Conseil de la Jeunesse*). The *Gleichstellungsbeauftragte* (commissioner for equal opportunities) in German cities and the *Chargé de mission Lutte contre les discriminations* or equivalent in French cities have already been mentioned as members of the local administrations, but can also be analysed as actors representing diversity causes.

3. The CityDiv Survey Questionnaire

3.1 Design of the Questionnaire

The CityDiv questionnaire was collectively designed by the research team at the Max Planck Institute for the Study of Ethnic and Religious Diversity over the course of several months in 2014-2015.[6] A first draft of the questionnaire was tested in a pilot survey in two German cities (not part of the final 20 cities) and then revised.

5 A number of such councils in Germany are elected, while others are appointed. We included the chair and his or her three substitutes or (if there was no such system) we chose the 4 lists which gained most votes and contacted the person with the most votes on each of these lists. Where we could not find person-related election results, we chose the person that was ranked first on the list ('Listenerster').

6 In addition to the team as listed above, Alex Street participated during early stages of the project.

Further cognitive pretesting of selected questions took place with interview partners in French cities to validate the phrasing of some questions. Wording was revised accordingly. This pilot phase of the survey elucidated issues of question wording and ordering, prompted changes in question types (close-ended vs open-ended, dichotomous/nominal/Likert-scale) and led to the removal of a number of question items related to city planning deemed too complex by pilot respondents.

The initial questionnaire was drafted in German and subsequently translated into French by Alexandre Tandé, a native speaker of French and member of the CityDiv team. The translated version of the questionnaire was then cross-checked by another research associate of the Max Planck Institute, Lisa Harms, a German native and fluent French speaker. The final version of the questionnaire, in German and French, can be found in the Appendices. In the following subsections we provide examples of selected question items in English translation.

The CityDiv questionnaire was designed to avoid a number of methodological pitfalls common in large-scale surveys (Dillman et al. 2014):

- Great care was taken to not encourage "socially desirable" answers (for instance, by not asking questions about opinions on minorities or the handicapped). Wherever a potentially controversial statement was used as a response option (for instance, question 6 asking respondents to comment on on the benefits of diversity), its opposite statement was offered as well. Guaranteeing full anonymity and confidentiality at the individual and city levels was another step aimed to decrease social desirability bias (see section 4 for anonymization procedures).
- The questionnaire includes a number of open-ended questions to capture respondents' own perspectives and vocabulary. Such questions were spread out over the entire document in order to avoid respondent fatigue and encourage higher response rates. In addition, wherever used, open-ended questions were accompanied by clarifications to avoid confusion.
- Descriptive questions (for instance, question 8 regarding specific diversity policies) preceded evaluative questions, in order to stimulate thinking about the thematic area and elicit more accurate answers from respondents.
- Substantively related questions were grouped together, to the extent that this was feasible, to avoid confusion and eventual non-response. However, the types of questions provided within each thematic group varied in order to avoid ordering effects.

3.2 Overall Themes and Operationalization

The CityDiv survey was designed to provide insights into how cities and urban actors intervene in structures and relevance of diversity through explicit and implicit diversity policies; how diversity is conceptualized; how diversification and related city interventions are perceived by urban actors; and how diversity is represented in local governance networks. The specific thematic axes of the survey were:

3.2.1 Perceptions of the city, of diversity and its implications for the city (questions 1, 2, 3, 6, 7, 13, 14, 16)

It is commonplace to argue that city populations have been diversifying over the last decades. However, it is less clear how urban actors perceive such developments. Another empirical question is what socioeconomic, demographic, political and institutional developments are singled out by urban actors as most important – beneficial or harmful – consequences of diversity. The questionnaire includes questions on the diversification of the city's population, divergence across its neighbourhoods, and benefits or problems arising from diversity. These questions are preceded by more general questions about key characteristics and core problems of the city – thus providing some material allowing us to put diversity perceptions in context. An example of the questions in this thematic category is:

Would you say that your city has become more diverse during the last twenty years, or rather that it has not changed very much?

☐ It has become more diverse.
In what sense? Please provide some key-words:
_____
_____
_____

☐ It has not changed very much.

3.2.2 Policy responses to diversity (questions 4, 8, 9, 15)

Survey questions aim to capture how urban actors assess local capacities of intervention and whether a number of typical interventions were adopted. The questionnaire mainly includes items referring to general responses to an increasing diversity of ways of life and life concepts. Specifically, questions refer to changes in the services of the city and its administration and to symbolic measures underlining the diversity of the city's population. In addition, one question refers to policies of social mixing. One example from this thematic area is:

Has your city taken measures to also render the diversity of your city's population symbolically visible?

- ☐ Yes, a number of streets and squares were named accordingly.
- ☐ Yes, cultural offerings have been expanded (for instance: special exhibitions, film festivals etc.)
- ☐ Yes, the city conducts campaigns that highlight its diversity (advertisements, posters, competitions etc.).
- ☐ Other measures: _____
- ☐ I am not aware of such measures.

3.2.3 Strategic policy orientations and dispositions for action (questions 2b, 4, 5, 16)

Active interventions into diversity are related to the strategic options available to urban actors and to their dispositions with regard to particular directions of intervention. The questionnaire thus includes questions on how respondents view the ability of the city to intervene in particular policy areas, what directions any intervention in the diversity of the population should take (more families, more variety of life styles, presence of immigrants, etc.). A further question tests attitudes to interventions affecting the position of previously disadvantaged groups with regard to employment, political representation and symbolic visibility, i.e. the willingness to intervene in their favour.

The responses will allow us to assess, for instance, whether (or not) urban actors agree on priorities and strategic orientations of their cities with regard to diversity policies. Multiple items in such questions allow us to compare and contrast orientations of actors across countries, cities and actor types. One question that exemplifies this thematic area is:

Below we offer controversial statements concerning local policies. Please state, for each pair of options, which statement corresponds best to your personal point of view:

a. Recruitment of personnel in local administration should be based solely on suitability and capability.

