

Action Plan to Promote Human Rights and Counteract Discrimination and Racism in Uppsala Municipality

Overview Plan

Goals and Budget

Organisation and Business

Plans Programme

Action Plans and Other Plans

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Introduction

All human beings are born free and equal in dignity and rights. These are the opening words of the first article of the UN Universal Declaration of Human. The European Convention for the Protection of Human Rights and Fundamental Freedoms was created in 1950 to legislate the UN Declaration.

Human rights can be briefly divided into civil and political rights as well as economic, social, and cultural rights. Civil and political rights include the right to life, the right to protection against torture and arbitrary deprivation of liberty, the right to protection against discrimination, the right to freedom of expression, the right to legal certainty, and the right to freedom of choice.

Economic, social and cultural rights mean that people are guaranteed access to, among other things, food, water, housing, education, and basic health services.

The principle of non-discrimination is a cornerstone of human rights as discrimination violates rights and human dignity. The right not to be discriminated against is a common thread in all human rights conventions.

In Sweden, the constitutional legislation, municipal laws, and special legislation regulate how the commitment to human rights is to be implemented nationally. Examples of Swedish legislation that has a direct bearing on human rights are the various freedoms and rights set out in constitutional laws, the Local Government Act's regulation of political assignments, the Administrative Procedures Act's regulation of the exercise of authority and the Education Act, the Discrimination Act, the Social Services Act, the Act concerning Support and Service for Persons with Certain Functional Impairments, the Library Act and the National Minorities and Minority Languages Act.

The responsibility for respecting, protecting, fulfilling, and promoting human rights rests on several levels in Sweden. The national level is crucial for ensuring the national and international undertakings in Sweden. At the same time, these undertakings are largely implemented at the local and regional levels. The right to health, housing, education, work, participation, and influence are for example realised in the meetings between municipalities, regions, and residents.

”Human rights have a major impact on the municipality’s activities.”

Human rights have a major impact on the municipality’s activities. Human rights set demands on what the municipality must do for its inhabitants and what the municipality may not do against them. If people do not have the same rights, the principle of equal value for all is eroded. The municipality is responsible for ensuring that its residents have equal rights and opportunities to take part in the services that the municipality offers.

Rights are **respected** when national and local authorities work actively to uphold the human rights of every individual and not to violate anyone’s human rights. For example, municipalities are obliged to ensure that pupils have equal opportunities to complete school.

Rights are **protected** when national and local authorities ensure that others do not violate the rights of individuals or otherwise prevent someone from having their rights. For example, municipalities are obliged to provide good quality care for the elderly in order to ensure the right to the best possible health. There must also be procedures for following up and resolving violations and harassment in our workplaces.

Rights are **promoted** when national and local authorities work systematically to realise human rights. For example, municipalities are obliged pupils to ensure that students do not violate or bully each other in school and that our subcontractors have good working conditions for their employees.

Aim

The purpose of the action plan is to guide committees and company boards in the work of ensuring respect, protection for, and promotion of human rights. Furthermore, the purpose is to counteract discrimination and racism in accordance with the areas of action described so that municipal, national, and international undertakings, and goals are achieved.

The action plan has been developed by a joint civil servant committee. It focuses on measures which indicate necessary change. The measures make it easier for committees and company boards to integrate them into their business/business planning. In this way, the action plan has a clear governing effect and can provide faster goal fulfilment.

Scope

The action plan covers and applies to Uppsala Municipality's committees and company boards. The action plan is an activating policy document. The plan shall ensure the work with human rights.

The action plan is based on a structure that involves systematic work in five target areas: the municipality's role as a societal actor, the municipality's role as a democracy actor, the municipality's role as a welfare actor, the municipality's role as an employer as well as national minorities' rights.

The action plan focuses on the areas that need to be developed within the municipality when it comes to human rights. For each area, there is a priority measure which must be implemented during the planning period. The overall goals

point to directions which will create conditions for stability in the long-term and in the continuity of the work.

The action plan shall be supportive in the fulfilment of the municipality's responsibility to ensure human rights and counteract discrimination in all the municipality's activities. The action plan applies to everyone in the municipality and covers all grounds of discrimination in accordance with Swedish legislation: gender, age, disability, ethnicity, religion or other beliefs, sexual orientation, transgender identity or expression. The action plan is also based on the structure of the European Coalition Cities Against Racism's 10-point plan.

