



BRIG

STRONG START

CORPORATE PACK

INTRODUCTION

Who is BRIG?

We are proud citizens of Birmingham with lived experience of racism, who want to create and live in an anti-racist city.

To achieve this we want to ensure that delivering an anti-racist city "is everybody's responsibility", and inclusive of all stakeholders and communities.

It is crucial that we are all on this journey together.

Our vision is simple

An anti-racist city

Our Mission:

1. Keep race on the agenda
2. Hold institutions to account
3. Pass the baton to future generations



OUR MANIFESTO

During covid we did an on-line survey and follow up community engagement. The message was clear – all aspects of institutional and systemic racism needed tackling.

In response we created the 'Birmingham Race Equality Manifesto' for all political parties contesting Birmingham May 2022 Local Elections to pledge their support and adopted it at Full Council.

Birmingham Race Equality Manifesto

Make Birmingham the first Anti-Racist City in the UK. Let's be proactive in tackling the roots of systemic racism and not just the symptoms.

Adopt a 10 Year Race Equality Delivery Plan for key sectors through annual targets over the next decade.

Conduct a Survey of Racial Attitudes every two years, to respond to any shifts in the City's racial attitudes and the City's community cohesion.

Promote the 3-year rolling Boards Diversity Challenge to ensure Birmingham's Boards and management teams are reflective of the City's superdiversity.

Establish cross city Race Inequality Metrics to measure race impact and benchmark race inequality indicators to assess progress.

The City's public agencies should formally adopt a duty requiring them to reduce socio-economic disadvantage through their decision making by adopting Section 1 of the Equalities Act 2010.

Encourage key Birmingham Institutions to publish Annual Ethnicity Pay Gap data.

Persuade more Birmingham Institutions to adopt the Race Equality Code, thus joining the growing number of early adopters in the city who can be audited on their progress.

Acknowledge the historic role by city institutions in the transatlantic slave-trade, commemorating it like London, Liverpool and Bristol have done.

Support all Birmingham schools with teaching Black, Asian and Marginalised Community Histories. This is already the case in Wales, so why not Birmingham.

Develop and adopt a Schools Race Equality Standard for all city schools to achieve. (This should be added formally to the City Council's 7-year schools improvement contract with the Birmingham Education Partnership).

Establish a cross sector Race Equality Community Fund to support projects tackling systemic racism and community projects enhancing race equality and community cohesion.

Develop and implement a Birmingham Leadership White Paper to deliver the leadership required for a super diverse city.

Establish a National Centre for World Cultures which creates a shared space to celebrate Birmingham as a superdiversity city.

Agree a detailed Legacy Delivery Plan and framework for the 2022 Commonwealth Games (beyond simply stating strategic intent) to be shared with the city's citizens by the Games Organising Committee, its partners, and the City Council prior to the Games.



OUR STORY

On the 4th of June 2020 more than 5000 young people, elders, and families stood united for the Black Lives Matter protest in Centenary Square Birmingham.

It was Birmingham's response to yet another senseless murder of a Black man.

Many of us had been here before, in the 1960s, 1970s and more significantly the 1981-85 uprisings, this continues to be a regular occurrence.

We could now predict the play book. It's wasteful cycle of outrage, noise and silence.

Race, is back on the agenda.

There will be a commission...

There will be a report...

Outsiders will be brought in to investigate, units opened and refreshed.

Then, as the outrage subsides, race will once again fall off the agenda...

Until the next murder!

Yes, we have been here before and are likely to be here again because all we ever get is "performativism" the pretence of doing something but never actually doing anything meaningful.

We set up structures, but 'structures' don't deliver and there is no learning about what has or hasn't worked – there is no progress or deeper understanding of how systemic, embedded, societal and structural racism operates.

The anti-racist reactionary movement has been in a perpetual loop: one step forward, that is driven by a hiatus of activity in responding to the here and now; two steps backwards, until it falls off the agenda AGAIN!

The perpetual loop continues.
Anti-racist measures are "hard."

Let's just follow a 'tick box' approach.

Like climate action there is no sustainability.

Anti-racism is more important now than ever before because here in Birmingham, we are a minority majority city with 70% of pupils of colour in our schools.