OR

b. Recruitment of personnel in local administration should aim to increase the participation of historically disadvantaged groups.

a. □ I agree more with a OR □ I agree more with b

c. The city should intervene in the housing market, so that people of different social and ethnic background live together in residential neighborhoods.

OR

d. The city should leave it to the people themselves and the housing market to determine where people live.

□ I agree more with c OR □ I agree more with d

3.2.4 Governance structures and incorporation of diversity actors (questions 10, 11, 12, 17, 18, 19, 20, 22)

The CityDiv project also analyses the extent to which governance networks, and, more generally, relations and interactions among urban actors, are established and the extent to which diversity actors are involved in local policy making. We are particularly interested in the ways immigrant interests and demands are represented in local governance. A battery of questions was employed to gauge the existence, makeup, and intensity of networks among the selected urban actors.[7] The following open-ended question is an example from this thematic group.

7 Only French respondents were asked whether and to what extent they collaborate with the local representative of urban policy (*"politique de la ville"* – Question 17). We chose to include urban policy representatives as potential candidates for participation in local governance networks due to the wide scope and great historical importance of the *politique de la ville* in French cities (Blanc 2007, Kirszbaum 2016).

Thinking about the last twelve months, in which contexts did you cooperate with other organizations or associations? Here, we are thinking of working groups, partnerships, networks, citizen involvement processes etc. that connect actors of different institutions, organizations or associations. Please name the specific working contexts (e.g. "Round Table Refugees in xy", working group "More jobs for yz" [...] etc. pp).

_____

_____

_____

We further asked questions about the representation of immigrants by inquiring about co-operation with migrant organizations, prominent spokespersons for the immigrant population and views about the quality of the representation of immigrant interests in their cities.

3.2.5 Questions to specific groups of respondents

A small number of questions were put only to some of the targeted actors. Local administration actors were asked to respond to additional questions on the existence of a strategic program for the overall development of the city (Item 2b) and on responsibility over diversity policy within the administration (Item 8b). Everyone with the exception of city officials was asked about their collaboration with city representatives (Item 21). Finally, everyone with the exception of city officials and political actors was asked whether the city had recently solicited their position on a local policy-issue and whether they received financial support by the city (Items 22, 23).

3.3 Survey Implementation

The pilot phase of the CityDiv survey took place between November and January 2015. The implementation (dissemination) phase of the CityDiv survey occurred from April 2015 to July 2015 (Germany) and from September 2015 to March 2016 in France.

The CityDiv team needed to compile contact lists of urban actors including electronic (email) addresses. Wherever possible, phone numbers and websites were also recorded – indeed phone numbers proved useful for boosting response rates in France (see section 4). The bulk of research occurred through official city

websites for political and administrative actors and official organization websites (economy actors, unions/welfare organizations and diversity actors). The research team also used city hotlines to determine the exact addresses of specific individuals. In a number of cases, where no information was available on official websites, mail and electronic addresses were obtained from sources like organization newsletters and official municipal publications. In the end most of the targeted actors were associated with both a specific postal and electronic address. In a handful of cases only electronic addresses could be established and in some cases, e-mail addresses remained missing. It was more difficult to obtain email addresses in France (for 9% of French targeted actors and 3.2% of German actors electronic addresses could not be obtained).

The CityDiv survey invited respondents to fill out either a mailed hard-copy questionnaire or an electronic version. The CityDiv team used Limesurvey software and the MPI servers hosted by the Society for Scientific Data Management in Göttingen (GWDG) to upload the questionnaire and store and encrypt the data. The choice of multiple survey modes was made with a view towards increasing response rates (Dillman et al 2014: 13).

The survey dissemination proceeded in four stages. The multiple-stage procedure aimed to increase response rates by providing the targeted respondents with multiple opportunities to fill out the questionnaire, two modes of response from which to choose (hard-copy and electronic) and multiple reminders to participate:

Stage 1: An introductory letter was sent to all targeted actors, announcing the arrival of the survey questionnaire (via mail and e-mail) in the following days. The letter introduced the CityDiv project and the Max Planck Institute conducting the survey, and stressed the importance of responses for the advancement of research. This first round of letters also explained that anonymization of respondents and of the cities would be ensured. Further contact details of CityDiv team members available for questions were provided.

Stage 2: A few days after Stage 1, the questionnaire accompanied by a second letter was sent to all targeted actors in a postal and e-mail version. The letter included information about the survey and once again ensured the full anonymity of respondents. The letter included a pre-stamped return envelope addressed to the Max Planck Institute, and the e-mail included a link to the website where the questionnaire could be filled out online. Further

contact details of CityDiv team members available for additional correspondence were provided.

Stage 3: Respondents received a postcard from the Max Planck Institute thanking the participants and reminding those that had not yet responded of the survey. In France, an equivalent of the postcard was also sent in electronic form as we were not sure that postcards would arrive quickly.

Stage 4: A third letter and second email were sent as reminders to those actors that had not yet responded to the survey. Targeted actors received another hard copy of the questionnaire and were asked to fill it out and return it using a pre-stamped envelope included in the letter. Once again, access information for the online version of the questionnaire was included in the email. Further contact details of CityDiv team members available for additional correspondence were provided.

As response rates for France turned out to be lower than for German cities, a fifth and final stage was added to the dissemination process for France, designed to boost responses: another email was sent as a reminder to fill out the questionnaire, accompanied by an explanation of the importance of the research project and announcing a closing date of the survey. In addition, over the course of three weeks, two French-speaking university students, trained by the CityDiv team, called urban actors in those cities and from those actor groups with particularly low response rates asking whether they had received the survey and encouraging them to complete it. Contact lists with phone numbers were drawn following the same procedure as for addresses, described in Section 3.3. If necessary, the questionnaire was once again sent to e-mail and postal addresses provided by the person who answered the phone call.