The action plan applies during the period of 2020–2024.

Responsibility, Implementation and Dissemination

The municipal executive committee is responsible for the action plan's documents and is thus responsible for the implementation, coordination, dissemination and follow-up of the action plan.

Definition and concepts

Anti-Semitism

Means prejudice and hostility towards Jews because they are Jews. It is partly due to stereotypical ideas and myths, and partly due to negative attitudes towards Jews as a group.

Afrophobia

Afrophobia is racism that is directed towards people with a background in sub-Saharan Africa and who belong to the African diaspora. Afro-phobia can take various forms, such as verbal abuse, physical attacks, exclusion from specific contexts or systematic racial discrimination in, for example, the labour and housing markets.

Antigypsyism

Are prejudices about collective character traits associated with Roma or racism directed toward the Roma ethnic group or individuals from the Roma minority.

Discrimination

A simplified description of the law's definition of discrimination is that someone is disadvantaged or violated. The disadvantage or violation must also be related to one of the seven grounds of discrimination: gender, age, disability, ethnicity, religion or other beliefs, sexual orientation, transgender identity or expression.

LGBTQ+

Is an established acronym for lesbian, gay, bisexual, trans and queer people. The plus stands for other sexualities, and gender identities.

Islamophobia

Islamophobia is a collective term for prejudice and hostility towards Islam and Muslims. The term has only been in use for about ten years, but negative attitudes towards Islam have old roots. Many, and increasingly more widespread, negative ideas about how Muslims think and behave lead to discrimination and harassment.

Racism

Generally defined as a system of concepts and behaviour based on a worldview or ideology into which humankind can be divided into races. In a broader sense, it can be defined as prejudice, discrimination, or hostile acts directed at someone by another group based on the belief that one's own group is superior.

Right-Holder and Bearer of Obligation

The terms right-holder and bearer of obligation describe the relationship between the person who has rights and the person who has an obligation towards the right-holder. In rights-based work, different actors are assigned different key roles. There is a clear division of responsibilities between the person whose rights are violated and the party responsible for ensuring that their rights are realised. It is expressed in terms of right-holder or right-bearer and bearer of obligation. The right-holder is primarily the individual and the bearer of obligation is primarily the state, but which by extension also includes government agencies and municipal authorities.

Current situation

Equality for all is the foundation of democracy. Despite this, people are still treated differently and discriminated against. Discrimination means special treatment that directly or indirectly disadvantages, violates, and/or limits the individual's capacity for manoeuvrability and choices in various parts of society, which also violates the individual's personal integrity.

There are groups in society which have been particularly vulnerable, marginalised, and discriminated against during different periods. Sweden has a history of, among other things, eugenic research, forced assimilation, forced relocations, forced sterilisations, entry bans for Roma people, and children who were taken from their parents when they started school and were no longer allowed to speak their own language.

Some groups in society still experience discrimination and harassment. The Council of the European Commission against Racism and Intolerance calls on Sweden to continue its efforts to improve the situation of the Roma and to work actively to stop anti-Semitism. The UN Convention on the Elimination of all Forms of Discrimination Against Women is particularly concerned that Sami and Roma women are being discriminated against in various contexts. Anti-Gypsy exclusion is still part of the structure of society and requires time, resources, and work to change. During the years 2016–2020, Uppsala has been one of five development municipalities in the country for Roma inclusion. As a result, the municipality has had the special task of strengthening efforts for the inclusion of Roma in areas such as labour market, schools, social services, culture, and opportunities for Roma people to organise through associations. The work will continue through regular activities after 2020. The risk of being exposed to threats, hatred, and violence must not prevent people belonging to the national minorities from being able to be open with their identity, language, and culture or to raise their issues for debate.

Young LGBTQ+ people are exposed to bullying, threats, and violence to a greater extent than other young people. For this reason, the municipality has for several years invested in

continuing education, both basic training and certification programmes within LGBTQ+. The goal of the investments is to be able to guarantee an equal service to all municipal residents and to create an inclusive work environment at the municipality's workplaces.

The Swedish National Council for Crime Prevention has noted that people with disabilities are at risk of being exposed to violations, violence, and abuse to a greater extent than others. Through the programme for full participation adopted by the Municipal Assembly in 2016, the municipality has a clear direction to ensure increased security and better treatment for the target group.

