

ACH & MMB Seminar Series 2021

# Beyond Integration |

Bringing together Research, Policy & Delivery on  
Integration

Free Webinar

Monday April 19, 2021 1PM - 3PM



INNOVATION  
INTEGRATION  
INSPIRATION

# Beyond Integration

By Richard Thickpenny, Segal Abdi (ACH) & Jon Fox  
(UoB)



 @MiMoBristol

  @ACHintegrates

**ACH**



Migration  
Mobilities  
Bristol

# Questions to think about



Is economic opportunity always a driver for integration?

Can this be overemphasised for some, e.g. older people or those with disabilities being pressed into employment when not appropriate?

The state, at local and national level, produces frameworks which can act as barriers to integration. How can national and local government create positive frameworks for integration?

How should those frameworks be structured?

How can/ should integration be measured? Do integration measures help with integration?

What is the role of the third sector in integration?



**EVERYDAY  
Integration**



# **The local contexts, practices, & mobilities of integration**

Jon Fox, University of Bristol



**Economic  
and Social  
Research Council**



# Everyday Integration



## Developing an...

- Inclusive
- Bottom-up
- Local

...approach to  
integration in  
Bristol

# Project aims:



Develop a solid evidence base of how integration works in Bristol



Co-produce an integration strategy with our Community Partners for Bristol



# Key assumptions

# Prevailing approaches to integration

Divisive

The lack of integration is a problem, and immigrants are the 'problem' population in need of integration

Top-down

The state is the fixer of those problems

National

Integration occurs into the nation-state

# Our approach

## Inclusive

Integration isn't a problem or a solution but an assortment of everyday activities and exchanges that involve everyone

## Bottom-up

Integration is the practical accomplishment of people engaging in routine activities in their everyday lives

## Local

The activities begin in local contexts



# Prevailing approaches



# Defining the problem

**The Problem**  
Difference

**The Fix**  
Becoming similar

# Redefining the problem

## Our Approach:



### The Problem

Kept apart  
by...

- Economic** Precarity, inequality, & insecurity
- Social** Mistrust, uncertainty, racism, & prejudice
- Civic** Dis/enfranchisement & the legal constraints on people's access to resources
- Spatial** Road & transport infrastructure that shapes our opportunities for mobility

### The Fix

Coming  
together

By lessening the barriers that keep people apart

To allow for social exchange



# An inclusive approach

Shifting the integration problem from people to the...

- Institutions
- Processes
- Places
- Times

...that get in the way of everyday exchange



# A bottom-up approach

Local government  
(interventions)



Local knowledge  
(community organisations)

Integration best  
practices



Barriers to  
integration

Everyday Life





# A local approach Integration begins locally

Local approaches are:

Closer to the ground where the  
labour of integration is done

More pragmatic in dealing  
with the challenges of  
integration



# Conclusion

Our approach to integration is:

Inclusive

Bottom-up

Local





# Innovative Methodologies of Fostering Integration

Richard Thickpenny, ACH



# Rethinking Refugee Our 10 year Plan

Enable 25,000 refugees and migrant workers to secure median salary jobs

To drive a collective impact agenda to improve practice in the sector

To create the data resources required to support policy change

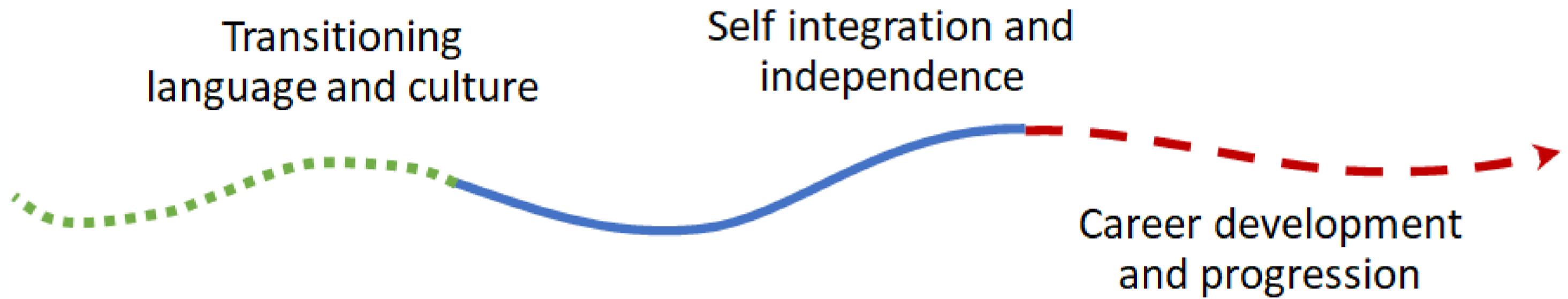
To establish as a sustainable shared value business focused on social innovation



