

 **Kraków**




**Kraków
for equality**

EN

Urząd Miasta Krakowa
WYDZIAŁ POLITYKI SPOŁECZNEJ I ZDROWIA
Ul. Jana Dekerta 24
30-703 Kraków

sz.umk@um.krakow.pl
krakowdlarownosci@um.krakow.pl
www.krakow.pl
www.otwarty.krakow.pl
www.rownosc.krakow.pl

Texts based on: www.krakow.pl, Nina Gabryś, BLEKA
Photos: UMK sources, Nina Gabryś, Marcin Cieślak
Design and composition: BLEKA | www.bleka.pl
Translation: Inter Lang & Text



KRAKÓW FOR EQUALITY	6-8
WOMEN - OUR CITY'S STRENGTH	9-12
RAINBOW KRAKÓW	13
OPEN KRAKÓW	14-15
KRAKÓW WITHOUT BARRIERS	16-18
COLLABORATIVE NETWORKS	19



Ladies and Gentlemen,

A sensitive city, one that reacts to injustice, a home for all and open to all – this is the Kraków we aspire to build. We want our city to become a safe heaven, a space free from violence and exclusion. We oppose discrimination and believe every resident has an equal right to co-create the urban reality, every voice counts and diversity is our strength and wealth. Symbolically, Kraków's coat of arms features an open gate. Equality, freedom, solidarity, respect and openness are values written deep in our city's DNA. They make it possible for us all, without exception, to feel happy, free and safe here. Kraków is a city of refuge and a city that creates equal opportunities for all. We are keen to be called a Human Rights City; this ambition guides us in the process of shaping all city policies, programmes and strategies.

In aspiring to the status of a Human Rights City, Kraków commits to creating and implementing an equality perspective in all its strategic management activities and undertakes to adopt the “Kraków for Equality” programme ensuring an extensive response to challenges in the field of human rights.

Kraków is aware of its role in upholding, promoting and protecting human rights and regards the implementation of the above as a priority and a pathway to a better future for us all.

A handwritten signature in black ink, appearing to read 'Jacek Majchrowski'. The signature is written in a cursive style with a long, sweeping underline.

Jacek Majchrowski

Mayor of Kraków

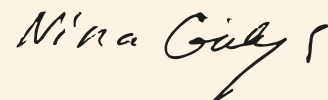
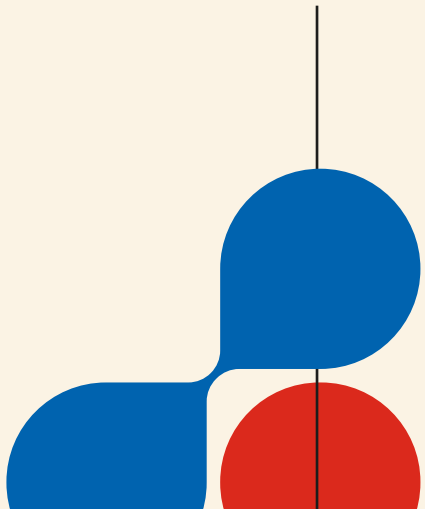
Kraków has a colourful and polyphonic history. Its past is rooted in diversity, solidarity and multiculturalism. It is a story that encompasses both the present and the future of our city.

“KraKów for equality” is an idea that guides us in our everyday work and provides the foundations for urban policies based on the principle of equal treatment.



We believe that our special role as a city is to ensure that human rights are respected. In our view, the notion of a City of Human Rights provides a framework of action and a platform for building adaptive, flexible and interdisciplinary solutions that in turn help build a strong community through dialogue. We are aware that the journey we are embarking on poses a challenge for many years ahead. Its success depends on the broad participation and involvement of citizens, non-governmental organizations, universities and cultural institutions.

The city is primarily a space of freedom – the freedom to express oneself, to engage in open dialogue, to explore and create without barriers. I believe that thanks to this freedom, together we can successfully build a society based on the principles of solidarity and be a city of open doors.



Nina Gabryś

Plenipotentiary of the Mayor of Kraków for equality policy

Kraków for Equality

“Kraków for Equality” is an idea that guides us in all our projects and initiatives. The city prioritises activities aimed at creating a solidarity-based society, developing a coherent policy of equality and incorporating the human rights perspective into general urban policy.

How do we operate?

