



Inclusive Cities Action Plan

BIRMINGHAM CITY COUNCIL

Autumn 2022



City Background and Strategic Context

Birmingham is a welcoming city, and we are proud of our diversity of cultures, people, and communities. It is home to 1.15 million people, which includes people from more than 200 countries who have made Birmingham their home and is one of the most diverse cities in the UK. This diversity brings with it a rich mix of creativity, entrepreneurship, skills, and talent that all contribute to the city's social and economic vitality. Our city has a proud history of civic engagement and social action through which many different communities have been empowered to create thriving places to live and work. As a City of Sanctuary, Birmingham is committed to creating a culture of hospitality and support for people seeking refuge and asylum.

[Be Bold Be Birmingham](#) communicates the city's aspirations and benefits of hosting the Commonwealth Games in one of the most diverse cities in Europe. **We are bold, ambitious, proud, and we are NOT the second city. We are Birmingham: a city of firsts!**

Making our vision happen

Everyone's Battle Everyone's Business Equality Strategy is the Council's approach to making long-term Council-wide improvements to embed equity across a wide range of policy and practice. The Strategy sets out five key principles to drive systemic change:

- Focus on Equity
- Actively listen to the voices of lived experience
- Understand the diverse range of views and perspectives of citizens and ensure solutions are based on the widest available evidence
- Language counts: use plain language in our publications that is jargon-free and easily understood
- Place matters: focus on place-based approaches that improve access to opportunities.

The Council's ambition is to co-create a city with its residents where everyone can thrive, fully contribute and play their part in building strong, resilient communities. Our bold and challenging strategy makes it everyone's battle and everyone's business to challenge the drivers of social injustices that blight too many lives. We want Birmingham to be a city of equal opportunity where everyone can achieve their aspirations and have the same chance to succeed and flourish in life regardless of where they grew up, where they live or what their background is. This includes new arrivals and migrant communities.

These aims and activities are aligned with work being carried out under our [Community Cohesion Strategy for Birmingham](#), as both build up a picture of what a cohesive Birmingham looks like, and how we collectively promote community cohesion by better understanding and working with our diverse communities. Both strive to place citizens' voices at the heart of decision-making to deliver responsive services and customer care that are accessible to all and respectful of the many different faiths, beliefs, and cultures across the city. In this way, the Council provides residents with the tools to actively shape the development of their own city as well as opportunities and resource to help individuals reach their own goals – be that through up-skilling for employment, climate action or community festivals.



Our vision is:

'Birmingham is a welcoming city, where everyone has an opportunity to contribute and benefit from its success. It is a safe and flourishing place to live, work and grow up in', Birmingham is a well-connected place where people from all backgrounds trust and support each other and can realise their full potential while exercising their rights and responsibilities.'

Birmingham Community Cohesion Strategy



Our Birmingham Levelling Up Strategy – [Prosperity and Opportunity for All](#) is an ambitious blueprint to improve the lives and life chances of people and communities across the city and urges government to support five ‘Levelling Up Accelerators’:

1. Support long-term, single-pot funding and devolved powers for the city to deliver greater levelling-up outcomes and enable invest-to-save investment.
2. Back the integrated local place delivery model demonstrator, and the East Birmingham Inclusive Growth Strategy – covering 250,000 people – to tackle deep levels of deprivation.
3. Harness our early intervention and prevention model to help Brum’s most disadvantaged people – and move from dealing with crises, to co-designed support and services to stop them happening in the first place.
4. Deliver green and digital infrastructure – including a comprehensive, green, reliable, frequent, and affordable transport network.
5. Back an at-scale housing retrofit across Birmingham, Coventry, and Wolverhampton – to tackle carbon emissions and create jobs in areas, which need them most.

The Council’s Equalities and Cohesion Team plays a key role in embedding the principles of equity, inclusion and human rights across Council policy and decision making by working with senior leaders, Councillors, communities, and city partners. The Inclusive Cities Action Plan, outlined below, is designed to help Council take stock of, plan for, and track progress against our strategic objectives.