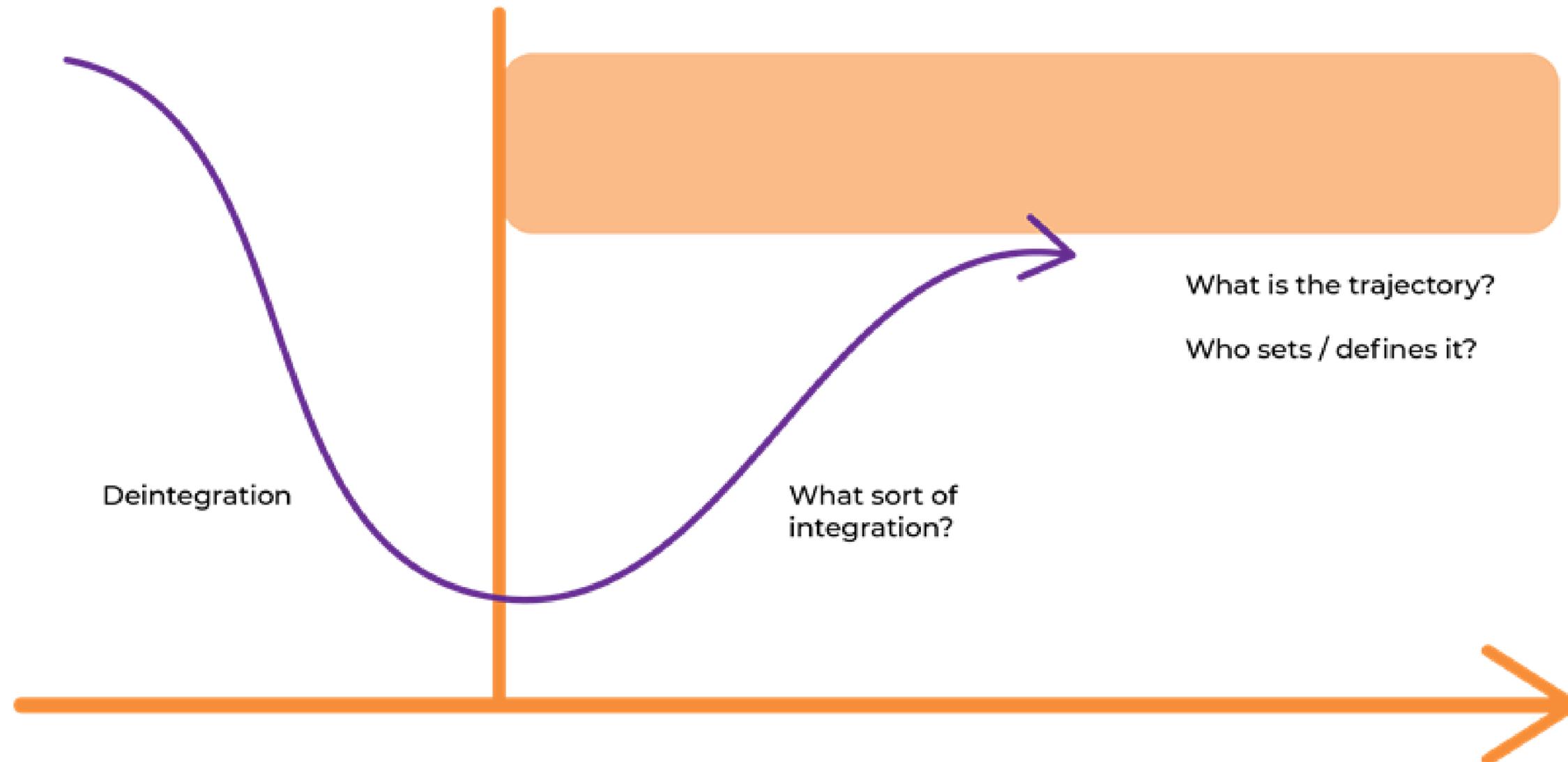
# The Line of Integration:



Describes development of self integration through key transition stages over time



# Determining where an individual is on their integration journey has proven difficult



# The set of characteristics that determine an individual's ability to maintain a stable level of integration within society include:



▶ Level of economic precariousness/  
stability

▶ Complexity of social networks

▶ State of health & wellbeing

▶ Level of personal agency

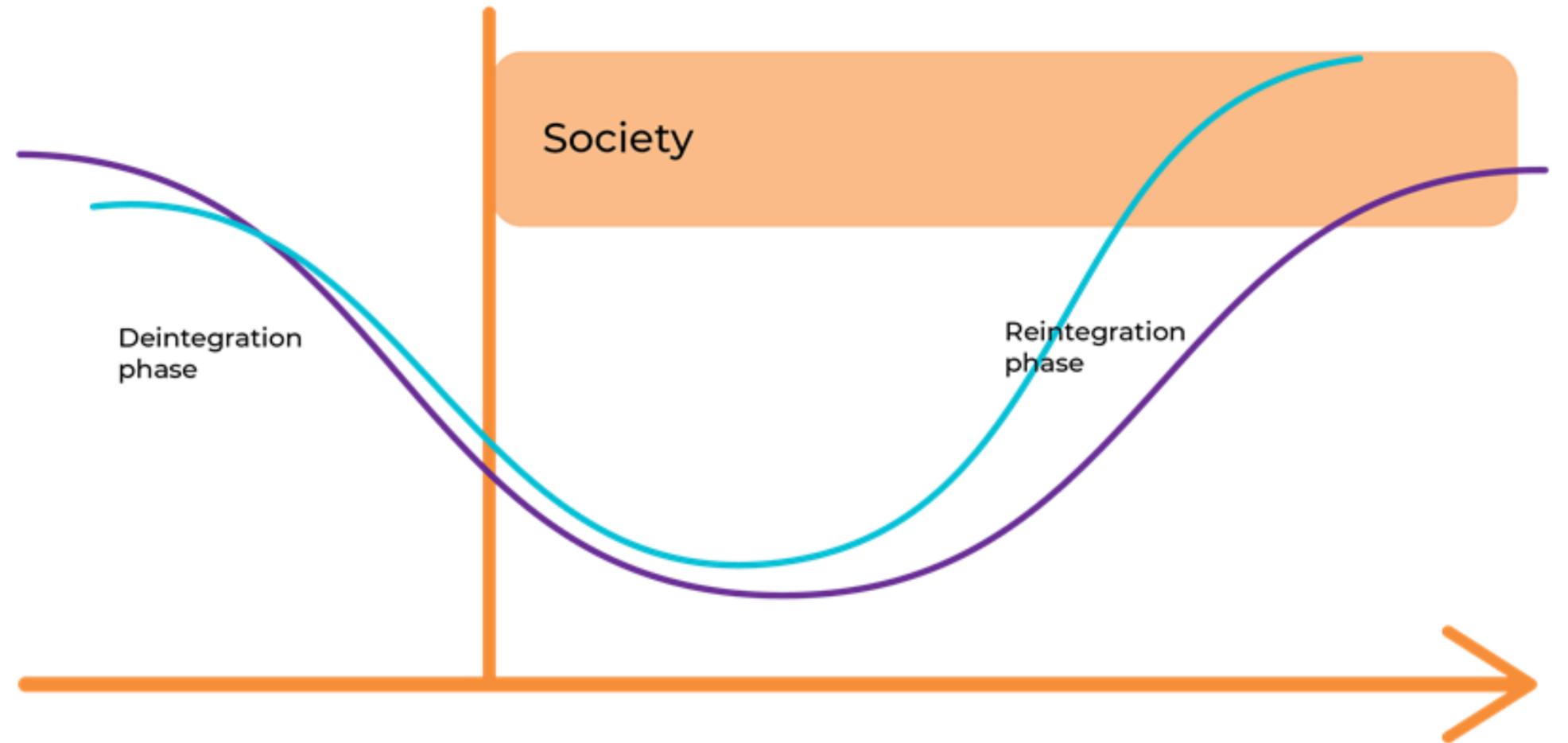
▶ Satisfaction with personal  
relationships