The Council for Equal Treatment (RRT) was established in Kraków in 2019. Its main goal is to develop ideas and solutions for a strategy of equal treatment and to help combat discrimination at the local level. The tasks of the Council include issuing opinions on draft strategic documents for the city and acts of local law in all areas directly and indirectly connected with equality of treatment. Members of the RRT include representatives of non-governmental organizations, universities, activists and civil servants.



Plenipotentiary of the Mayor of the City of Kraków for Equality Policy

In 2020, with the aim of effectively promoting and protecting human rights at the local level, the Mayor of the City of Kraków established the position of Plenipotentiary for Equality Policy. The plenipotentiary's task is to create, initiate and implement all activities connected with promoting equality, social justice and combatting discrimination. Their duties include, among other things, preparing and providing opinions on draft legal acts connected with the goal of equal treatment, preparing programmes, events and social campaigns, as well as coordinating activities in the area of human rights at the city level.

We believe that measures designed to promote equality can be prepared on the basis of dialogue and cooperation with local residents, which is why Kraków is developing platforms of cooperation and focusing on consultations. This goal is being achieved via several advisory teams:

- **Interdisciplinary Team for cooperation in the implementation of the "Open Kraków" Programme**
- **Social Council on Persons with Disabilities**
- **Consultation Team on Accessibility of Urban Infrastructure for the Needs of People with Disabilities**
- **Kraków Council of Senior Citizens**
- **Youth City Council**

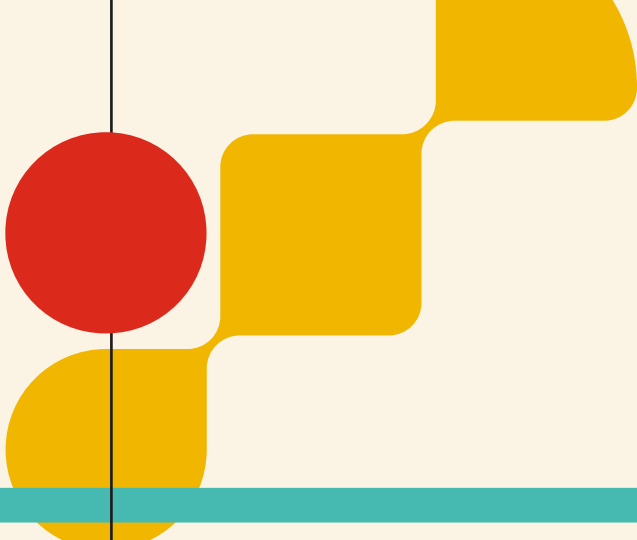
Support for NGOs

For many years now, Kraków has been supporting equality projects implemented by non-governmental organizations. This has been possible thanks to special grants. Financing has been made available for projects and activities aimed at promoting and protecting human freedoms and rights, civil liberties as well as equal rights for women and men.

Important documents

To reinforce the city's efforts to support and protect human rights, in 2020 the Mayor of the City of Kraków, Jacek Majchrowski, signed the **European Charter for Equality of Women and Men** in Local Life, in this way officially guaranteeing the inclusion of the idea of equality between women and men in the city's activities. The Charter sets out policy directions and proposes solutions designed to eliminate all gender-based inequalities and stereotypes.

In 2022, the City of Kraków also became one of the signatories to the Diversity Charter. This is an international initiative launched in European Union countries under the auspices of the European Commission. It obliges organizations to comply with the principles of equal treatment and to act in support of social cohesion and equality.



In 2022 Kraków implemented **the Gender Equality Plan for the City of Kraków and municipal units**, making it the first city in Poland to officially adopt such a document. This is an internal strategy, the objective of which is to promote gender equality through the introduction of institutional and cultural changes in organizations and public institutions. The adoption of such a plan is an explicit declaration of the city authorities' commitment to equality and outlines very precisely the tools and activities that will be implemented in the coming years with the goal of promoting the principle of equal treatment.

The Gender Equality Plan is based on four fundamental goals:

Objective 1 – increase awareness of the principle of equal treatment and the need to counteract gender-based discrimination and violence.

Objective 2 – implement the best possible solutions making it possible to combine the professional and personal lives of employees.

Objective 3 – strive for balanced gender representation at all levels and in all advisory and social bodies operating within the UMK and MJO (Kraków City Hall and Municipal Units).

Objective 4 – incorporate the equality perspective into all city strategies, policies and programmes as well as in all conducted and commissioned research.