Find out more

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LEADING IN THE DEVELOPMENT OF A SHARED LOCAL STORY OF INCLUSION

Actions to achieve this priority	Progress to date	How this supports the strategic priorities of the city	Lead responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
<p>We made Birmingham is a programme of activities that aim to build a sense of community identity and an understanding of how the different patterns of migration and settlement have shaped local areas and communities.</p> <p>This pan Birmingham project captures a Birmingham story of rich cultural heritage defined by its diversity of people who have come from all over the world to call Birmingham their home, as well as the stories of settled communities.</p> <p>'We made Birmingham 'will capture the oral histories and experiences of local people, culminating in local exhibitions. A collection of stories will be showcased in the library of Birmingham/ museum during the Birmingham Commonwealth games 2022.</p>	<p>19 local community-based organisations have received small grants of £5000 to create 10 local community narratives about their neighbourhood by recording local residents' stories of migration, settlement, identity and belonging.</p> <p>100 residents have been asked to complete a questionnaire to reflect on how they want their neighbourhood to be seen when the spotlight of the games is on Birmingham.</p> <p>Two young people have been recruited into the role of a community journalist for each area have been trained to record and collect the narratives on their locality.</p>	<p>This action supports the delivery of the Community Cohesion Strategy for Birmingham.</p> <p>One of the key principles of the Strategy is to empower and engage neighbourhoods to promote community cohesion.</p> <p>Council's commitment to our City of Sanctuary plan is creating a city which all people from refugee and migrant communities can successfully resettle and integrate in the city.</p> <p>Everyone's Battle, Everyone's Business Equality Strategy and Action Plan.</p> <p>This Council strategy for equity and inclusion across all our policy and practice.</p> <p>We Made Birmingham is one of the action's included in our plan 2021-2023.</p> <p>It supports the delivery of our Equality Objective: involve and enable our diverse communities to play an active role in civic society and put the citizens' voice to promote equity is a key equality objective in the Councils equality strategy.</p>	<p>Suwinder Hundal, Head of Service Equalities and Cohesion Division, BCC</p>	<p>We made Birmingham has been funded through the Council's Commonwealth Stronger communities fund.</p> <p>This project was co-designed with local community and voluntary organisations.</p> <p>Birmingham's Community Stakeholder Panel oversees the successful delivery of this project to ensure communities remain involved.</p> <p>Cost £100K</p>	<p>2021 to 2023</p>	<p>10 community organisations funded in 2021 will promote narratives about their localities to reflect on how they want their neighbourhood to be seen during the Birmingham Commonwealth Games 2021-2022 and beyond.</p> <p>10 community organisations will be better connected and gain an understanding of new communities by capturing and sharing stories of migration, settlement, identity and belonging from residents in their localities.</p> <p>100 narratives from residents on their experiences of migration, settlement, identity and belonging.</p> <p>10 local young people trained as community journalists. Building skills and confidence to begin a career in journalism or community work.</p> <p>Training started in 2021 and completed in spring 2022</p> <p>Bridge the generational and ethnic divides and promotes inclusive heritage and telling of untold and unheard diverse stories of settlement and migration.</p>
<p>Promote Birmingham as a proud City of Sanctuary that welcomes newcomers to the city.</p> <p>This includes encouraging primary and secondary schools to become a School of sanctuary to provide a welcome, inclusion, and awareness of the challenges faced by people seeking sanctuary.</p>	<p>Established a network of 70 primary and secondary schools of sanctuary. We continue to grow this number.</p> <p>Established a plan to resettle 220 Afghan refugees</p>	<p>Birmingham City of Sanctuary Statement, which details the city's commitments, including:</p> <ul style="list-style-type: none"> • Work with stakeholders to ensure they have a voice • Work with refugees and migrants to ensure they have legal entitlement to be in the UK • Ensure needs, skills and assets of asylum seekers, refugees and migrants are reflected in council services and strategies • Work with Health Partners to enable and ensure access to health services. • Recognise the importance of voluntary sector and community organisations and work with them to develop and shape resource and funding allocations. 	<p>Saba Rai, Head of Service, Adult Social Care Commissioning Migration and prevention services, BCC</p>	<p>The City of Sanctuary Partnership Board provides steer, guidance and support to plan and, collaborate on how to shape resources that promote sanctuary and safety to newly-arrived in the city.</p> <p>The Council's Refugees & Migration team, lead on any local or national funding that support migrants and refugees.</p>	<p>Ongoing</p>	<p>Celebrating Refugee week to promote welcome, cohesion and connectivity.</p> <p>Settle Afghan individuals and families to feel safe and secure in new homes. To feel able to settle and contribute to their local communities.</p>