▶ Ability to consider future personal &  
career plans

▶ Satisfaction with personal  
circumstances & accumulated assets

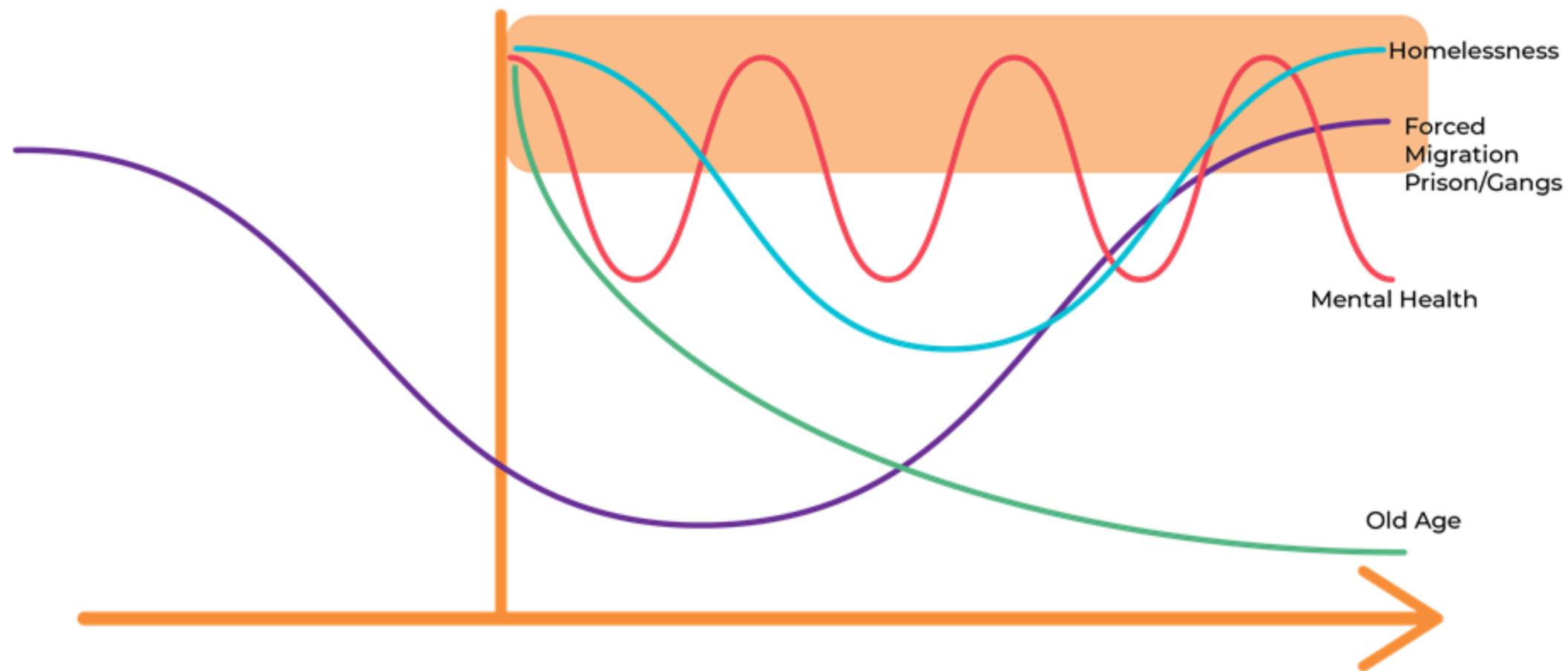
**Such factors impact on the individual's self-agency, resilience and the ability to self-regulate their position in society. Their level of integratedness.**