Feminatives in City Hall

In 2022 the Mayor of the City of Kraków, Jacek Majchrowski, issued an executive order specifying the rules to be observed when signing, initialling and countersigning letters and documents as well as the editing thereof, which authorised the use of female personal names, known as feminatives, in the day-to-day work of City Hall. This change was introduced to combat exclusion and promote equality in the social sphere as well as improve the professional and social situation of women.

It is our desire to make Kraków a City of Human Rights, and it is this idea which guides us in our work on urban policies, programmes and strategies.

Incorporating a human rights perspective into local government requires identifying and taking into account the needs and interests of diverse social groups. That is why we have **made a general diagnosis of the current human rights situation**, thanks to which we will be able to effectively respond to the needs of all people living in the city.

Women – our city’s strength



Women shape our city, altering its fabric in different ways each and every day. They revolutionize science, make innovations in business, inspire through extraordinary cultural and artistic projects and play an active part in society. **Women of Kraków** is an interdisciplinary socio-cultural project, which aims to draw attention to the extremely important role played by women in the city’s development and its transformation in various social, artistic, economic and scientific fields.

Numerous thematic activities have been organized as part of the **Women of Kraków Project**, including:

- **“Entrepreneurial Women of Kraków”**, a programme aimed at improving conditions for women on the labour market. This is a municipal initiative, the goal of which is to improve employment conditions for women and provide them with the skills and competences they need to set up and run their own businesses. We organize research, training, webinars and meetings with inspiring mentors so as to empower women in their professional lives, boost their effectiveness and help them discover their superpowers.
- **The Kazimiera Bujwidowa Prize** for outstanding women from Kraków. This distinction is awarded each year to four women whose ideas and achievements have had a significant impact on the local community and environment.

The recipients are local women who have created innovative projects, helped strengthen the position of women on the labour market, are involved in the life of local communities, have served as role models for the younger generation or have inspired others through activities related to the natural environment.

- Sport is still often perceived as a “masculine” activity. Strength, confrontation, competition, winning – while these words are the preserve of both sexes, they are still all too often associated almost exclusively with what we regard as “male” traits. Women in sport, unfortunately, continue to fight an unequal fight. **The “Champions – Lets Change the Rules of the Game”** Campaign, a project dedicated to the role of women in sport, is helping bring about change step by step, promoting women’s sporting success and celebrating the achievements of Kraków’s female athletes. We aim to highlight the impressive sporting feats of the women of Krakow, show them the way, and thus inspire the next generation of girls to get involved in sport.
- Women have always played an enormously important role in the history of Kraków. Without their hard work, passion and perseverance, the city would have a completely different character and appearance today. Women have jointly shaped the past of this unique place and have helped determine its future development, both in times of turmoil as well as in times of relative calm, indeed every single day. The women of Kraków are full of passion and energy, thanks to which this extraordinary city has acquired its unique atmosphere. That is why we need to talk about the women of Kraków. It is important not only to restore their place in our collective memory but also to perpetuate that memory. One means of achieving this task is the **“Trail of the Women of Kraków – Krakovianki”**.

Every year in March the city organises a “Women of Kraków Month”. This unusual programme provides an opportunity to talk about women’s solidarity and herstory. It is a chance to debate women’s rights and provide a space in which women’s successes can be celebrated. The programme includes exhibitions, women’s trail walks, self-defence workshops, medical screening tests and check-ups, debates and educational meetings.

Health is the most important thing in our lives, and in Kraków we pay special attention to the needs of the women of Kraków in this area. We want to talk about difficult and important subjects. That is why in our projects we address the topics of infertility, perinatal care and disease prevention. We have initiated the following programmes:

In vitro



Our goal: to ensure support for couples struggling with infertility and co-finance treatments. One very popular programme among residents of Kraków is the Municipality Communal Infertility Treatment by In vitro Fertilization Programme. In 2022, 201 couples benefited from financial aid for in vitro fertilization procedures, and in 2023, the sum of PLN 1.8 million was allocated for this purpose.

HPV Vaccination



Our goal: to reimburse the cost of human papillomavirus (HPV) vaccines offered to twelve-year-old girls living in Kraków.

Cancer screening



Our goal: educate women in matters of breast and cervical cancer prevention, which in 2022 was treated as a separate task in its own right in competitions organized for NGOs in the field of health. We support initiatives and important projects that address this issue.

Pink Boxes



Pink Boxes are available in 250 educational establishments, counselling centres and community centres! Thanks to them, girls have universal access to free personal hygiene products, especially on days when such support, personal comfort and a safe space are essential.