Developments in today's society are complex. On the one hand, there is strong indications that openness and inclusion have increased over time, but on the other hand, many testify to a harsher social climate where threats, violence, discrimination, and racism are becoming increasingly pronounced. This is a difficulty that the municipality must not shy away from, but instead all representatives of the municipality must stand up for and be a clear voice in the defence of justice and for the protection of human rights.

A platform to Strengthen Systematic Efforts

Uppsala Municipality supports the 2030 Agenda and the 17 sustainable development goals adopted by the UN and the countries of the world in September of 2015.

One of the goals of the 2030 Agenda is that, "by 2030, all people, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or other position, are included in the societal, economic, and political life."

Human rights apply to every human being. The inherent dignity and inviolability of each human is at the heart of the concept of humankind, which underpins human rights. This means that everyone who works within the municipality must have faith in humankind's own ability. All efforts made for an individual must increase their autonomy, that is, the individual's own ability to have power over their situation.

Uppsala Municipality shall be an open and inclusive municipality where equal rights and opportunities for every human being are the prevailing norm. Uppsala shall be a role model when it comes to the protection of human rights. The public dialogue must be characterised by openness and participation.

The Swedish Association of Local Authorities and Regions (SALAR) has developed a platform for policy and business development in order to specify what human rights entail in Sweden's local and regional contexts. The platform is based on the municipality's various duties in relation to the municipal residents: the duty as a social actor, democracy actor, welfare actor, and as an employer. From this platform, the municipality's action plan for human rights takes its point of departure.

Uppsala Municipality's action plan to promote human rights and combat discrimination and racism clarifies the direction and implementation of initiatives. In all contact with the municipality, the individual must be treated in a respectful and non-offensive manner and no person shall be disadvantaged because they belong to a particular group. This is regulated in Chapter 2, Section 17 of the Discrimination Act (2008: 567) and forms the basis for the municipality's obligations.

”Uppsala Municipality shall be an open and inclusive municipality where equal rights and opportunities for every human being are the prevailing norm”.

A person in a dark suit and white shirt is seated at a light-colored table, writing in a notebook with a pen. To their right is a clear glass of water. The background is blurred, showing another person in a light-colored shirt. The entire image has a dark blue overlay.

Measures, Indicators and Actors Responsible for the Objectives

Uppsala

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Target area 1: Human Rights in the Commission as Societal Actor

The municipality's work with urban planning, business start-ups, infrastructure investments, labour market policy, planning for sustainable development, etc. has consequences for the inhabitants' human rights.

If human rights are to permeate the municipality, it is important that people know their rights, but that they also respect the rights of others. This applies to everyone who lives, works, and operates within the municipality. People have the right to be involved in the decisions that affect them. This can apply, for example, to policies, priorities, measures, or initiatives. It is particularly important to ensure that under-represented groups are allowed to speak, and the Convention on the Rights of the Child emphasises the importance of involving children and young people.

By conducting various citizen dialogues and user surveys and by producing current statistics, the municipality can form a basis for assessment as to whether the work of promoting equal rights works while, at the same time, the municipality gains knowledge of what is needed to address areas for improvement.

Goal 2024: Uppsala municipality is an open and transparent municipality where the municipal residents' knowledge and experience is a resource which shall be utilised by the municipality.

Remember that: In order to achieve the goal fulfilment, the committees and company boards are to

- Ensure, in accordance with the Convention on the Rights of the Child, that the influence of young people takes place in decisions that affect them.
- Establish collaboration with organisations that represent groups that are particularly vulnerable to racism and hate crimes.
- Establish collaborations with other authorities and organisations to prevent discrimination, racism, and hate crimes and to also involve people with experience of racism, but who may be outside of established organisations.
- Ensure that there is no discrimination in the housing market.
- Work towards broad civic dialogues and, in particular, to ensure that views are received from those groups who otherwise do not have the opportunity to make their voices heard.

Measure	Coordinator	Shared Responsibility	Year
The municipality shall apply methods and formats so that under-represented groups can always participate in citizen dialogues, policy, and planning work within the municipality.	KS	All committees and company boards.	2020–2024
Indicators			
Number of completed citizen dialogues in the municipality (annual basis), formats, and participation.			
Qualitative follow-ups of how the municipality works with participation and inclusion.			