There has been no consideration of the direction or magnitude of integration - Integratedness



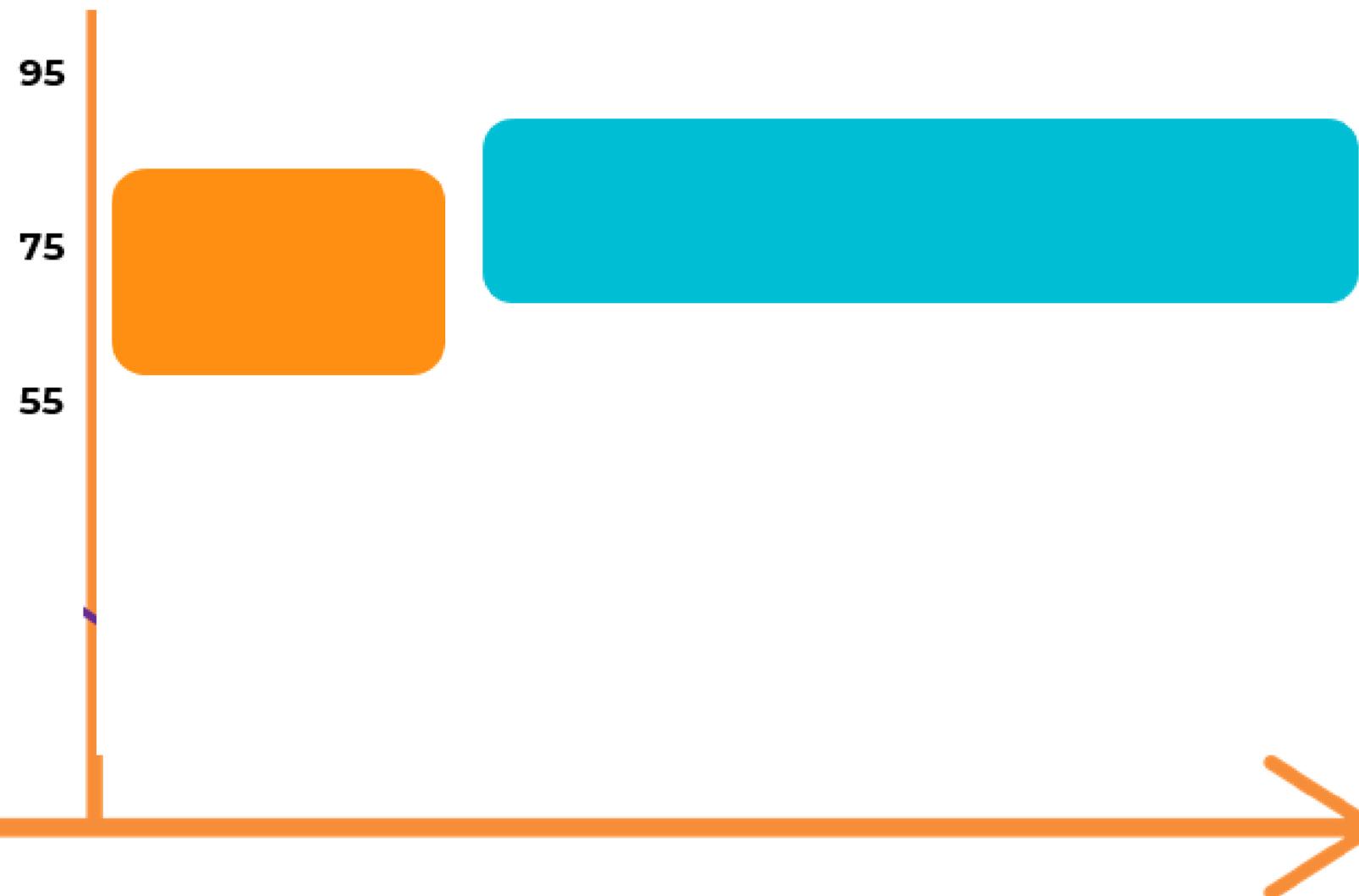


**Different  
circumstances  
impact  
integration  
through time**



**Integratedness is the rate of change of an individual  
in relation to the parent or host society.**

# And what if society goes through a major change & the rules change?



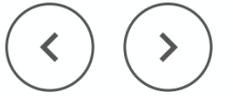
If there was a pandemic perhaps



# Bringing Lived Experience to Integration Practices

Segal Abdi, ACH





# Defining my 'Somaliness'

As a young Somali woman – remembering my country is a powerful part of my identity.

Knowledge and understanding on Somali predominately second hand (parents memories, media etc).



# ‘Britishness’ & fears of rejection

Britishness? how important is that these days? Does one integrate once they’ve received a British Passport or aspire to have one?

The UK – a safe home, free education and opportunities

The return to Somalia and plans to de-integrate



# ACH in Coventry



Coventry is a young super-diverse young city, becoming younger in recent years – my family resettled here in 1998 before we moved to Birmingham.