- People came to us saying they are committed but they simply don't know what to do.
- We all agree there are no priority sectors, all areas need equal rights if we have any chance of moving forward.

We need to act collectively as one to bring change.

WHAT WE DID

During covid we did an on-line survey to take a temperature test for communities. We asked all parties contesting public office during mayoral elections 2021 to pledge their support

In just 12 months we've achieved:

- The Birmingham Race Impact Summit
- 12 Mini Race Summits (across all sectors)
- Produced The Board Challenge
- Reviewed Birmingham 2022 Commonwealth Games Race Equality Credentials
- Created The Race Equality Manifesto
- Produced The Roots Heritage Trails Project
- Developed The Race Inequality Metrics Group with The Equal Group
- Formed the Academic Review Panel with local universities
- Developed thematic position papers
- Engaged key stakeholders in developing Birmingham's 10 year race equality delivery plan
- Co-created Soho House Mural Project with The Lunar Society
- Produced 12 Newsletters inclusive of book reviews, pioneer profiles, news and event listings
- Blacklash Rally Racism & the Struggle for Self-defence hosted by BMAG

And the numbers speak volumes...

12090 followers

1258 Summit Attendees

928 Subscribers

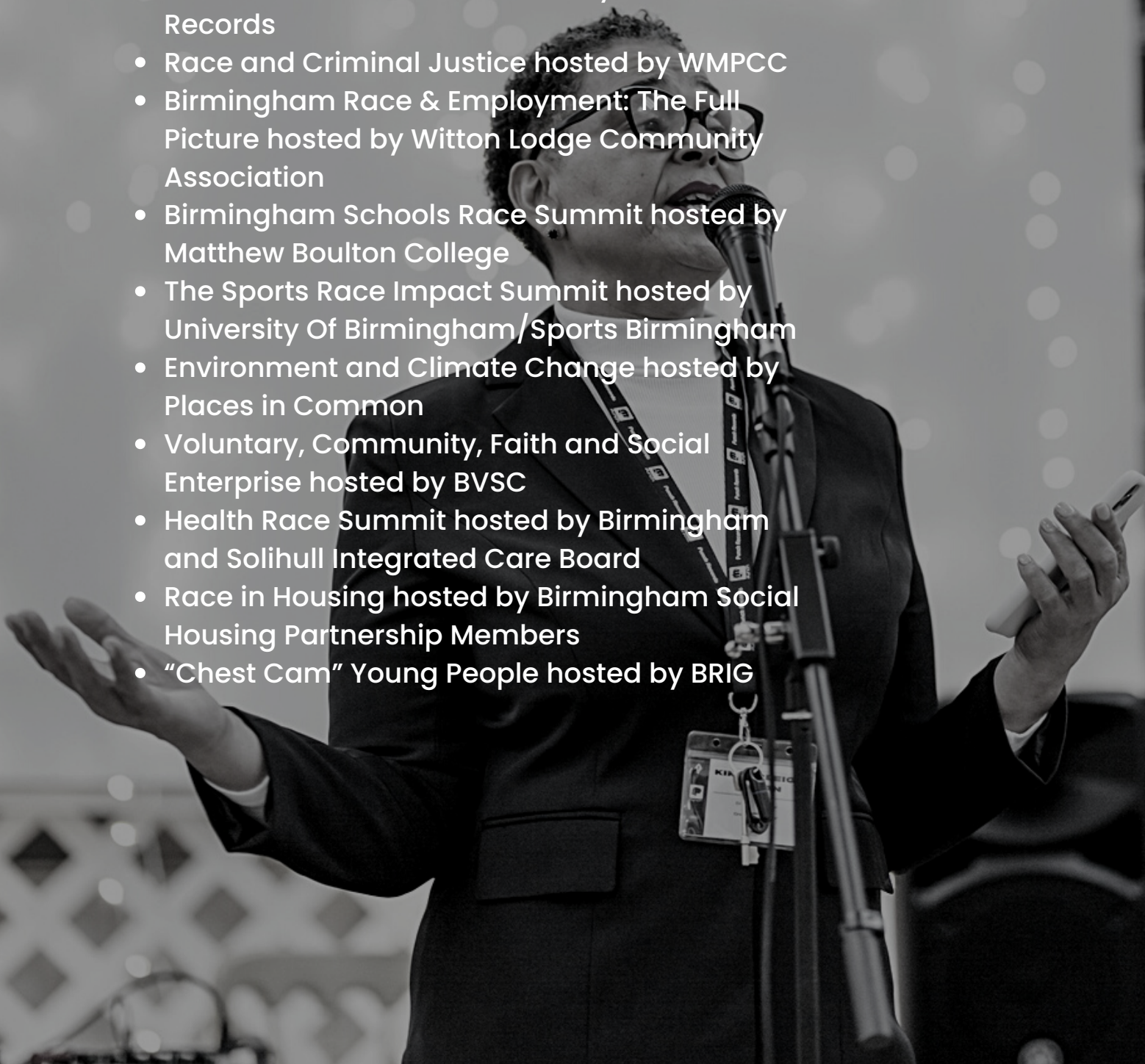


AND THERE'S MORE

BRIG Official Launch - 40th Anniversary of Handsworth Uprisings 1981

Mini Summits:(list of 12 summits are as follows only)

- Race and Further Education: hosted by BMET/South & City College
- Women and Race hosted by Shakti Women
- Roots: Race in the Arts hosted by Punch Records
- Race and Criminal Justice hosted by WMPC
- Birmingham Race & Employment: The Full Picture hosted by Witton Lodge Community Association
- Birmingham Schools Race Summit hosted by Matthew Boulton College
- The Sports Race Impact Summit hosted by University Of Birmingham/Sports Birmingham
- Environment and Climate Change hosted by Places in Common
- Voluntary, Community, Faith and Social Enterprise hosted by BVSC
- Health Race Summit hosted by Birmingham and Solihull Integrated Care Board
- Race in Housing hosted by Birmingham Social Housing Partnership Members
- "Chest Cam" Young People hosted by BRIG



WHAT PEOPLE SAY ABOUT BRIG



Pat Carvalho, Principal and CEO at The Birmingham Metropolitan College