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Den 9 september 2018 har du röstat

-  Riksdagen
Valkrets: Stockholms län
-  Landstingsfullmäktige i Stockholms län
Valkrets: sydväst
-  Kommunfullmäktige i Södertälje
Valkrets: Södertälje

Den vallokala är

Vikingskolan
Vallokalen den 9 september

Valdistrikt:
Södertälje 1 Södra-Värdsholmen

Ditt nummer i röstlängden:

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Södertälje 1 Södra-Värdsholmen
Valnämnden i Södertälje kommun
SE-151 89 Södertälje

Target Area 2: Human Rights in the Commission as Democratic Actor

Human rights are protected in Sweden mainly by three constitutional laws: the Instrument of Government, the Freedom of the Press Act and the Freedom of Expression Act. The Instrument of Government states that public power must be exercised with respect for the equal value of all human beings and for the freedom and dignity of the individual. The Instrument of Government also includes the European Convention for the Protection of Human Rights and Fundamental Freedoms (hereafter the European Convention) as a whole. In Sweden, local democracy is based on the political parties. It is in free, public, and secret elections that citizens demand accountability for past policies and decide which party will represent them in the coming term.

It is important for local democracy to create processes that contribute to trust in the representative democracy. Society is based on trust between people and groups. The municipality has a key role in and a great responsibility for compliance with human rights in practice. It is also important that the municipality obtains knowledge from other actors who work to ensure and promote human rights. Many civil society organisations carry out important initiatives in terms of highlighting shortcomings, offering support and training on specific issues, but they are also partners at the local level. The municipality must actively cooperate with the civil society.

The municipality must continuously conduct various forms of cooperation that aim to reduce discrimination and vulnerability for various groups, but which also strengthen democratic participation. As part of promoting human rights, the municipality must ensure that all forms of ho-

nour-related violence and oppression are actively combated.

Furthermore, Uppsala Municipality continues to show, through the observance of various memorial days and city walks, how various forms of racism and violations of human rights have characterised Sweden, Uppsala and sectors of the population throughout history.

Goal 2024: The municipality is a role model in the work with inclusion and democracy development.

Remember that: In order to achieve the goal fulfilment, the committees and company boards are to

- Ensure that the information produced by the committee or board is available and in a form that can be understood by those concerned.
- Review informative material and forms from an anti-discrimination point of view and to ensure that the material is free from stereotypical descriptions.
- Safeguard broad, democratic participation, including participation from under-represented groups.
- Ensure the mechanisms of democracy such as freedom of opinion; freedom of association and assembly; free, public, and secret elections; and the right to participate.
- Create conditions for it to be possible to openly audit their decision-makers.
- Help create meeting places for people with different backgrounds.

Measure	Coordinator	Shared Responsibility	Year
The municipality must be at the forefront through trust-building dialogue and communication. All communication that the municipality produces must be accessible, comprehensible, and useful for everyone. The municipality's treatment is based on respect for the equal value of all people.	KS	All committees and company boards.	2020–2024
Indicators			
Information index for the municipality's website (Kolada, Jämföraren, human rights indicators).			
Satisfied Influence Index (Kolada, Jämföraren, human rights indicators)			

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Objective 3: Human Rights in the Commission as Welfare Actor

In Sweden, the municipalities have an important role to play when it comes to making an impact on the UN conventions on economic, social and cultural rights. It is, for example, about the right to health, education, housing, work, and to participate freely in society's cultural life.

It can sometimes be perceived that there are conflicts between the goal of human rights and the limitations of the resources available. It is important to understand that economic, social, and cultural rights are not absolute but instead formulated as a mission to promote and make the best possible use of the resources available. Human rights thus function as a starting point for active efforts which can lead to reduced quality deficiencies and a more efficient use of resources.

Part of the municipality's funds finance activities carried out by private actors or in various types of partnerships. In those cases, this means that the municipality governs through agreements and licensing. The municipality shall strive to have methods to be able to examine how suppliers live up to basic democratic values and human rights.

Goal 2024: Uppsala Municipality is an open and inclusive municipality free from all forms of discriminatory structures.