Much of the city was destroyed during the Coventry Blitz

As a positive legacy of the Coventry Blitz, Coventry is proud to be known as the City of Peace and Reconciliation and City of Culture 2021



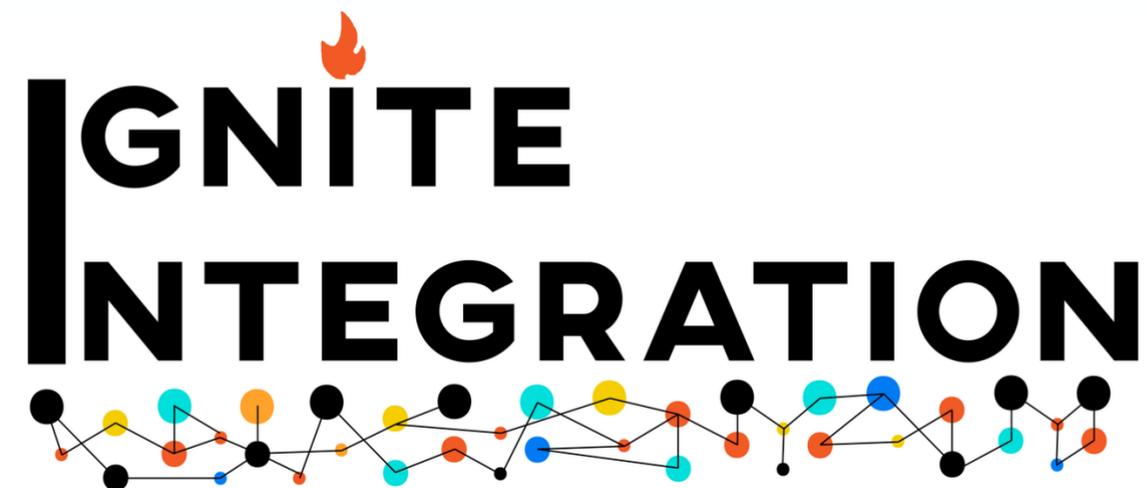
(The City's ruined Cathedral stands as a constant reminder of the horrors of war)

# What we've achieved with IGNITE

➡ The Ignite Integration Programme offered a brand -new approach to city-wide integration.

➡ ACH has a collective wealth of lived experience and knowledge on integration in practice. We realized there is a need for evidential tailored support that can measure a person's skills and needs to offer them advice and support plans that are effective on an individual level.

➡ An individually tailored approach to support will help refugees and newly arrived persons to get into employment, learn language and acquire skills in a way that is best suited to them personally.





# IsTailored Toolkit Impact

The toolkit takes a holistic approach to integration which aims to support the journey of refugees and migrants.

Levels of integration are measured through specific questions – ranging from competency, skills, education, experience with a focus of self-reflection.