4. Response Rates

The response rate of the survey was 45 % in Germany and 21 % in France. Lower response rates seem to be recurrent in surveys taking place in France, as shown by other studies, partly in different disciplines and research fields (Agarwal and Rodhain 2002, Heinelt, Kerrouche and Egner 2006; Luu and Hattrup, 2010). Members of the city administration in France were particularly prone to low response. Despite these peculiarities of French administrative officials, overall response rates did not demonstrate large differences across actor types (Table 2). However, diversity actors

were, on the whole as well as in the individual countries, more likely to respond to the CityDiv survey.

Table 2. Response Rates by City and Country

Country	City	total	of	response rate
Germany	Bielefeld	21	50	42.00%
	Bochum	24	51	47.06%
	Bonn	22	50	44.00%
	Dortmund	21	49	42.86%
	Dresden	21	51	41.18%
	Duisburg	20	49	40.82%
	Düsseldorf	20	53	37.74%
	Essen	19	50	38.00%
	Frankfurt	28	55	50.91%
	Hannover	23	45	51.11%
	Karlsruhe	17	43	39.53%
	Köln	20	52	38.46%
	Leipzig	25	50	50.00%
	Mannheim	24	48	50.00%
	Münster	25	49	51.02%
	München	30	53	56.60%
	Nürnberg	19	45	42.22%
	Stuttgart	23	51	45.10%
	Wiesbaden	17	47	36.17%
	Wuppertal	26	45	57.78%
	Total	445	986	45.13%
France	Angers	14	60	23.33%
	Bordeaux	16	69	23.19%
	Dijon	9	60	15%
	Grenoble	22	66	33.33%
	Le Havre*	5	32	15.63%
	Le Mans*	5	29	17.24%
	Lille	11	68	16.18%
	Lyon	12	63	19.05%
	Marseille	13	70	18.57%
	Montpellier	10	59	16.95%
	Nantes	17	67	25.37%
	Nice	12	61	19.67%
	Nîmes	11	56	19.56%
	Reims	11	53	20.75%

	Rennes	20	70	28.57%
	Saint-Étienne	13	59	22.03%
	Strasbourg	14	61	22.95%
	Toulon	11	56	19.64%
	Toulouse	10	76	13.16%
	Villeurbanne	13	53	24.53%
	Total	249	1188	20.96%

*In Le Mans and Le Havre mayors made the decision to reply in one single questionnaire for the whole city administration. We therefore treated city-administration respondents of the two cities as unreachable.

Table 3. Response Rates by Actor Type

	France			Germany			Overall		
	Total	**of**	**response rate**	**Total**	**of**	**response rate**	**Total**	**of**	**response rate**
Administration	79	557	14.18%	172	397	43.32%	251	954	26.31%
Politics	39	162	24.07%	83	210	39.52%	122	372	32.80%
Economy and Labour	45	170	26.47%	47	97	48.45%	92	267	34.46%
Welfare Organizations	42	174	24.14%	70	157	44.59%	112	331	33.84%
Diversity Actors	44	125	35.20%	73	125	58.40%	117	250	46.80%
OVERALL	249	1188	20.96%	445	986	45.13%	694	2174	31.92%

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Appendix A: QUESTIONNAIRE FOR FRANCE

Villes et diversité : enquête auprès des acteurs-clés en France et en Allemagne

Nous adressons cette enquête aux acteurs-clés des grandes villes allemandes et françaises. Compte-tenu de votre expertise sur les enjeux politiques locaux, vos réponses sont très importantes pour la réussite de notre recherche. Elles seront anonymisées.

1 Quelles sont, selon vous, les trois principales qualités qui rendent votre ville attrayante, et qui la caractérisent tout particulièrement ?

(Qualité 1) _____

(Qualité 2) _____

(Qualité 3) _____

2 Dans votre ville, quels sont les trois problèmes principaux auxquels l'action publique devrait s'attaquer dans les prochaines années ?

(Problème 1) _____

(Problème 2) _____

(Problème 3) _____

2b [Filter: Ask ONLY if Respondent is a representative of city administration]

Existe-t-il un programme stratégique pour le développement global de votre ville ?

☐ Oui, je le connais ou j'en ai entendu parler.
Merci de nous indiquer le document de référence et sa date de création.

_____

_____

☐ Non, je ne connais aucun programme de ce type.

3 Diriez-vous que votre ville est devenue plus diverse dans les vingt dernières années, ou plutôt qu'elle a peu changé ?

☐ Elle s'est diversifiée.
Dans quelle mesure ? Veuillez indiquer quelques mots-clés :

_____

_____

_____

☐ Elle a plutôt peu changé.

4 Les acteurs politiques et les pouvoirs publics sont confrontés à de nouvelles demandes, liées aux conséquences de l'immigration mais aussi à une diversification des modes de vie. En France, dans quels domaines la politique locale peut-elle intervenir de manière innovante ? Dans quels domaines est-il plus difficile d'intervenir à l'échelon local ?

Dans ce domaine, l'action publique locale	peut intervenir de manière importante	peut intervenir en partie	ne peut pas intervenir
École / garde d'enfants	☐	☐	☐
Affaires sociales	☐	☐	☐
Économie / marché du travail	☐	☐	☐
Logement	☐	☐	☐
Culture	☐	☐	☐
Sports / loisirs	☐	☐	☐
Possibilité de pratiquer sa religion	☐	☐	☐
Autres domaines :			
_____	☐	☐	☐

5 Les villes peuvent réagir de manière différente aux défis du changement démographique et de la diversité croissante de la population. Parmi les mesures suivantes, quelles sont celles que votre ville devrait prendre ? Pour chacune des options stratégiques suivantes, merci d'indiquer si celle-ci vous semble pertinente ou non pour votre ville.