Birmingham is now a majority minority city and BMet has a critical role in bringing about real and sustainable change to develop an anti-racist community. We believe that it's important not to simply make passive statements but to be proactive. BMet will continue to enable young people and adults realise their potential, together with others, to provide safe and supportive learning environments that connect them to new opportunities at the start of a career, to reskill or upskill for a better future.

Mac Alonge, CEO of The Equal Group

BRIG is a fundamental part of the fabric of equalities work across Birmingham and the West Midlands. BRIG plays a crucial role in holding key public bodies to account, ensuring that those purporting to work in the public interest operate with integrity and have a positive impact on racial justice. The BRIG metrics group seeks to act as a fundamental resource in coordinating the qualitative and quantitative data points that will evidence where progress is or isn't being made, in relation to race equality.

Patrick Vernon, Interim Chair, Birmingham & Solihull Integrated Care Board.

As a health and social care system, we are committed to tackling health inequalities and have put in place a dedicated strategy which sets out how we can do this collaboratively with our partners. Working with BRIG ensures we're being transparent and accountable in putting this strategy into action - keeping voices of our communities at the centre of decision-making. We fully encourage other organisations to support this collective effort - together we can make Birmingham the first UK anti-racist city.



WHAT PEOPLE SAY ABOUT BRIG



Keith Shayaam-Smith, CEO Legacy Centre of Excellence

It is important for forums to exist where the community, practitioners, statutory organisations, and non-governmental organisations; can meet and discuss matters which are important. BRIG has actively worked to enable this. I would say communication between these different sectors across the city has improved because of it.

Aftab Rahman, Community Servant, Legacy West Midlands

BRIG has been the catalyst since inception to give us the vehicle in which to hold the powers that be to account. Given the recent Census results with Birmingham becoming a minority majority the work of BRIG is invaluable to fight racial equality collectively - we are fighting for a fairer future for all our children. I don't want them to grow up with the racial prejudice and injustice that I had to deal with.