Remember that: In order to achieve the goal fulfilment, the committees and company boards are to

- Ensure that the activity or service provided by committees or company shall not discriminate against anyone.
- Support staff and pupils in school and preschool in their commitment to human rights and anti-racism.
- Ensure that the educational activities are organised in a way that promotes the inclusion of everyone.
- Work for a school free from racism.
- Ensure that schools have access to materials and methods to work against discrimination and for values that safeguard everyone's equal value.
- Enable everyone to take part in the cultural life and association life.
- Work to ensure that family formations other than the traditional ones are also highlighted and made visible.
- In the procurement of services and goods, to develop systems which enable the examination of whether suppliers live up to fundamental democratic values and human rights.

Measure	Coordinator	Shared Responsibility	Year
Human rights are integrated into the committees and company boards' activities and business plans. Committees and company boards carry out annual follow-ups and audits of their operations to report results from a rights perspective and make any discrimination visible.	KS	All committees and company boards.	2020–2024
Indicators			
Proportion of operation and business plans that have at least one measure linked to an action plan to promote human rights and counteract discrimination and racism.			
Proportion of committees and company boards that have carried out reviews of their operations from a rights perspective.			
The indicators may need to be supplemented with qualitative studies to report results and progress.			

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Objective 4: Human Rights in the Commission as Employer

Uppsala Municipality is the largest employer in the region. In its capacity as employer, the municipality is responsible for preventing and counteracting discrimination by complying with current legislation. Successful work in the promotion of an organisational culture based on everyone's equal value and rights also means that the municipality's brand as an attractive employer is strengthened. The common core values: to make a difference, to work together, and to welcome innovation, should permeate the work of the departments.

Basic knowledge of human rights needs to increase. In order for the work with human rights to have an impact, human rights need to be concretised and understandable. It is about showing how human rights are a part of municipal activities as well as the everyday work. The municipality must therefore continue to carry out broad education and information initiatives.

Uppsala Municipality shall ensure that within the entire municipal group there are conditions for non-discriminatory recruitment by consistently applying methods for objective and open-minded recruitment. All in all, the municipality's workplaces must be free from discriminatory structures.

Goal 2024: Uppsala Municipality is a competent human rights municipality.

Remember that: In order to achieve the goal fulfilment, the committees and company boards are to

- Promote an open and inclusive climate in the municipality's workplaces.
- Enable people with disabilities to receive workplace training and employment.
- Realise that it is important for the management to be committed and competent for the anti-discrimination work to be successful.
- Use competence-based recruitment methodology in order not to discriminate against applicants on the basis of background or affiliation.

Measure	Coordinator	Shared Responsibility	Year
The municipality ensures that employees and managers have the competence to drive the anti-discrimination work forward.	KS	All committees and company boards.	2020–2024
Indicators			
The number of employees and managers who have participated in one or more training initiatives in the following areas is increasing: Human rights and rights-based working methods, LGBTQ+, gender equality, rights of national minorities, discrimination legislation.			
The above indicator may need to be supplemented with qualitative studies of how managers' and employees' knowledge is put into practice.			

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Objective 5: The Municipality's Obligation to Promote and Fulfil the Rights of National Minorities

There are five national minorities in Sweden: Jews, Roma, Sami, Swedish Finns, and Tornedalians. The national minority languages are Yiddish, Romani Chib, Sami, Finnish and Meänkieli. In common for these minorities is that they have inhabited Sweden for a long time and therefore have historical ties to the country. People from all the national minorities live and work in Uppsala Municipality.

The Swedish minority legislation aims to protect the national minorities and give them the opportunity to access information concerning their rights, their languages, and their cultures as well as the opportunity to participate and influence.

5.1 The Right to Information

The municipality ensures that the minorities receive information about their statutory rights in all national minority languages and in Swedish. The information is clear and accessible. Knowledge concerning national minorities and minority legislation is still low. The largest challenges that the national minorities face in their contact with the municipality are ignorance and discrimination. The municipality must continuously train employees and managers about the rights of minorities. The municipality also demands knowledge of the national minority languages and cultural competence when recruiting managers and employees, which is especially important in elderly care and education.

5.2 The Right to Language and Culture

The municipality has a special responsibility to protect and promote the languages and cultures of the national minorities. The minority languages, which are part of the Swedish cultural heritage, must be preserved and developed

as living languages. The municipality must have a special focus on children and young people's development of a cultural identity and the use of their own minority language. The municipality ensures that all national minority children in compulsory school receive mother tongue instruction in their national minority language if they so wish. The municipality enables meeting places, physically or digitally, for the national minorities in order to promote the minorities' opportunity to retain and develop their languages and cultures, and annually observes the national minorities' holidays and flags on the given days.