**isTailored**

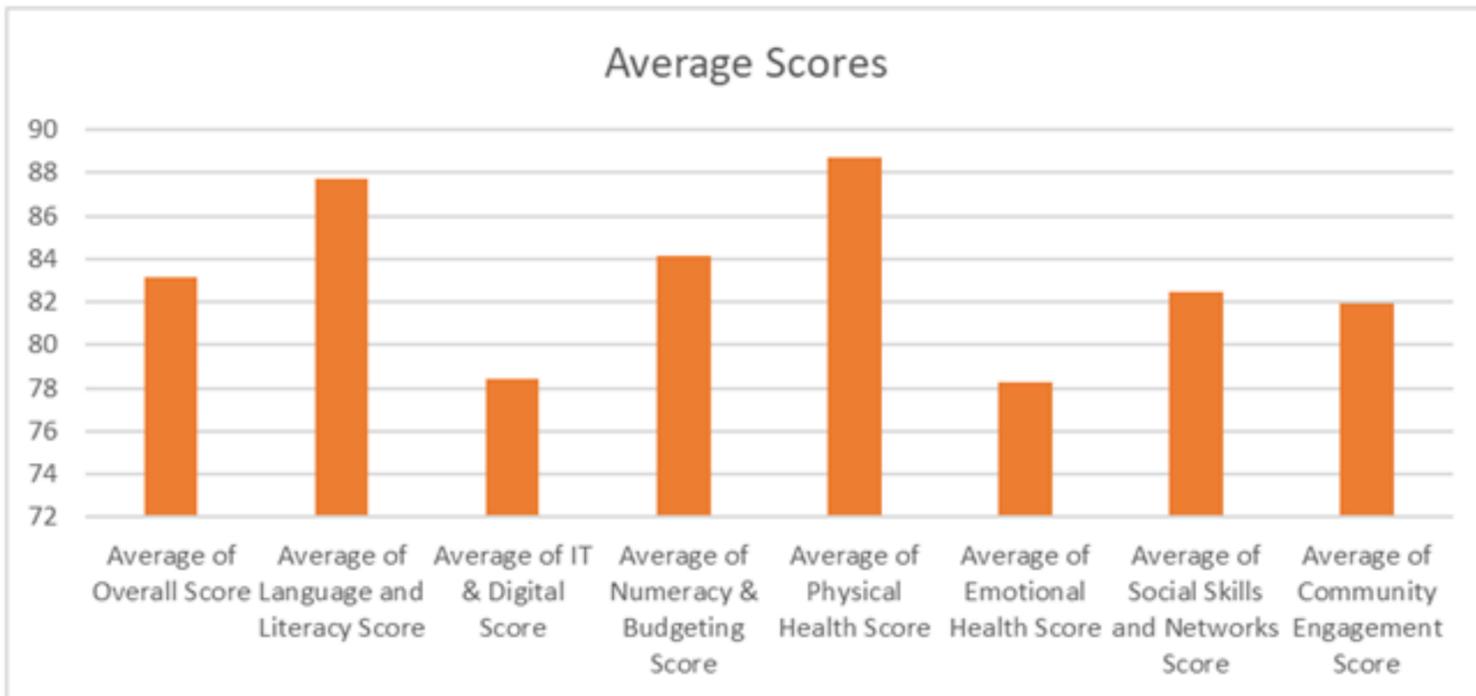
— **ACH** —

# IsTailored Toolkit Impact

IsTailored’s main role is to identify where best to refer individuals to ensure then the highest amount of progress possible

IsTailored is primarily built of 7 measures which then are combined to calculate an overall score.

The 7 measures are shown in this graph.