	Non pertinent	Plutôt non pertinent	Moyennement pertinent	Plutôt pertinent	Pertinent
Se présenter comme un lieu de vie attractif pour les seniors.	☐	☐	☐	☐	☐
Attirer les familles.	☐	☐	☐	☐	☐
Préserver la relative homogénéité de la population.	☐	☐	☐	☐	☐
Se présenter comme une ville agréable à vivre pour les personnes handicapées.	☐	☐	☐	☐	☐
Attirer des personnes à la recherche d'un mode de vie alternatif.	☐	☐	☐	☐	☐
Attirer une main d'œuvre étrangère qualifiée.	☐	☐	☐	☐	☐
Rendre la vie en ville plus attrayante pour les classes moyennes.	☐	☐	☐	☐	☐

6 **Aujourd'hui, la diversité est souvent présentée comme une chance. Comment votre ville profite-t-elle concrètement de cette diversité croissante ?** Merci de répondre par quelques mots-clés.

_____

_____

_____

☐ Elle n'en profite pas.

7 **La diversité est souvent perçue comme un défi ou même comme un fardeau. Dans quelle mesure la diversité est-elle (aussi) un fardeau pour votre ville ?** Merci de répondre par quelques mots-clés.

_____

_____

_____

☐ Elle n'est pas un fardeau.

8 **Comment votre ville a-t-elle transformé son administration et ses services, pour répondre à la diversité croissante des modes de vie et des aspirations de la population ?**

La ville a …	Oui	Non, mais ce serait pertinent.	Non, et ce n'est pas pertinent.	Je ne suis pas informé.
... créé un service spécifique, qui traite les plaintes pour discrimination.	☐	☐	☐	☐
... adapté les modes de recrutement.	☐	☐	☐	☐
... institué des formations à la diversité pour le personnel municipal.	☐	☐	☐	☐
... mis à disposition des publications importantes dans plusieurs langues.	☐	☐	☐	☐
.... inscrit la diversité comme un objectif stratégique pour l'administration publique.	☐	☐	☐	☐
.... institué un groupe de travail associant plusieurs services ou directions, et se consacrant principalement aux questions liées à la diversité.	☐	☐	☐	☐

La ville a …	Oui	Non, mais ce serait pertinent.	Non, et ce n'est pas pertinent.	Je ne suis pas informé.
…. développé une offre interculturelle au sein de la bibliothèque municipale.	☐	☐	☐	☐
…. élargi l'offre des musées locaux à différents groupes-cibles.	☐	☐	☐	☐
Autres mesures : _____	☐	☐	☐	☐

8b [Filter: Ask ONLY if Respondent is a representative of city administration]

Dans l'administration de votre ville, qui est en charge des questions de diversité (genre, droits des personnes handicapées, intégration des immigrés, non-discrimination) ?

☐ Plusieurs services / directions sont en charge de ces questions.
☐ Il s'agit d'une compétence du Maire.
☐ Cette compétence est du ressort du service/de la direction suivant(e) :_____

9 Votre ville a-t-elle pris des mesures symboliques pour rendre visible la diversité de la population locale ?

☐ Oui, certains noms de rue ou de place ont été adaptés en ce sens.
☐ Oui, l'offre des établissements culturels a été élargie (par exemple : expositions spéciales, festivals de cinéma, etc.).
☐ Oui, la ville mène des actions de communication pour mettre en évidence sa diversité (par exemple : annonces, affiches, concours).
☐ Autres mesures : _____
☐ Je n'ai pas connaissance de telles actions.

10 Lors des douze derniers mois, dans quels contextes avez-vous travaillé avec d'autres organisations ou associations ? Ici, nous pensons à des espaces de rencontre (groupe de travail, partenariat, réseau, processus participatif, etc.) entre acteurs issus d'organisations différentes. Merci d'indiquer le nom de ces espaces partenariaux (par exemple : Forum citoyen pour le développement du quartier de la gare, table ronde sur la question des réfugiés, réseau local pour l'emploi, etc.).

_____

_____

_____

11 Pour votre propre travail, quelle est l'importance de ce type de collaboration avec d'autres acteurs ? Parmi les propositions suivantes, merci de cocher celle qui correspond le mieux à votre situation professionnelle.

- ☐ Ce type de collaboration est plutôt une exception : je travaille principalement au sein de mon organisation.
- ☐ Ce type de collaboration fait partie de mon travail : je participe occasionnellement à de tels forums.
- ☐ Ce type de collaboration est fondamental pour mon travail : je participe très souvent à de tels forums (au moins une fois par mois).

12 Y a-t-il dans votre ville un forum pour le dialogue interreligieux qui se réunit de manière régulière ?

- ☐ Oui. Son nom est : _____
  Si oui, participez-vous / votre organisation participe-t-elle à ses réunions ?
  ◯ Oui ◯ Non
- ☐ Non, il n'existe pas de forum de ce type.

13 Si vous pensez maintenant aux différents quartiers de votre ville : diriez-vous qu'ils sont devenus semblables les uns aux autres au cours des vingt dernières années, ou plutôt qu'ils se sont développés de manière différente ? (Merci de ne cocher qu'une seule case.)

- ☐ Ils sont devenus semblables les uns aux autres.
- ☐ Ils se sont développés de manière différente.
- ☐ Ils ont peu changé.
- ☐ Je ne peux pas en juger.

14 Si vous considérez que la situation a changé, à quels changements pensez-vous ici ?

_____

_____

_____

15 Votre ville prend-elle des mesures pour répartir les différents groupes de la population sur l'ensemble des quartiers résidentiels ?

- ☐ Oui. Les mesures prises sont les suivantes (mots-clés) : _____

_____

_____

- ☐ Non.
- ☐ Je ne sais pas.