SUPPORTING AND DRIVING INCLUSIVE ECONOMIC GROWTH

Actions to achieve this priority	Progress to date	How this supports the strategic priorities of the city	Lead responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
Support newcomers with access to skills and learning opportunities that are flexible to meet different needs	<p>Birmingham ESOL Hub has been established providing a one-stop shop approach to ESOL across the city. A coordinator was appointed in April 21</p> <p>ESOL Hub website is due to launch early 2022</p>	<p>Community Cohesion Strategy for Birmingham</p> <p>Council Plan 2022</p> <p>City of Sanctuary</p>	Natasha Bhandal, Senior Commissioning Officer, BCC	Funded through Syrian Vulnerable Persons Resettlement Scheme Home Office Tariff	Ongoing review of website to ensure it is inclusive.	<p>A single pathway to access ESOL provision.</p> <p>Quality assured ESOL provision to ensure a consistent high standard offer</p>
Support young people 15–29 who are not in education or training (NEET) and with the right to remain in employment, education and training through the Youth Promise Plus project	<p>The Youth Promise Plus project has been operational since 2016 and will conclude in December 2023</p> <p>This programme of activity provides wrap-around support mental health support to young people.</p> <p>17,945 young people supported. (Feb 2021)</p> <p>2,320 young people were supported into employment/educations/training. (Feb 2021)</p> <p>A young people City Board has been set up to ensure barriers to employment and training are highlighted to employers and policy makers.</p> <p>During the Commonwealth Games 2022, young people were trained to become volunteers across a range of activities.</p>		Tara Verrell, Youth Employment Initiative Engagement Manager, BCC	Funded through the Youth Employment Initiative	2016 to Dec 2023	<p>Increased numbers of young care leavers living social and economically vibrant lives.</p> <p>Vulnerable young people contributing to their community of place and interest.</p> <p>Improved community cohesion and lower levels of hate crime.</p>

<p>A City Connected by Inclusive Heritage Trails to promote connectivity between neighbourhoods and communities.</p> <p>This activity co-designs a network of local Heritage Trails with local people engaged in shaping an interconnected network of heritage trails that navigate through Birmingham's history, shaped through diverse stories of settlement. Championing the</p>	<p>Involving local people to create community heritage trails to promote a sense of belonging. Telling a story of how migration and new communities are changing the social and economic landscape.</p> <p>The Trails will include places of interest and volunteer hosts increasing their local knowledge across localities.</p> <p>20 organisations approved for small grants of £5000 to work with local people to design heritage trails.</p>	<p>This action supports the delivery of the Community Cohesion Strategy for Birmingham.</p> <p>One of the key principles of the Strategy is to empower and engage neighbourhoods to promote community cohesion.</p> <p>Council's commitment to our City of Sanctuary plan is creating a city, which all people from refugee and migrant communities successfully resettlement and integrate in the city.</p> <p>Everyone's Battle, Everyone's Business Equality (EBEB) Strategy and Action Plan.</p> <p>This Council strategy for equity and inclusion across all our policy and practice.</p> <p>The Heritage Trails are included in the EBEB action include plan 2021-2023.</p> <p>It supports the delivery of our Equality Objective:</p> <p>Involve and enable our diverse communities to play an active role in civic society and co-design initiatives.</p>	<p>Suwinder Hundal, Head of Service Equalities and Cohesion, BCC</p>	<p>This project has been funded through the Council's Commonwealth Stronger communities fund.</p>	<p>All trails launched in Dec 2023</p>	<p>20 miles of heritage trails covering the city, taking in sites of interest in each of the 10 localities in the city.</p> <p>50 trained volunteers as knowledgeable hosts covering the 10 localities.</p> <p>Materials to promote the heritage trails and a plan for the long-term sustainability of the trails.</p>
<p>Making Birmingham a Real Living Wage City to increase the number of employers paying the real living wage.</p>	<p>The Make Birmingham a Living Wage City Action Plan was officially accredited in November 2021.</p> <p>Birmingham's Real Living Wage Partnership brings together business community, voluntary and community sector and researchers to develop actions to encourage more employers to join the movement to bring economic equality.</p>	<p>Inclusive growth and addressing structural inequality is a key objective of the Council's Everyone's Battle, Everyone's Business Equality Strategy.</p> <p>This Action supports the delivery of this objective as well as support the objectives of Birmingham's Levelling up strategy as mentioned above.</p>	<p>Yasmin Nessa, Project Officer, BCC</p>	<p>Funded by BCC Equalities & Cohesion budget - £9,000 marketing budget to support awareness and engagement.</p> <p>Funding provided by Barrow Cadbury Trust to support third sector partners.</p>	<p>November 2024</p>	<p>Number of accredited Living Wage employers with HQ in Birmingham increased by 50% and the number of Living Wage employees doubled to 80,000 by November 2024.</p>