Dipali Chandra, Secretary, West Midlands Funders Network

The increase in racial and ethnic diversity to be found in Birmingham brings a wealth of richness to the region and should be celebrated but not used to deny the continued forms of racial discrimination and injustice that intersects with other inequalities. The entrenched views and attitudes of those that hold power that racial equality has been achieved or gives it less weight requires a body like BRIG working with others to bring to the fore the data, evidence and voice of those impacted by racial inequality and injustice to bring about the continued positive social change needed.



WHAT PEOPLE SAY ABOUT BRIG



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Siobhan Harper-Nunes, Founder Shakti Women and Vice Chair, BRIG

I love Birmingham. It's a glorious city with a rich history, magnificent architecture, peppered with delightful green oasis, interwoven with our amazing canal network, and surrounded by breath-taking landscapes. Yes, there is a dark story behind some of our beauty but today, what makes Birmingham my home, is the magical cacophony of cultures and customs that make us a City of Culture. It is our very diversity that makes Birmingham this fabulous urban utopia. Together, let us own the mistakes of our past, let us eradicate this ugly wart on our glorious landscape, the toxic poison that is crippling our communities, stunting our economy, and staining our reputation as a civilised cosmopolis. Yes, I am an optimist. I dream of an Anti-racist City, but for me, time is running out, that's why I support BRIG.

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Karl George, The Race Code

The Birmingham Race Impact Group (BRIG) is already making a significant contribution in shifting the dial, discussion and impact on Race in Greater Birmingham. Our City now has a Race Equality Manifesto drafted in order to fulfil the ambitions of the steering group and create a template for action. As the founder of the RACE Equality Code I am keen for the organisations that become part of this movement and they can help to tackle underrepresentation in boards and senior leadership by adopting the Code and its four main principles i.e. to report on race, to be accountable and have robust actions leading to measurable outcomes, to focus on getting the composition right by examining data and finally creating the psychologically safe environments for everyone in the organisation to feel included and supported to in delivering equity.

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WHAT PEOPLE SAY ABOUT BRIG



Cllr John Cotton, Leader of Birmingham City Council.

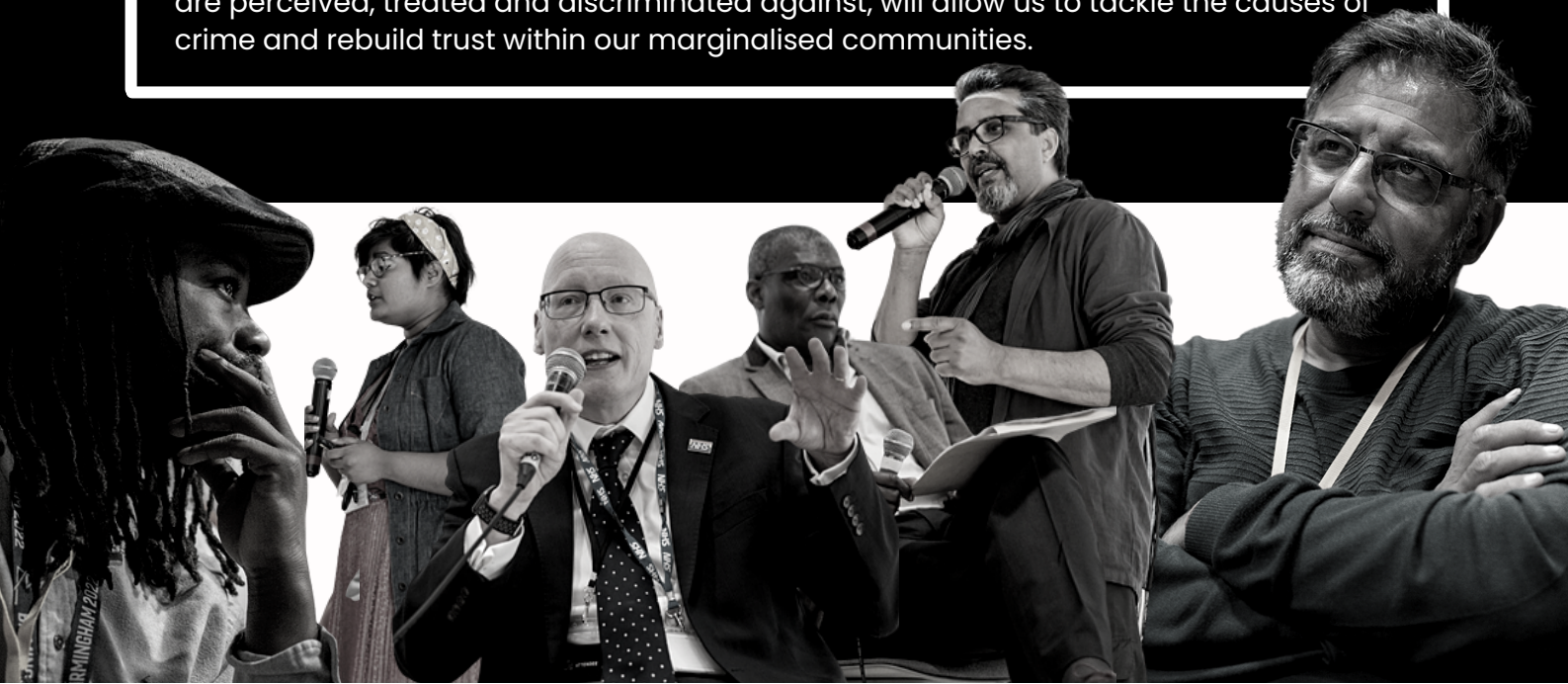
I endorse the central concept of a 10-year Race Equality Plan for Birmingham, not least because this closely aligns with the City Council's five equality objectives, our strategic action plan: Everyone's Battle, Everyone's Business and our corporate commitment to opposing racism and discrimination stance.

