

**COLOURFUL CITY EUROPEAN CONFERENCE,
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Turning Diversity into an Opportunity

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Equalities and Human Resources
Birmingham City Council***



CONTEXT

- Global city with a local heart
- Over one million citizens
- A city of diverse communities – 30% of the population ethnic minorities
- A city of young people
- A city with a global reach
- A city of culture
- A city with flourishing neighbourhoods
- A city of faith: Christians, Muslims, Hindus, Sikhs, Jews
- A city with a strong interfaith history
- Major transport hub
- Low crime rate
- Three universities – 65,000 students
- Vibrant tourist and leisure industry – 31.9 million (2007) visited the city



POPULATION PROFILE – MAIN COMMUNITIES (2001 CENSUS)

- White British – 641,300
- Pakistani – 104,000 (mainly from Mirpur)
- Indian – 56,000
- Black Caribbean – 48,000
- White Irish – 31,000
- Bangladeshi – 21,000
- In 2010 there will be new census figures which will include Chinese, Black African, Somalis, Kurds and Europeans, etc
- Faith communities – Christians (60%), Muslim (14%), Sikh (3%), Hindu (2%), Jewish (0.2%)



BIRMINGHAM MODEL

- All individuals are of equal worth
- Birmingham citizens are not only individuals but also members of faith, ethnic, cultural communities
- Citizens have differing needs; equal treatment requires full account of their differences. Equality must be defined in a culturally sensitive way and applied in a discriminating but not discriminatory way
- Society needs to be cohesive as well as respectful of diversity
- Citizens need to support a broadly shared body of values



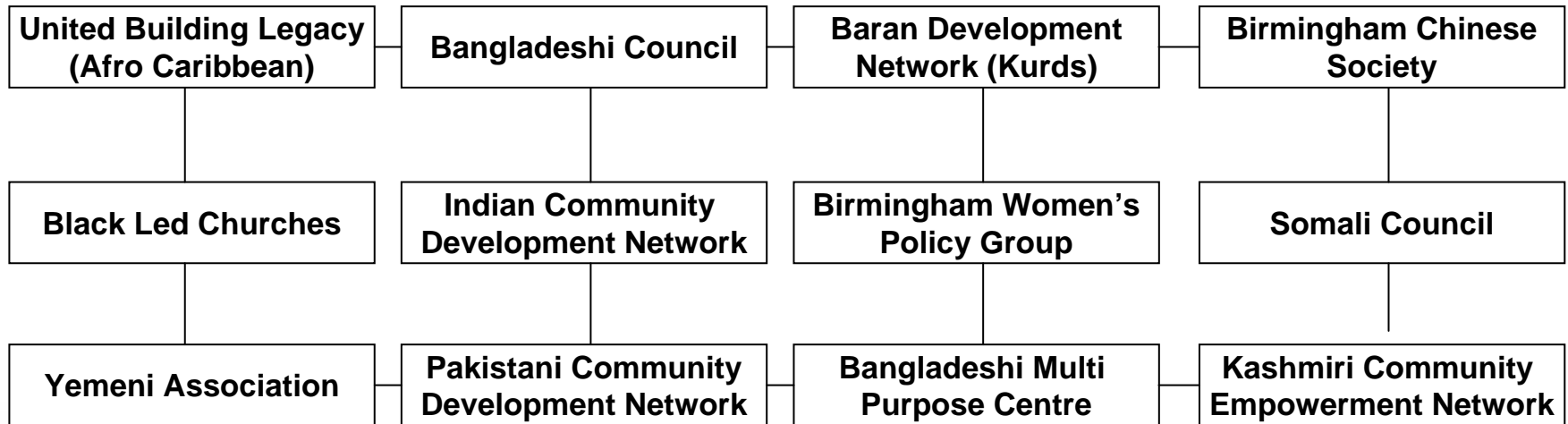
CONNECTIVITY

- Diversity mutually beneficial and enriching
- Cultural diversity brings with it valuable skills, cultural variety, and adds to the intellectual pool of the city
- Newcomers benefit from stability of the city: democratic values, economic prosperity, rich cultural heritage, a mature welfare system



CONNECTIVITY (ETHNIC GROUPS)

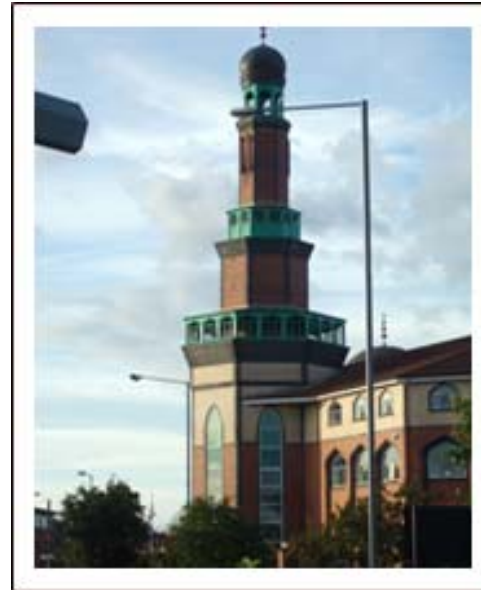
COMMUNITY DEVELOPMENT PROGRAMME DEVELOPMENT OF NETWORKS



CONNECTIVITY (FAITH)



- Birmingham has a long history of interfaith work – Quaker heritage
- Over 800 faith based organisations
- Birmingham landscape includes churches, synagogues, mosques, Hindu temples and Sikh Gurdwaras
- Faith Round Table
- Faith Audit
- Religious Festivals
- Spiritual Capital



CONNECTIVITY (WOMEN)

- Empowerment of Women
- Birmingham Women's Policy Group – brings together women who have influence within their own communities and those who have interaction with individuals and groups belonging to other communities
- British Asian Hafta – promotes women in voluntary sector
- Let's Talk Business – promotes women entrepreneurs



CONNECTIVITY (YOUNG PEOPLE)

- Midnight Bus
- Mobile Skills for Life
- Build bridges between communities
- Provide education, health and employment support services in order to increase the participation of young people in these vital areas
- Equipped with latest technology: computer, conference and training area, disability access
- The project designed to 'go to' the community, bring resources, support information to young people working with them in their time and in their familiar surroundings



CONNECTIVITY (ENTREPRENEURSHIP)

- Institute of Asian Business
- Let's Talk Business
- SME's
- Social Enterprise
- International Investment:
TATA, Chinese investment,
Miss Bollywood



COMMUNITY COHESION

- Cultural diversity needs to be balanced by community cohesion
- Living together positively which means people are able to get on with their own lives feeling safe that disagreements and disputes can be resolved fairly through agreed processes. The diversity of people's different backgrounds and circumstances is appreciated and positively valued.
- Having a stake in society requires all citizens of the city feel that they have a stake in its success. Those from different backgrounds have, and feel they have, similar positive life opportunities.
- Building links and relationships this demands that intrusive or anti-social behaviour is significantly reduced. Strong and positive relationships are developed between people from different backgrounds and circumstances.
- Being proud of the city means that we feel good about our city. There is a common and compelling vision for the success of the city across the whole population.