CONNECTING COMMUNITIES

Actions to achieve this priority	Progress to date	How this supports the strategic priorities of the city	Lead responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
<p>Stronger Communities – Commonwealth Games Legacy work – A City Connected by Inclusive Heritage Trails</p> <p><i>Cross referenced to: Supporting and driving inclusive economic growth</i></p>	Creation of heritage trails and resources incorporating places of interest and volunteer hosts increasing their local knowledge across localities	<p>Council Plan 2022</p> <p>Community Cohesion Strategy</p> <p>Commonwealth Games 2022 legacy plan</p> <p>Everyone's Battle, Everyone's Business Strategy</p>	Suwinder Hundal, Head of Service, Equalities and Cohesion, BCC			<p>20 miles of heritage trails covering the city, taking in sites of interest in each of the 10 localities in the city.</p> <p>50 trained volunteers as knowledgeable hosts covering the 10 localities.</p> <p>Materials to promote the heritage trails and a plan for the long-term sustainability of the trails.</p>
<p>Inspiring Future Leaders is a programme that engages with vulnerable and excluded young people to realise their aspirations.</p>	<p>Build confidence of young people (that aspire to be teachers and leaders) by connecting them to positive role models from black and Asian minority ethnic backgrounds and through delivery of practical workshops.</p> <p>This activity is being led by a local community organisation, with a grant of £70,000 to inspire young people to become leaders and educators. They have focused on engaging and developing young people from under-represented groups into the leadership positions.</p>	<p>Council Plan 2022</p> <p>Community Cohesion Strategy</p> <p>Commonwealth Games 2022 legacy plan</p> <p>Everyone's Battle, Everyone's Business Strategy</p>	<p>Surinder Jassi, Equalities and Cohesion Manager,</p> <p>Equalities and Cohesion Team, BCC</p>	This project has been funded through the Council's Commonwealth Stronger Communities fund.		<p>15 young people completing training programmes that will demystify leadership and build confidence around leadership abilities.</p> <p>50 young people to meeting with positive role models of all ages from Black Asian minority ethnic backgrounds who are leaders within their fields and learning about their success strategies.</p> <p>One-to-one career progression coaching and mentoring for 10 young people from Black Asian minority ethnic backgrounds with aspirations to be teachers and leaders.</p> <p>Practical and effective workshops for 30 young people on "Interview Success".</p>

Get Communities Talking	<p>This initiative actively engages diverse communities to make new friends and social connections that go beyond their social setting.</p> <p>There is a focus on migrant, refugee and asylum-seeking women to explore addressing barriers to participation and belonging, including those that may be digitally excluded.</p> <p>This programme is being delivered by 29 Grassroots organisations.</p>	<p>Council Plan 2022</p> <p>Community Cohesion Strategy</p> <p>Everyone's Battle, Everyone's Business Equality Strategy to listen to the lived experience</p>	<p>Suwinder Hundal, Head of Service, Equalities and Cohesion, BCC</p>	<p>This project has been funded through the Council's Commonwealth Stronger Communities fund.</p>	<p>2021-2023</p>	<p>Activities involve 250 women, particularly migrant, refugee and asylum-seeking women from across Birmingham who are struggling to integrate and be fully engaged in their local communities.</p> <p>Activities arranged that address barriers to participation for 100 women from "hard to reach groups" or who are digitally excluded.</p> <p>Activities that creatively document and showcase the life experiences, stories and contributions of 50 women arriving to and living in Birmingham</p> <p>Activities that provide 250 women with a platform to strengthen their English-speaking skills in a safe setting where they can interact with other women.</p>
Redesign the Birmingham Peace Garden to enable communities across the city to use the space for commemoration and celebration of humanity. Ex-service personnel are being represented in the Peace Garden by the proposed works with a trail that will help remember those that have been in or lost to conflict.	<p>The Birmingham Memorial Peace Garden is be reimagined and developed.</p> <p>It will be a symbol of unity and welcome to all our communities who have fled conflict and persecution. But also, a shared community for reflection, commemoration and celebration of events as well as educational activities</p> <p>Soft launch School event at Peace Garden was planned to take place in summer 2022 (due to school closures because of the extreme heat wave) this date is being rearranged.</p> <p>Launch of redesigned Peace Garden on Dec 2023.</p>	<p>Council Plan 2022</p> <p>Community Cohesion Strategy</p> <p>Commonwealth Games 2022 legacy plan</p> <p>Everyone's Battle, Everyone's Business Equality Strategy</p>			<p>2021-2022</p>	<p>A peace garden attached to the remains of St. Thomas' Church in the city centre</p> <p>Usage of the garden for reflection by 500 residents or visitors to the city</p> <p>Usage of the garden for 10 commemoration and celebration events</p> <p>Usage of the garden for 10 educational activities</p> <p>Longer-term development work with partners to the space for all communities and to reflect the vibrancy and diversity of the City</p>