Clive Stone Deputy Lieutenant, Vice Chair, The Lunar Society

The Lunar Society supports BRIG's aim to make Birmingham an anti-racist city which is vital to ensure, although Birmingham has recently been named one of the UK's first 'super-diverse' cities, that its migrant and ethnically diverse population can live the dignity of humanity without fear of and having to live the experience of racism.

Tom McNeil, Assistant Police & Crime Commissioner for the West Midlands

Racism originates from a fear of others, protection of economic interests and exploitation. Tackling these origins requires a recognition of the role of poverty, health inequalities and disadvantage behind the disproportionality we see in criminal justice. Only urgent, honest and compassionate conversations about how people of colour are perceived, treated and discriminated against, will allow us to tackle the causes of crime and rebuild trust within our marginalised communities.



WHY SUPPORT US?

‘ONLY BY WORKING COLLECTIVELY CAN WE BRING ABOUT A TRULY ANTI-RACIST CITY’ RANJIT SONDHI, BRIG CHAIR

Why Support Us?

An anti-racist city benefits us all, rich, poor, young, old, black, brown and white, EVERYONE!

Why?

- **A fairer and more inclusive city will have deep and profound benefits for everyone.**
- **An anti-racist city will produce equitable economic, social and cultural outcomes for all of us.**
- **Collective anti-racist action will tackle existing racial disparities in securing the City's prosperity.**

We need your help to get the job done!

- **We need to continue to work independently as a critical friend to Birmingham's key stakeholders.**

By becoming a Patron, you are:

- Pledging your support and commitment to an anti-racist city.
- Keeping race on the agenda
- Committing to the BRIG Manifesto
- Sending a message to the communities of Birmingham that you are working on addressing institutional racism in your sector
- Enabling us to work with and recruit anti-racist youth advocates.

In return we will:

- Offer our support as a critical friend – including a critique of working proposals
- Co-design a feature piece in the BRIG News!
- Connect you with communities and our networks
- Connect you with key consultants around the Race Code and Metrics Groups
- Support you to design & plan your annual Race Impact Summit
- Advertise your progress and key actions
- Feature you as Patrons on our website alongside other major stakeholders such as Birmingham & Solihull Integrated Care Board

If this is you, please talk to one of our team today!

COLLABORATORS...

"IT'S NOT WHERE YOU CAME FROM, IT'S WHERE YOU ARE GOING THAT COUNTS." – **ELLA FITZGERALD**



UNIVERSITY OF
BIRMINGHAM



PUNCH



Birmingham and Solihull
Integrated Care System
Caring about healthier lives



Aston University
Birmingham



west midlands
police and crime
commissioner



SOUTH & CITY COLLEGE
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