16 Ci-dessous, nous vous proposons des affirmations controversées concernant la politique locale. Merci de nous dire, pour chaque paire, quelle affirmation correspond le mieux à votre point de vue personnel.

a. Le recrutement dans l'administration locale ne devrait être fondé que sur les qualifications et les compétences.
OU
b. Le recrutement dans l'administration locale devrait chercher à augmenter la participation de groupes historiquement défavorisés.
☐ J'approuve plutôt a. OU ☐ J'approuve plutôt b.

c. La ville devrait soutenir plus fortement les associations de migrants et de personnes issues de l'immigration.
OU
d. La ville ne devrait soutenir que des associations favorisant la rencontre entre personnes d'origines différentes.
☐ J'approuve plutôt c. OU ☐ J'approuve plutôt d.

e. La ville devrait intervenir pour que tous les groupes religieux puissent construire ou louer un bâtiment destiné au culte dans un environnement attrayant.
OU
f. La ville ne devrait pas interférer dans la construction de lieux de culte.
☐ J'approuve plutôt e. OU ☐ J'approuve plutôt f.

g. La composition du conseil municipal devrait refléter la diversité de la population.
OU
h. L'origine des membres du conseil municipal n'a pas d'importance, ce qui compte, c'est qu'ils fassent bien leur travail.
☐ J'approuve plutôt g. OU ☐ J'approuve plutôt h.

i. La ville devrait intervenir sur le marché immobilier, pour que des personnes d'origines sociale et ethnique différentes vivent ensemble dans les quartiers résidentiels.
OU
j. La ville devrait laisser cette question aux personnes elles-mêmes et au marché immobilier.
☐ J'approuve plutôt i. OU ☐ J'approuve plutôt j.

17 Aujourd'hui, la vie politique et l'action publique se déroulent souvent dans le cadre de réseaux. Si vous pensez aux douze derniers mois, avec qui avez-vous (ou votre organisation a-t-elle) travaillé, et avec quelle intensité ? Ici, nous pensons aux collaborations liées aux enjeux publics à l'échelle de votre ville.

	Collaboration intensive	Collaboration occasionnelle	Rare collaboration	Aucune collaboration
Avec un représentant de la ville en charge de l'intégration/non-discrimination	☐	☐	☐	☐
Avec un représentant de la ville en charge de l'urbanisme / du développement du territoire	☐	☐	☐	☐
Avec un représentant de la ville en charge de la politique de la ville	☐	☐	☐	☐
Avec le (cabinet du) Maire	☐	☐	☐	☐
Avec le service / le délégué à l'Agenda 21	☐	☐	☐	☐
Avec des représentants…				
… de groupes politiques au conseil municipal / de partis politiques.	☐	☐	☐	☐
… d'organisations syndicales (par exemple : CGT, CFDT, CGT-FO, CFE-CGC, CFTC).	☐	☐	☐	☐
… de l'agence locale de développement économique.	☐	☐	☐	☐
… du service public de l'emploi (Pôle Emploi, mission locale, DIRECCTE).	☐	☐	☐	☐
… de la Maison de l'emploi.	☐	☐	☐	☐
… d'associations caritatives.	☐	☐	☐	☐
… de promoteurs immobiliers.	☐	☐	☐	☐
… d'entreprises privées.	☐	☐	☐	☐
… d'organismes de promotion de l'économie locale (par exemple : Chambre de Commerce et d'Industrie).	☐	☐	☐	☐
… du conseil local des résidents étrangers / conseil de la citoyenneté / conseil de la diversité.	☐	☐	☐	☐
… d'une association de migrants / de personnes issues de l'immigration.	☐	☐	☐	☐
… d'une association de jeunesse.	☐	☐	☐	☐

	Collaboration intensive	Collaboration occasionnelle	Rare collaboration	Aucune collaboration
… d'une association de femmes.	☐	☐	☐	☐
… d'une association de personnes handicapées.	☐	☐	☐	☐
… d'une association LGBT.	☐	☐	☐	☐
… d'une association de seniors.	☐	☐	☐	☐
… d'une association de quartier.	☐	☐	☐	☐
… d'un groupe religieux.	☐	☐	☐	☐
… d'une association de protection de la nature et de l'environnement.	☐	☐	☐	☐

Autres partenaires :

_____

18 Si vous travaillez avec une association de migrants ou de personnes issues de l'immigration, quelle est cette association ? Merci d'indiquer son nom.

_____

19 Qui est le ou la principal(e) porte-parole de la population issue de l'immigration dans votre ville ? Merci d'indiquer le nom de cette personne.

_____

☐ Il n'y en a pas.

20 Les avis divergent concernant la manière la plus efficace de traiter les préoccupations des personnes issues de l'immigration dans la vie politique locale. Comment cela se passe-t-il dans votre ville ? Dans la vie politique locale, diriez-vous que les préoccupations des personnes issues de l'immigration…

☐ .... sont parfaitement prises en compte ?
☐ .... sont moyennement prises en compte ?
☐ .... ne sont abordées qu'occasionnellement ?
☐ .... ne jouent aucun rôle ?
☐ Je ne peux pas me prononcer.

21 [Filter: Ask All EXCEPT FOR representatives of city administration]

Comment évaluez-vous la collaboration de votre organisation avec les représentants de la ville ? Merci de cocher la réponse la plus appropriée.

☐ Ils sont en général ouverts et intéressés.
☐ Ils se comportent de manière correcte, mais ne sont pas particulièrement intéressés.
☐ Leur attitude est plutôt négative.
☐ Cela varie d'un cas à l'autre.

22 [Filter: Ask All EXCEPT FOR representatives of city administration AND representatives of political parties]

Lors des douze derniers mois, votre organisation a-t-elle été sollicitée par l'administration ou le conseil municipal pour formuler un avis sur un enjeu de politique locale?

☐ Oui, concernant le thème suivant : _____

_____

☐ Pas au cours des douze derniers mois, mais précédemment, concernant le thème suivant :

_____

☐ Non.

23 [Filter: Ask All EXCEPT FOR representatives of city administration AND representatives of political parties]

Votre organisation reçoit-elle un soutien financier de la ville ?

☐ Oui, en tant qu'organisation.
☐ Oui, pour la réalisation de projets.
☐ Non.

A **Pour terminer, une question pour connaître vos liens avec la ville :**

☐ J'habite ici depuis : _____ *(Merci d'indiquer l'année.)*
☐ Je travaille ici, mais j'habite ailleurs.