Inform Women Transform Lives –Carter award campaign work	Inform Women, Transform Lives campaign as part of the second cohort of global cities for the 2022/23 campaign to better support women in accessing vital information.	Council Plan 2022 Community Cohesion Strategy	Surinder Jassi Community Cohesion Service Lead, Equalities and Cohesion Team, BCC	Funded by Carter institute	2022–2023	City-based media campaign to raise awareness for women with a specific focus on refugee and migrant women experiencing domestic abuse and sexual and gender-based violence Facilitation of improved access to information for women Peer networks and learning across cities globally Targeted marketing and comms in geographical areas
Community engagement grant funded project – Bosnia UK Network (and established Bosnian community in Birmingham) supporting more recently arrived refugees via Govt’s resettlement schemes.	Several events and activities taken place to date; two community engagement officers now employed by Bosnia UK Network who are Syrian refugee families; Arabic supplementary school planned to be starting from base at Bosnia House.	City of Sanctuary Policy Statement (commitment 9). Birmingham Cohesion Strategy.	Natasha Bhandal, BCC	Home Office income received for the resettlement of refugees.	2021–22	Qualitative success factors such as feedback from participating refugees and from Bosnia UK Network.

MAINSTREAMING AND BUILDING INCLUSIVE PUBLIC SERVICES

Actions to achieve this priority	Progress to date	How this supports the strategic priorities of the city	Lead responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
East Birmingham Programme has been designated as an inclusive Growth Corridor.	The East Birmingham Programme is developing and delivering a diverse range of projects and activities in the most economically disadvantage areas in Birmingham with an ethnically diverse population. Including intensive engagement and relationship building with local communities. A recent achievement is the creation of a youth hub at the Dolphin Women’s Centre in Ward End. Next steps to include Community Economic Development Planning and expansion of Community Research activities.	The Council has made a commitment to address structural inequality and promote inclusion in our Every Battles Everyone’s Business Equality Strategy Inclusive Growth is one the objectives of the Community Cohesion Strategy East Birmingham Inclusive Growth Strategy City of Sanctuary Plan to promote inclusion and economic equality.	Mark Gamble, Development Manager, BCC Inclusive Growth team, BCC	£3.8m Transformation funding agreed by Cabinet July 2021	Ongoing	East Birmingham Programme objectives include tackling inequalities and developing community capacity. KPIs for these objectives will be identified and reported on in annual reports to Cabinet.
Development of a universal “Welcome Pack” for newcomers in the city	Draft being finalized Jan 2022 – based on previous iterations of welcome materials for more specific groups (e.g. newly grant refugees or resettled refugees). The product will first be in English with translation to follow into top 5 languages of newly arriving communities.	City of Sanctuary Policy Statement	City of Sanctuary Policy Statement	None other than staff time, plus budget for translations	March 2022	One live Welcome Pack high numbers of page visits and downloads; first in English with translation to follow into top 5 languages of newly arriving communities.