We want to support parents at every stage of **raising a child**. We recognize the important role played by the city in developing and managing a family support system. Among its most important activities are:

Day care centres



Kraków has a high day care centre enrolment rate – 43.4%, while the number of municipality and municipal-ity-subsidized places totals just under 11,500. Kraków is the only Polish metropolitan city that has been continuously granting subsidies to private entities providing child care for children up to the age of three since 2012.

Clubs for parents with children up to 3 years of age

These clubs offer very attractive programmes – interesting workshops focused on improving family bonds, teaching parenting skills and fostering the interests of children and parents. These include meetings discussing medical issues, as well as educational, cultural and recreational workshops for parents and expectant mothers. Parents are invited to attend dogotherapy classes, self-defence courses, infant massage workshops, art and music classes, There are also Pilates and yoga workshops for pregnant women and classes dedicated to fathers. During these meetings, babies and toddlers will be looked after in specially designed play corners. There are 45 such clubs in Kraków, including one Club for children with special developmental needs.



Kindergartens



There are over 450 generally local government and non-government kindergartens in Kraków, including pre-school departments in schools and other pre-school units. Kraków provides the highest subsidies for non-public kindergartens of all the cities in the Union of Polish Metropolises, i.e. 85%.

Violence has many names!

Every year from November 25 to December 10, we celebrate **"16 Days of Action Against Gender-Based Violence"** around the world. The goal of the campaign is to increase awareness of the problem of violence in all its forms that women encounter every day in their lives. Kraków has been organizing this event for several years now. In 2021, **a special website devoted to combatting domestic violence, bezzemocy.krakow.pl**, was created, while a campaign was launched under the slogan "Violence has many names" to provide more effective help for victims of violence. During these 16 days, the city organises Wen-Do classes for teenagers, self-defence workshops for women conducted by the City Guard and educational meetings.

The "a family-friendly place"

poll presents and promotes solutions that satisfy the needs of families with children of all ages in Kraków. It is organized as part of the "Kraków focuses on family" campaign. The aim is to present, promote and increase the number of places in the City of Kraków providing facilities that help parents with children of different ages adapt to life in the city. Thanks to such places, families with children have an opportunity to actively participate in the social and cultural life of Kraków.

Other institutions active in Kraków include:



24-hour hotline for victims of violence

12 421 92 82



Crisis Intervention Centre in Kraków (OIK)

OIK offers comprehensive mental health care and support for anyone experiencing a mental health crisis by conducting crisis interventions both at the centre's headquarters and at the person's place of residence. It also provides specialist mental health care and support in extremely traumatic situations through telephone interventions, legal counselling and social work. The Centre also offers group support and operates a 24-hour shelter with 8 places for people who need help dealing with a mental health crisis.



Kraków Municipality Program for counteracting domestic violence and protecting victims of domestic violence in the years 2021-2027

Since 2010, a number of programmes have been implemented aimed at providing protection for victims of domestic violence and combatting domestic violence. The activities undertaken as part of these programmes have focused on organizing help for families affected by violence, promoting interdisciplinary cooperation, imparting knowledge, as well as fostering the right skills and attitudes to enable the citizens of Kraków to respond effectively to violence.

Rainbow Kraków

The city is a place of diversity where there can be no room for disrespect. Everyone has the right to equal treatment and to live happily and in harmony with each other. At the end of July 2020, the Mayor of the City of Kraków, Jacek Majchrowski, declared Kraków's support for the LGBT+ community, opposition to homophobia and other forms of discrimination.

The Mayor of Kraków also supported **the appeal of the Council for Equal Treatment** to the LGBT+ community, which was made in response to increasingly homophobic statements in the Polish media, as well as the to unconstitutional resolutions of some local governments establishing so-called LGBT+ free zones.

“Dear lesbians, gays, bisexuals and transgender people: you are not alone, we are with you, we support you and we will do everything to make you feel at home in Kraków – because this is your home. Kraków is a city bustling with life and diversity – and you and your history are an important part of it.”

with these words the appeal began.

Jakub Hahun, CC BY-SA 4.0, Wikimedia Commons



We want to build a Rainbow Kraków together with the LGBT+ community. All measures and projects implemented in this area will be dictated by the needs voiced by non-governmental organizations and the community.

We believe that symbolism matters. A rainbow in a city space is a declaration of openness and support for the LGBT+ community, it is a commitment to implement initiatives and actions supporting equality as well as a potent signal of opposition to hatred based on homophobia, biphobia or transphobia. Rainbow colours are present at many important events in Kraków. For the first time ever on October 17, 2022, i.e., the International Day Against Homophobia, Biphobia and Transphobia, the rainbow flag flew from the City Hall building on All Saints' Square.