B **Qui a rempli ce questionnaire ?**

☐ Le questionnaire m'a été adressé et j'y ai répondu personnellement.
☐ J'ai rempli ce questionnaire à la demande du destinataire.

MERCI BEAUCOUP !

Avez-vous des suggestions ou des commentaires ? Pensez-vous qu'une question importante n'a pas été posée ? Un point vous a t-il semblé confus?

_____

_____

_____

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Appendix B: QUESTIONNAIRE FOR GERMANY

Expert(inn)enbefragung Stadt und Diversität

Diese Befragung richtet sich an wichtige Akteure in großen deutschen und französischen Städten. Sie alle sind Expertinnen und Experten in der kommunalen Politik. Ihre Antworten sind sehr wichtig für den Erfolg unserer Forschungsarbeiten. Sie werden anonymisiert.

1 Was sind aus Ihrer Sicht die drei attraktivsten Eigenschaften Ihrer Stadt, was kennzeichnet sie ganz besonders?

(Eigenschaft 1) _____

(Eigenschaft 2) _____

(Eigenschaft 3) _____

2 Was sind die drei wichtigsten Probleme, die die Politik in Ihrer Stadt in den kommenden Jahren angehen sollte?

(Problem 1) _____

(Problem 2) _____

(Problem 3) _____

2b [Filter: Ask ONLY if Respondent is a representative of city administration]

Gibt es ein strategisches Programm zur Gesamtentwicklung Ihrer Stadt?

☐ Ja, ich kenne so ein Programm.
Bitte geben Sie uns einen Hinweis auf das wichtigste Dokument und dessen Entstehungsjahr.

_____

_____

☐ Nein, ist mir nicht bekannt.

3 Würden Sie sagen, dass Ihre Stadt in den letzten 20 Jahren vielfältiger geworden ist oder hat sie sich eher wenig verändert?

☐ Sie ist vielfältiger geworden.
In welcher Hinsicht? Bitte nennen Sie Stichworte: _____

_____

_____

☐ Sie hat sich eher wenig verändert.

4 Aus den Konsequenzen der Einwanderung, aber auch den vielfältiger gewordenen Lebensformen und Lebensstilen, ergeben sich Anforderungen an politisches Handeln. In welchen Feldern kann gerade kommunale Politik in Deutschland gestaltend eingreifen, wo kann auf städtischer Ebene weniger bewegt werden?

Kommunale Politik kann hier	wesentlich gestalten	mitgestalten	nicht gestalten
Schule/Kinderbetreuung	☐	☐	☐
Soziales	☐	☐	☐
Wirtschaft/Arbeitsmarkt	☐	☐	☐
Wohnungsangebot	☐	☐	☐
Kulturangebot	☐	☐	☐
Freizeit/Sport	☐	☐	☐
Möglichkeiten der Religionsausübung	☐	☐	☐
andere, und zwar:			
_____	☐	☐	☐

5 Städte können unterschiedlich auf die Herausforderungen des demographischen Wandels und einer wachsenden Vielfalt der Bevölkerung reagieren. Welche der folgenden Handlungsmöglichkeiten sollte Ihre Stadt ergreifen? Bitte bewerten Sie unterschiedliche strategische Optionen danach, ob sie für Ihre Stadt sinnvoll oder nicht sinnvoll sind.

	nicht sinnvoll	eher nicht sinnvoll	vielleicht sinnvoll	eher sinnvoll	überaus sinnvoll
Sich als attraktiver Wohnsitz für Senioren präsentieren.	☐	☐	☐	☐	☐
Familien anziehen.	☐	☐	☐	☐	☐
Die relative Homogenität der Bevölkerung erhalten.	☐	☐	☐	☐	☐
Sich als lebenswerte Stadt auch für Menschen mit Behinderung präsentieren.	☐	☐	☐	☐	☐
Menschen anziehen, die einen alternativen Lebensstil leben wollen.	☐	☐	☐	☐	☐
Qualifizierte Arbeitskräfte aus dem Ausland anziehen.	☐	☐	☐	☐	☐
Das Wohnen in der Stadt für Angehörige der Mittelschicht attraktiver machen.	☐	☐	☐	☐	☐

6 Es wird heute oft gesagt, dass Vielfalt eine Chance sei. Wie profitiert Ihre Stadt konkret von einer zunehmenden Vielfalt? Bitte antworten Sie in einigen Stichworten.

_____

_____

_____

_____

☐ Sie profitiert nicht davon.

7 Vielfalt wird häufig als Herausforderung oder sogar als Belastung empfunden. Inwiefern ist für Ihre Stadt ganz konkret Vielfalt (auch) eine Belastung? Bitte antworten Sie in einigen Stichworten.

_____

_____

_____

_____

☐ Sie ist keine Belastung.

8 Wie hat Ihre Stadt ihre Verwaltung und ihre Dienstleistungen verändert, um auf die zunehmende Vielfalt der Lebensweisen und Lebensvorstellungen der Bevölkerung zu reagieren?

Sie hat	Ja	Nein, wäre aber sinnvoll.	Nein, ist auch nicht sinnvoll.	Ich bin hier nicht informiert.
...eine gesonderte Stelle eingerichtet, die Beschwerden über Diskriminierung bearbeitet.	☐	☐	☐	☐
...die Rekrutierungspraxis verändert.	☐	☐	☐	☐
...Diversity-Trainings für die städtischen Beschäftigten eingeführt.	☐	☐	☐	☐
... wichtige Publikationen in mehreren Sprachen verfügbar gemacht.	☐	☐	☐	☐
.... Diversität als strategische Ziel-setzung (strategisches Management) in der öffentlichen Verwaltung verankert.	☐	☐	☐	☐
.... eine fachbereichs-/ amtsübergreifende Arbeits- oder Projektgruppe eingerichtet, die hauptsächlich mit Fragen von Vielfalt/Diversity befasst ist.	☐	☐	☐	☐

Sie hat	Ja	Nein, wäre aber sinnvoll.	Nein, ist auch nicht sinnvoll.	Ich bin hier nicht informiert.
…. das Angebot der städtischen Bibliothek interkulturell geöffnet.	☐	☐	☐	☐
…. das Angebot von städtischen Museen auf veränderte Zielgruppen ausgerichtet.	☐	☐	☐	☐
andere Maßnahmen: _____	☐			

8b [Filter: Ask ONLY if Respondent is a representative of city administration]

Wer ist in der Verwaltung Ihrer Stadt für Diversity-Fragen (Gender, Rechte von Behinderten, Integration von Einwanderern, Antidiskriminierung) zuständig?