ENCOURAGING CIVIC PARTICIPATION AND REPRESENTATION

Actions to achieve this priority	Progress to date	How this supports the strategic priorities of the city	Lead responsible for delivery	Resources needed to achieve priority and action	Time scale	Success Criteria
<p>Harness the delivery of the Commonwealth Games 2022 to develop a series of activities that promote civic action and representation during the lead up to the games and post games.</p> <p>Cross referenced to Connecting Communities</p>	<p>A Community Stakeholder Panel has been established for the initial engagement and oversight of the community cohesion Commonwealth Games 2022 grant programme.</p> <p>The Panel includes voluntary sector partners and residents. The overarching aim is to involve and enable our diverse communities to play an active role in civic society and put citizens' voice at the heart of decision-making around legacy work but with a view to sustaining the work. Our first meeting is scheduled for Feb 2022</p>	<p>Council Plan 2022</p> <p>Community Cohesion Strategy</p> <p>Commonwealth legacy plan</p> <p>Equality Objective 2: Demonstrate inclusive leadership, partnership and a clear organisational commitment to be a leader in equality, diversity and inclusion in the city</p> <p>Action 2.13: Develop a community engagement and participation framework to support officers and elected members engage with diverse civil society organisations and underrepresented and 'unheard' voices.</p> <p>Equality Objective 3 : Involve and enable our diverse communities to play an active role in civic society and put the citizens' voice at the heart of decision-making</p> <p>Action 3.2: Develop an inclusive citizen engagement model to ensure that the city's diverse communities are fully represented, including those that often struggle to get a hearing. This will enable us to work with communities to properly understand the different experiences of inequalities and together, decide the immediate and longer-term measures needed to address them.</p> <p>Action 3.7: We will establish a community panel to provide community oversight of the Commonwealth Games legacy programme.</p>	Suwinder Hundal, Head of Service, Equalities and Cohesion, BCC	<p>This programme of activity has been funded through the Council's Commonwealth Stronger Communities fund.</p>	June 2022	<p>Increased representation and participation of diverse communities in the Commonwealth Games and legacy activities</p> <p>Increased engagement of young underrepresented groups and communities.</p> <p>Co-production of Commonwealth Games 2022 legacy activities</p> <p>Development of a citizen engagement model that will serve officers, elected members and partner organisations</p>
<p>Establish a Faith Covenant Partnership to oversee the work of a refreshed Birmingham Faith Covenant.</p>	<p>Refresh our existing Faith Covenant to ensure diverse community faiths and beliefs are included in Birmingham's engagement with diverse faith communities.</p>	<p>Everyone's Battle, Everyone's Business Equality Strategy makes a commitment to listening to the different voices and practices of those with a faith or belief.</p> <p>Also delivers on our commitment to Equality Objective 4: Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects faith, beliefs and cultural differences</p>			<p>Launch November 2022 ongoing</p>	<p>A formal body that will mobilise, influence, and build relationships to oversee work collaboratively with partners that are faith and belief based organisations that serve Birmingham.</p> <p>Statutory partners delivering responsive services and customer care that is accessible and inclusive to individual needs and respects faith, beliefs and cultural differences.</p> <p>Promoting understanding of faith and belief-based organisations engaged in social action across Birmingham, and recognition of their value.</p> <p>Highlighting and celebrating the social, civic and spiritual capital that faith and belief based organisations contribute to communities across the city, and to identify and promote best practice across organisations.</p> <p>Consideration and advancement of legislative arrangements, which can make the most of the potential contribution of faith and belief, based organisations.</p>

Actions to achieve this priority	Progress to date	How this supports the strategic priorities of the city	Lead responsible for delivery	Resources needed to achieve priority and action	Time scale	Success Criteria
Foundation for Integration Project.	<p>Current project was developed from partnership working with several third sector advice organisations to prevent homelessness and destitution amongst individuals born outside of the UK from the onset and during the pandemic.</p> <p>The project focus now is early and accessible Advice and guidance for third country nationals (TCNs) in Birmingham with the aim of reducing crisis and destitution and to develop/deliver an online portal to support this work and to collect anonymised data to inform service need/gaps and inform policy/strategy.</p>	<p>City of Sanctuary Policy Statement Commitments 2 and 9.</p> <p>City of Sanctuary Policy Statement</p>	<p>Julie-Anne Wright, BCC</p>	<p>Initial funding, Controlling Migration Fund (DLUHLC) and latterly (AMIF) Asylum Migration & Integration Fund (EU)</p>	<p>Dec 2018 to 31st July 2022</p>	<p>A Migrant Advice Web Portal being significantly utilised by migrants and organisations across the region improving access to advice, support and inform future strategy and planning of service for migrants.</p>
MILE Project (Migrant Intervention Through Locally Designed Experiences)	<p>The MILE project will raise migrant voices, increase civic participation and facilitate opportunities to co-create and co-design integration policies. Specific opportunities lie in maximising co-design as a feature of a City of Sanctuary Policy Statement and accompanying strategy document to succeed the existing 2018-22 commitment.</p> <p>The project also provides opportunities for collaborative working with other UK beneficiaries and other European public and third sector bodies.</p>	<p>Community Cohesion Strategy</p>	<p>Julie-Anne Wright, BCC</p> <p>Migration and Refugee Team</p> <p>BCC</p>	<p>(AMIF) Asylum Migration & Integration Fund (EU)</p>	<p>January 2022 to December 2024</p>	<p>Evidence of increased Migrant civic participation in influencing local migration policies</p>