Since 2021, we have organized a special festival – **Equality May** – the first ever city cultural programme focused on the idea of human rights, during which we talk about the rights of LGBT+ people and the considerable diversity present in urban institutions. Meetings, initiatives, exhibitions and screenings are held every year as part of the festival, which addresses the themes of discrimination, exclusion, and stigmatization, but also seeks answers to the question of how to combat hatred and teach empathy.

Open Kraków

Kraków has always attracted people from different parts of the world who have introduced a variety of cultural influences into the city's fabric, enriched the city with their experience and knowledge, and contributed to its socio-economic development.

Kraków has one of the highest percentages of residents in Poland with migration experiences. To respond to the challenges of migration policy and appreciate the opportunities offered by a multicultural city, in 2016 the Kraków City Council adopted a resolution launching an "Open Kraków" programme.

Open Kraków consists of such initiatives as the following:

Multicultural Centre

The Centre provides a space for promoting and supporting diversity, equality and the peaceful coexistence of all inhabitants of our city. We want the Multicultural Centre to be a place where immigrants can receive support and information on working, studying and living in Kraków, a place, too, where they can make friends, develop their own initiatives and needs, present their history and culture, and learn about ours.

Welcome Pack for Foreigners written in several languages

A guide for new residents of Kraków to the labour market, benefits, health care, education and other important aspects of life in the city.

Information Point for Foreigners

The information Point provides information on, among other things, living and working conditions in Poland. It also offers legal advice, psychological support, professional advice and assistance as well as help in completing procedures connected with the schooling and education of children and young people.

"Kraków Ambassador for Multiculturalism"

Elected every year, the Kraków Ambassador for Multiculturalism is responsible for supporting activities and initiatives aimed at promoting multiculturalism and the integration of Kraków residents and foreigners in Kraków. The title is awarded annually to individuals or organizations working for intercultural dialogue in Kraków.

Multiculturalism and Migration Observatory (OWiM)

This is a joint initiative of Kraków City Hall and the Cracow University of Economics. The aim of the project is to analyse migration processes and multicultural changes in urban space on an ongoing basis. As part of the project, detailed reports analysing various aspects of migration processes in the city are prepared and regular OWiM seminars are held during which the results of the project and related problems are presented. Another function of the project is integrating academic, municipal and provincial activities so as to better understand and more effectively manage migration processes.

An education guide for foreigners

Education is the cornerstone of any inclusive and supportive society. We want our schools to be ready to meet the challenges of a multicultural society. Our goal is to improve conditions for all students, which is why we have introduced various measures aimed at deepening integration. Multicultural assistants in Kraków's schools help students cope with the experience of migration in the context of learning and coping in a school environment. With students from other countries and their parents in mind, the City of Kraków has prepared a guide on the most important education-related issues in Kraków.



STOP hate speech in public space!

A system for monitoring hate-inspired graffiti and scribbling has been operating effectively in Kraków for many years now. You can report hateful graffiti and attach photos on a special webpage intended for this purpose called "Report Graffiti and Scribbling". This information will be entered in the database and the property owner or facility manager notified of the need to delete the offensive graffiti. The City Guard of Kraków supervises and monitors these notifications until the graffiti has been removed.

Kraków without barriers

An accessible, open city without barriers – this is our common goal. Activities undertaken in the city to improve the rights of people with disabilities and their access to public goods and services are described in full in the “Poviat Action Program for People with Disabilities”.

The aim of the programme is to support, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms for all persons with disabilities and their families as well as persons with special needs, and to ensure respect for their inherent dignity.

Kraków has introduced numerous measures in this area, including:

Kraków for family “N”

This is a program addressed to families with children with disabilities or adults with disabilities under the age of 21. Its aim is to support these families and increase their participation in social life by facilitating access to public goods and services. In accordance with the principle of “nothing about us without us”, and the Convention on the Rights of Persons with Disabilities, the Programme was developed in collaboration with the disabled community and with its active participation.

The Plenipotentiary for Persons with Disabilities is also working to improve the rights of the disabled and their access to public goods and services in Kraków.