☐ Die Zuständigkeiten verteilen sich auf mehrere Ämter/Fachbereiche.
☐ Die Zuständigkeit liegt in einer Hand und ist beim Oberbürgermeister angesiedelt.
☐ Die Zuständigkeit liegt in einer Hand und zwar beim Dezernat/Amt für

_____

9 Hat Ihre Stadt Maßnahmen ergriffen, um die Vielfalt der Bevölkerung Ihrer Stadt auch symbolisch sichtbar zu machen?

☐ Ja, Straßen oder Plätze sind entsprechend benannt worden.
☐ Ja, das Angebot kultureller Einrichtungen wurde erweitert (z.B. spezielle Ausstellungen, Filmfestivals etc.).
☐ Ja, die Stadt macht Kampagnen (Anzeigen, Poster, Wettbewerbe u.ä.), die ihre Vielfalt hervorheben.
☐ Andere Maßnahmen:

_____

☐ Mir sind keine solchen Maßnahmen bekannt.

10 Wenn Sie jetzt einmal an die letzten 12 Monate denken, in welchen Zusammenhängen haben Sie mit anderen Organisationen oder Vereinen zusammengearbeitet? Wir denken hier an Arbeitskreise, Partnerschaften, Netzwerke, Beteiligungsprozesse u.ä., die Akteure aus unterschiedlichen Einrichtungen, Organisationen oder Vereinen zusammen bringen. Bitte nennen Sie die konkreten Arbeitszusammenhänge (z.B. „Bürgerforum Entwicklung des Bahnhofsviertels“; „Runder Tisch Flüchtlinge in xy“; Arbeitskreis „Mehr Arbeitsplätze für yz“; „Barrierefreies Waldhausen“ etc. pp.).

_____

_____

_____

11 Wie schätzen Sie die Bedeutung solcher Kooperationsstrukturen mit anderen Akteuren für Ihre eigene Arbeit ein? Bitte kreuzen Sie an, welche der folgenden Aussagen am ehesten auf Ihre Arbeit zutrifft.

- ☐ Eine solche Kooperation ist eher die Ausnahme; ich arbeite vor allem innerhalb meiner Organisation bzw. Verwaltung.
- ☐ Eine solche Kooperation ist Bestandteil meiner Arbeit; ich nehme gelegentlich an derartigen Foren teil.
- ☐ Eine solche Kooperation ist typisch für meine Arbeit; ich nehme sehr häufig (mindestens monatlich) an derartigen Foren teil.

12 Gibt es in Ihrer Stadt ein regelmäßiges Forum des interreligiösen Dialogs?

- ☐ Ja, es heißt_____
  Wenn ja, nehmen Sie/Ihre Organisation daran teil? ○ Ja ○ Nein
- ☐ Nein, so etwas gibt es nicht.

13 Wenn Sie jetzt einmal an die einzelnen Viertel Ihrer Stadt denken, würden Sie sagen, dass die Stadtviertel in den letzten 20 Jahren einander ähnlicher geworden sind oder haben sie sich auseinander entwickelt? (Kreuzen Sie hier bitte nur ein Kästchen an.)

- ☐ eher ähnlicher geworden
- ☐ eher auseinander entwickelt
- ☐ wenig Veränderung
- ☐ Das kann ich nicht beurteilen.

14 Falls Sie der Ansicht sind, dass die Situation sich verändert hat, an welche Veränderungen denken Sie hier?

_____

_____

_____

15 Ergreift Ihre Stadt Maßnahmen, die darauf hinwirken, dass sich die unterschiedlichen Bevölkerungsgruppen über die Wohnviertel der Stadt verteilen?

- ☐ Ja, und zwar: *(Stichworte)* _____

_____

_____

- ☐ Nein.
- ☐ Ist mir nicht bekannt.

16 Im Folgenden nennen wir einige kontroverse Ansichten zur kommunalen Politik. Bitte sagen Sie uns jeweils, welchen dieser Ansichten Sie eher zustimmen. Hier interessiert uns Ihre persönliche Meinung.

a. Bei Einstellungen in die Stadtverwaltung sollte es allein nach Eignung und Befähigung gehen.

ODER

b. Bei Einstellungen in die Stadtverwaltung sollte darauf geachtet werden, den Anteil bislang benachteiligter Gruppen zu erhöhen.

☐ Ich stimme eher a zu. ODER ☐ Ich stimme eher b zu.

c. Die Stadt sollte Migrantenvereine stärker fördern.

ODER

d. Die Stadt sollte nur Vereine fördern, die die Begegnung von Menschen unterschiedlicher Herkunft unterstützen.

☐ Ich stimme eher c zu. ODER ☐ Ich stimme eher d zu.

e. Die Stadt sollte sich dafür einsetzen, dass alle Religionsgemeinschaften religiöse Stätten in attraktiven Lagen bauen oder mieten können.

ODER

f. Die Stadt sollte sich nicht in den Bau religiöser Stätten einmischen.

☐ Ich stimme eher e zu. ODER ☐ Ich stimme eher f zu.

g. Das Stadtparlament sollte durch seine Mitglieder die Vielfalt der Bevölkerung widerspiegeln.