Inclusive Cities Birmingham Case Study

The 2022 Commonwealth Games (CWG), hosted by Birmingham, provide opportunities to leave a legacy marked by community cohesion and civic pride. To ensure this, Birmingham City Council (BCC) is progressing a range of activities through five work streams, funded by the CWG Community Fund:

- A City Connected by Inclusive Heritage Trails;
- We made Birmingham;
- Birmingham Peace Gardens;
- Inspiring Future Leaders;
- **Get Communities Talking.**

The final work stream is geared towards using the Games to encourage people to make new friends and connections that go beyond their usual social circles. It has a focus on empowering women from inner-city areas and addressing barriers to participation and belonging amongst migrant, refugee and asylum-seeking women, including barriers linked to digital exclusion. A key objective is to create an environment for migrant, refugee and asylum-seeking women and British women together in Birmingham to develop English language skills and confidence by creating spaces, opportunities and connections for dialogue and interaction across perceived divides of language, culture, ethnicity, race and age.

This programme is being delivered by 29 grassroots organisations from across the city, many of which are already (or aim to soon be) working with migrant, refugee and asylum-seeking women facing difficulties engaging locally and with CWG legacy.

These organisations will address barriers to participation as well as showcase the life experiences, stories and contributions of women arriving, living and thriving in Birmingham. The activities undertaken will strengthen English speaking skills in a safe environment where women can interact with other women.

The Council invited grassroots organisations to express interest in the community fund and demonstrate they have an understanding of the issues facing women from marginalised communities, as well as experience organising programmes and working in partnerships around these issues.

To ensure a fair and enabling open process was created for organisations to express interest, a Community Investment Framework for Inclusive Commissioning was created. It aimed to ensure that legacy activities were commissioned as inclusively as possible, with work streams, processes and procedures that were accessible to grassroots voluntary, community, faith and social enterprise (VCFSE) organisations, and especially those serving excluded or marginalised communities.

The five identified work streams were similarly arrived at in a transparent and inclusive manner.

Communities that have been historically excluded or marginalised were actively sought out and involved. Their participation and engagement was integral and ensured that the work being set out was logically structured and 'do-able'. The methods employed for the commissioning of these activities will be carried forward to inform Birmingham City Council's longer-term approach to inclusive community engagement.

We intend to align work with another strand of work on equality and cohesion: '[Inform Women, Transform Lives](#)', a Carter Centre award-winning project, involving 24 cities globally from 2021-2022. A city-wide media campaign will raise awareness of domestic abuse and sexual and gender-based violence perpetrated against women, particularly those with a refugee and migrant background or who are disadvantaged, with the aim of improving access to information and support for all women. We will focus efforts on areas where there are thought to be refugee and migrant women, through targeted marketing and communications materials. This will be carried out by our key provider organisations from the Commonwealth Games legacy work streams, who have experience working with these communities.

INCLUSIVE CITIES

Inclusive Cities is a knowledge exchange initiative supporting UK cities and their local partners to achieve a step-change in their approach towards the inclusion of newcomers.

Drawing on innovative ideas and practices from Europe and the United States, Inclusive Cities aims to support the development of an approach to inclusion which is strategic across the city administration. This approach consistently uses positive messaging to develop an inclusive narrative for the city which informs and drives practice and is local authority led, working in close partnership with business, public and voluntary sector organisations to achieve shared goals.

Inclusive Cities is supported by the Paul Hamlyn Foundation.

www.compas.ox.ac.uk/inclusive-cities

THE GLOBAL EXCHANGE ON MIGRATION AND DIVERSITY

The Global Exchange on Migration and Diversity is an ambitious initiative at the Centre on Migration, Policy and Society (COMPAS), University of Oxford, opening up opportunities for knowledge exchange and longer term collaboration between those working in the migration field.

www.compas.ox.ac.uk/global-exchange