Respite/relief care

This service is offered free of charge to those providing day-to-day care for chronically ill and disabled persons. If a Carer applies to one of the Carers' Support Points, they will receive personalised, comprehensive and, most importantly, specialist support. Advice is provided by numerous specialists in medicine, psychiatry and physiotherapy. These facilities also offer training in care for dependents at their place of residence and participation in support groups. Families of dependents can take advantage of a free short-term relief care service provided at their place of residence. As part of the respite care provided by the Municipality of Kraków, co-financed or fully financed from the Solidarity Fund, carers of persons with disabilities can also take advantage of the 24-hour service provided by the Municipal Care Centre or Day Care at the person's place of residence.

Inclusive Parent Centre (ICR)

The centre was opened for families with children over 6 years of age with special developmental needs. This place was designed to help and assist older children with disabilities, such as autism, Asperger's syndrome, aphasia or mild disabilities.

Sports centre for people with disabilities

The KS Cracovia 1906 Centennial Hall and Sports Centre for the Disabled is a modern facility that aims to get people with disabilities involved in sport. The building is fully adapted to various needs.

A guide to Kraków for tourists with disabilities

We would like Kraków to be a tourist destination for people from all over the world and make sure that everyone can visit the city without barriers. Therefore, a number of initiatives have been developed to strengthen the tourism sector by improving accessibility for people with disabilities. One of these initiatives is the “Guide to Kraków for disabled tourists” – a compendium of knowledge on the accessibility of various historic buildings and cultural institutions..

Culture for all

In recent years, Kraków’s cultural institutions have been working hard to ensuring greater accessibility for artists with disabilities as well as improve their working conditions. They have introduced accessibility standards, organised numerous training courses and launched numerous educational activities tailored to the needs of every individual.



One of the biggest problems facing Polish cities is how to harness the huge potential of seniors with a view to building positive inter-generational relationships. Kraków is aware of the challenges arising from the dynamics of an aging society and is already preparing a number of measures and projects for the future.

Programme promoting the Social Engagement and Integration of Senior Citizens (PASIOS)

This programme is addressed to residents aged 60 and above. Its objective is to improve the quality of life and standard of living of this social group by encouraging an active and healthy lifestyle and promoting education and intergenerational integration.

With a view to achieving the programme's goals, Kraków launched, among other things, **Senior Citizen Activity Centres (CAS)**. These places were established to enable older people aged 60+ to play an active role in social and cultural life and help them make new friends. Another aim of these centres is to promote the personal development and education of senior citizens as well as improve their quality of life. Older people are encouraged to engage in voluntary work as well as take part in intergenerational meetings, during which they can share their knowledge and skills with children and young people. Currently, there are more than 50 CASs located throughout Kraków.

The program also provides such services as:

- **Assistance for seniors 85+ and people with disabilities 70+**
- **A Golden Hand – free help for seniors with home repairs**
- **A Municipal Information Centre for Senior Citizens.**

All initiatives and activities for senior citizens are coordinated by the Plenipotentiary of the Mayor of the City of Kraków for Senior Citizen Policy.



Collaborative Networks

It is vital that Krakow plays an active role in international networks of cities promoting human rights. These networks offer a space for exchanging ideas on good practices and are a considerable source of inspiration. Kraków is represented in many international bodies working for equality.

International Cities of Refuge Writers Network (International Cities of Refuge Network) ICORN

– this is an organization of cities and regions offering shelter to persecuted writers. The aim of the organization is to provide safe living and working conditions for people of letters whose work has made them the subject of political persecution.

Femcities Network

– a network of cities working for gender equality and women's rights. Once a year, the networked cities participate in a Femcities conference, and the organization's reports give us a deeper and broader understanding of many topics, such as the political representation of women in local governments, the situation of women on the labour market and the female dimension of migration.

Intercultural cities programme (ICC)

– Kraków is a member of the Intercultural Cities programme, which helps over 140 cities around the world translate the idea of intercultural integration into the tasks of building potential and developing diversity-based management policies.

Kraków is also an active participant in various joint city platforms concerned with equal human rights and migration. Cooperation and dialogue between local governments is an excellent springboard for developing effective solutions at the local level.

Human Rights and Equal Treatment Commission in the Association of Polish Cities

– this a body on which over 50 municipalities are represented, and among the people involved in its work are members of municipal authorities, councillors, local government representatives, as well as plenipotentiaries for equal treatment, equal opportunities, equality policy, tolerance, and fighting xenophobia.

Union of Polish Metropolises for Migration and Integration Team

– this team was formed to prepare and implement local action plans in the field of immigrant integration, developing basic standards in the areas of education, employment, security, culture, social welfare, and health.