ODER

h. Es kommt nicht darauf an, welcher Herkunft die Mitglieder des Stadtparlaments sind, es geht darum, dass sie ihre Arbeit gut machen.

☐ Ich stimme eher g zu. ODER ☐ Ich stimme eher h zu.

i. Die Stadt sollte in den Wohnungsmarkt eingreifen, damit Menschen unterschiedlicher sozialer und ethnischer Herkunft in den Wohnvierteln zusammenleben.

ODER

j. Die Stadt sollte es den Menschen selbst und dem Wohnungsmarkt überlassen, wo die Menschen leben.

☐ Ich stimme eher i zu. ODER ☐ Ich stimme eher j zu.

17 Politik wird in der Stadt heute vielfach in Netzwerken gemacht. Wenn Sie an die letzten 12 Monate denken, mit wem und wie intensiv haben Sie im Rahmen Ihrer beruflichen Tätigkeit bzw. der Tätigkeit für Ihren Verband/Verein zusammengearbeitet? Es geht uns hier um eine Zusammenarbeit im Rahmen der Politik in Ihrer Stadt.

	intensive Zusammen-arbeit	gelegentliche Zusammen-arbeit	seltene Zusammen-arbeit	keine Zusammen-arbeit
Mit einem für Integration zuständigen Vertreter der Stadt	☐	☐	☐	☐
Mit einem für Stadtentwicklung zuständigen Vertreter der Stadt	☐	☐	☐	☐
Mit dem (Büro des) Oberbürgermeister	☐	☐	☐	☐
Mit der Koordinationsstelle/ Beauftragten der Lokalen Agenda 21	☐	☐	☐	☐
Mit Vertretern				
von Stadtratsfraktionen/Parteien	☐	☐	☐	☐
des Deutschen Gewerkschaftsbundes (DGB)	☐	☐	☐	☐
von Einzelgewerkschaften (z. B. IG Metall, Verdi)	☐	☐	☐	☐
der städtischen Wirtschaftsförderung	☐	☐	☐	☐
der örtlichen Agentur für Arbeit	☐	☐	☐	☐
des Jobcenters	☐	☐	☐	☐
von Wohlfahrtsverbänden	☐	☐	☐	☐
von Wohnungsunternehmen	☐	☐	☐	☐
von Wirtschaftsunternehmen	☐	☐	☐	☐
eines Verbandes der Wirtschaft	☐	☐	☐	☐
des Integrationsbeirats	☐	☐	☐	☐
einer Migrant(inn)enorganisation	☐	☐	☐	☐
einer Jugendorganisation	☐	☐	☐	☐
einer Frauenorganisation	☐	☐	☐	☐
einer Behindertenorganisation	☐	☐	☐	☐
einer Lesben-/ Schwulenorganisation	☐	☐	☐	☐
einer Seniorenorganisation	☐	☐	☐	☐
einer Stadtteilorganisation	☐	☐	☐	☐
einer religiösen Gemeinde	☐	☐	☐	☐
einer Umwelt- oder Naturschutzorganisation	☐	☐	☐	☐

andere wichtige Kooperationspartner: _____

18 Falls Sie mit einer Migrant(inn)enorganisation zusammenarbeiten, welche ist das? Bitte nennen Sie den Namen der Organisation.

_____

19 Wer ist die wichtigste Stimme der Bevölkerung mit Migrationshintergrund in Ihrer Stadt? Bitte nennen Sie den Namen dieser Persönlichkeit.

_____

☐ Es gibt keine solche hervorgehobene Persönlichkeit.

20 Es gibt unterschiedliche Meinungen darüber, wie wirkungsvoll die Anliegen der eingewanderten Bevölkerung im politischen Leben der Städte zur Geltung gebracht werden. Wie ist das in Ihrer Stadt: Würden Sie sagen, dass die Anliegen der eingewanderten Bevölkerung im politischen Leben

☐.... hervorragend vertreten sind?
☐.... mal besser, mal schlechter vertreten sind?
☐.... nur gelegentlich zur Sprache kommen?
☐.... keine Rolle spielen?
☐ Das kann ich nicht einschätzen.

21 [Filter: Ask All EXCEPT FOR representatives of city administration]

Wie bewerten Sie die Zusammenarbeit Ihrer Organisation mit Vertretern der Stadt?
Bitte kreuzen sie die zutreffendste Antwort an.

☐ Sie reagieren im Allgemeinen offen und interessiert.
☐ Sie reagieren korrekt, aber nicht besonders interessiert.
☐ Sie reagieren eher ablehnend.
☐ Das unterscheidet sich von Fall zu Fall.

22 [Filter: Ask All EXCEPT FOR representatives of city administration AND representatives of political parties]

Wenn Sie an die letzten 12 Monate denken, ist Ihre Organisation von der Stadtverwaltung oder vom Stadtparlament um eine Stellungnahme zu einem Thema der städtischen Politik gebeten worden?

☐ Ja, zum Thema/den Themen: _____
_____

☐ Nicht in den letzten 12 Monaten, aber davor zu dem Thema/den Themen: _____
_____

☐ Nein.

23 [Filter: Ask All EXCEPT FOR representatives of city administration AND representatives of political parties]

Wird Ihre Organisation von der Stadt finanziell gefördert?

☐ Ja, als Organisation.
☐ Ja, wir bekommen Projektmittel.
☐ Nein.

A Zum Abschluss noch eine Frage zu Ihrer persönlichen Verbindung mit dieser Stadt:

☐ Ich wohne hier seit _____ *(Bitte geben Sie ein Jahr an.)*
☐ Ich arbeite hier, wohne aber woanders.

B Wer hat diesen Fragebogen ausgefüllt?

☐ Der Fragebogen war an mich adressiert und ich habe ihn selbst ausgefüllt.
☐ Ich habe diesen Fragebogen im Auftrag des Adressaten ausgefüllt.

VIELEN DANK!

Haben Sie Anregungen, Kommentare für uns? Fehlte eine wichtige Frage, war etwas unklar?

_____

_____

_____

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