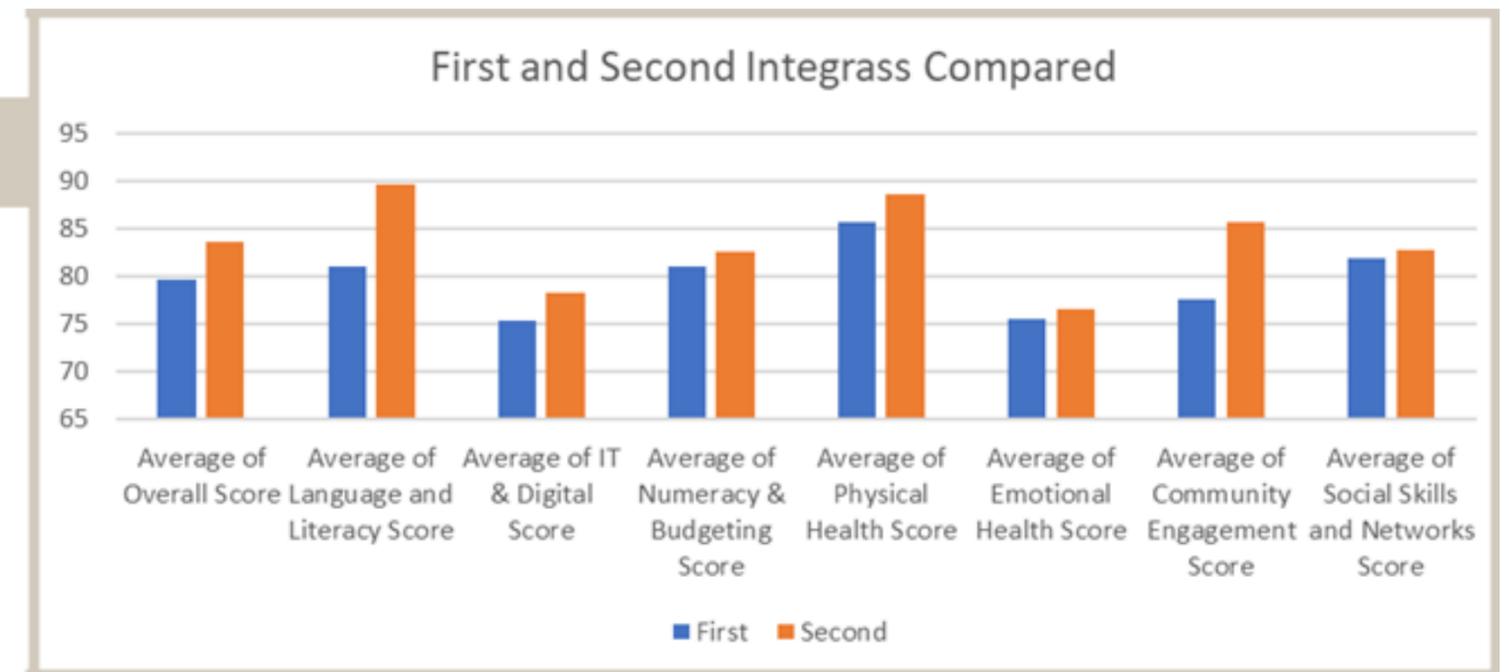


# Client Journey

IsTailored toolkit establishes a baseline view of clients integration level (e.g. what this means for their needs and what approaches support their integration increase)

A PIP (Personal Integration Plan) is created looking at competencies and other factors identifying interventions/ services appropriate to the support they need

Clients are signposted to specialised courses as part of model created to maximise their integration



(Piloted via the IGNITE project in Coventry, we have so far conducted 180 Integrass assessments, including those who have done a secondary assessment after coming through our service)

# Valuing Lived Experience Leadership

▶ All transformative social movements are led by people most affected by the issue.

▶ Lived experience leadership is not just about representation – it's about building something that can really change things.

▶ Living through war, persecution, exile, and the asylum system gives people an insight and knowledge that cannot be otherwise learned.

▶ A role to play in society in creating change through alliances and partnerships.



# Further Questions



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# Contact Us



✉ [Richard.Thickpenny@ach.org.uk](mailto:Richard.Thickpenny@ach.org.uk)

🌐 [ach.org.uk](http://ach.org.uk)

🐦 [@ACHintegrates](https://www.facebook.com/ACHintegrates)



✉ [Segal.Abdi@ach.org.uk](mailto:Segal.Abdi@ach.org.uk)



✉ [Jon.Fox@bristol.ac.uk](mailto:Jon.Fox@bristol.ac.uk)

📞 0117 331 0608

🌐 [www.bristol.ac.uk/ethnicity/](http://www.bristol.ac.uk/ethnicity/)

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