5.3 The Right to Participation and Influence

The municipality shall regularly invite the national minorities to consultations to provide an opportunity for influence and to have a say in issues that affect them. This applies to adults, children, and young people. National minorities shall have the ability to influence the content of the agenda. Consultations and dialogues are carried out in a way where it is possible to influence future decisions on issues that affect them and in forms that are based on equality and trust.

The Sweden Finns have increased protection because Uppsala Municipality is an administrative area for Finnish. This means that Sweden Finnish municipal residents have the right to use Finnish in their contacts with the municipality, the right to Finnish language preschool activities and Finnish language elderly care. The municipality is also obliged to offer elderly care in Yiddish, Meänkieli, Romani Chib, and Sami if there are employees who speak the languages.

In the years 2016-2020, Uppsala Municipality was a development municipality for Roma inclusion. The efforts within the scope of the development municipality programme include

strengthened initiatives within the labour market department, the education department, the culture department, the social department, and support for the Roma civil society. The work will continue after 2020.

Goal 2024: The municipality is at the forefront in Sweden when it comes to minority policy work.

Remember that: In order to achieve the goal fulfilment, the committees and company boards are to

- Implement initiatives so that national minority children and young people receive information about their minority rights and to increa-

se their participation in the municipality's processes and consultations.

- Work especially to enable children and young people to develop their cultural identity as a national minority.
- Ensure that the Education Committee annually monitors the scope of mother tongue teaching in the national minority languages.
- Carry out inventories to find out if there are employees who have language skills within the national minority languages, and find out if applicants have language skills in the minority languages already when recruiting.

Measure	Coordinator	Shared Responsibility	Year
The municipality shall carry out language surveys every two years, with the aim of having an overview of the overall language competence in minority languages.	KS	All committees and company boards.	2020-2024
The municipality's employees and managers have knowledge of minority policy and can put it into practice.	KS	All committees and company boards.	2020-2024
Indicators			
The proportion of employees who speak a minority language is increasing.			
The number of employees who have taken part in information channels, information films, and training on the rights of national minorities is increasing.			

Follow-up

The municipal executive committee is responsible for the action plan and thus has the overall responsibility for the follow-up and evaluation of the action plan. All committees and company boards must annually report the results of their work to the municipal board in order to meet the set goals. The municipal executive committee annually monitors the action plan through a routine follow-up programme. The municipal board can then revise the action plan if necessary. Revision shall take place through joint preparation.

Related documents

- UN Declaration on Human Rights (1948)
- The 2030 Agenda
- European Convention on Human Rights (1950), became Swedish law in 1995
- UN Convention on the Rights of Persons with Disabilities (2008)
- UN Convention on the Rights of the Child, became Swedish law in 2020 (2018:1197)
- Lagstiftning som berör frågor om nationella minoriteter: Lag (2009:724) om nationella minoriteter, skollag (2010:800) språklag (2009:600) socialtjänstlag (2001:453), bibliotekslag (2013:801)
- European Coalition of Cities Against Racism (ECCAR), 10 point action plan (2004)
- Nationell plan mot rasism, liknande former av fientlighet och hatbrott (2016)
- Regeringens strategi för det nationella arbetet med mänskliga rättigheter 2016/17:29
- Regeringens strategi för romsk inkludering, 2012–2032
- Uppsala kommuns Mål och budget 2020–2024 (KF 2019)
- Uppsala kommuns handlingsplan för trygghet och säkerhet (KS 2018)
- Uppsala kommuns program mot kvinnofridskränkningar och våld i nära relationer (KF 2016)
- Program för full delaktighet för personer med funktionsnedsättning (KS 2016)
- Arbetsgivarpolicy (KF 2012)
- Riktlinje för medborgardialog (KS 2017)
- Kommunikationspolicy (KF 2017)
- Policy för hållbar utveckling (KF 2017)
- Program för Uppsala kommuns arbetsmarknadspolitik (KF 2017)
- Program och handlingsplan för Uppsala kommuns barn- och ungdomspolitik (KF2019)

