

Case Study 3 : York the Welcoming City

Knowing Our Communities

York has a population of approximately 200,000 people. The city has become more culturally and religiously diverse with a Black and Minority Ethnic (BME) population of 9.8% (non White British) compared to 4.9% in 2001. At 1.2% of the population, the highest non-white group is Chinese. The City's Gypsy and Traveller population is around 269.

The main religious group across all ages is Christian. York has a lower proportion of Muslims than regionally and nationally.

International migration into the city (Census 2011) totalled 3, 858, with the highest number of migrants coming from China, Germany, United States, India, Poland and Australia.

Leadership, Partnership and Organisational commitment

York is passionate about welcoming all, celebrating diversity and making York a vibrant, diverse, fair and safe city as set out in our partnership Equality Plan 'A Fairer York'.

York has a long history of being a welcoming city embedded in the City's history. In the Middle Ages, the Sanctuary Knecker on the north door of York Cathedral gave anyone who had committed a serious offence the opportunity to claim sanctuary by knocking at this door.

York is seeking recognition as a City of Sanctuary and a Human Rights City. York's City of Sanctuary movement welcoming refugees and asylum seekers are working in partnership with City of York Council seeking recognition for York as a City of Sanctuary. Work is also underway for York to be declared a Human Rights City. The York Human Rights City Network has received continued funding for another three years from the Joseph Rowntree Charitable Trust and the Joseph Rowntree Foundation. Over the next three years, a regular programme of training, events and festivals in York will highlight human rights issues both locally and globally.

York also hosts a programme of events to celebrate diversity and aim to enhance the quality of life for York's residents through participation in arts and creative activities especially those who are disadvantaged and to remove barriers to ensure residents can share in the city's cultural, economic, environmental and social well-being. Our Inclusive Arts team pull together artists, volunteers, organisations in variety of projects and programmes to celebrate culture and diversity within this city. We work with a variety of partners including:

- Residents
- Visitors
- Volunteer organisations
- The private sector
- Community groups
- Artists and performers
- Young people and children in care
- NEET young people and children at risk
- Older people
- Clinicians, scientists and the medical profession
- Gypsy and Traveller communities
- People with learning difficulties, mental health issues and disabilities
- Schools
- York St. John University
- City of York Council teams and individual staff
- York District Hospital
- Media organisations
- BME communities
- LGBT Forum

Involving our Communities / Responsive Services

The council undertakes and supports a variety of initiatives working in partnership to foster good relations and to respect difference and diversity within York.

York's International Family Day- CYC provided funding to support an International Family Day created and delivered by York's diverse ethnic communities, which took place September 2012. The aim was to engage more people from ethnic communities in activities and strengthen community cohesion. Funding was also provided to YUMI (York's Unifying Multicultural Initiative) which was delivered by York's diverse ethnic communities. The event enabled people to sample traditional

foods from various countries, engage in activities including Indian and French Board games. Entertainment was provided by BME communities.

Celebration of Faith and Culture: In April 2013 York hosted the first International Festival one day event; A celebration of Faith and Culture which is now an annual event.

Interfaith Events: In November 2013 York hosted a number of interfaith events 'Faith in York' to support National Interfaith week. CYC have been supporting the Muslim community to successfully process the planning application for the city's first purpose built mosque.

Championing Diversity: CYC have provided funding to the Centre for Global Education York to champion diversity within York. Individuals from the BME community are given training to impart their unique cultural memories and experiences and participate in workshops with other York Community groups to challenge myths and stereotypes.

Pride: In July 2012 for the first time ever, the city's Gay Pride took place in York and began with a parade passing the Lord Mayor's residence, where a rainbow flag – the international symbol of lesbian, gay, bisexual and transgender pride was flying following a decision by the City of York Council. The theme for the event was marriage equality. The 2013 Gay Pride event focused on kicking homophobia out of sport once again the rainbow flag flew over the Council's Mansion House in recognition of this important event. York Pride 2014 had the biggest attendance so far with 1500 on the Parade and over 3500 at the Knavesmire.

The inaugural Lesbian Arts festival was held at York Guildhall in August 2013. This event promoted Lesbian arts including music performance reading and writing.

York's 50+ Festival: In its 10th year York's Older People's Assembly host York's 50+ festival. Events include sporting, health and wellbeing activities and creative events.

Holocaust Memorial Day -The City of York has been marking this occasion since 2008. York's HMD programme enables those living, working and visiting the city to come together to reflect individually and collectively, to learn the lessons of the past and seek to create a safer, better future. It is believed that in remembering and acknowledging the past we can each help to promote a more tolerant and inclusive society for the future.

York's International Women's Week 2014 held over 60 events .The Rt Hon the Lord Mayor of York, Cllr Julie Gunnell, personally brought together an important array of events at the Mansion House to mark York International Womens' Week.

There was a national Aviva workshop focusing on Women in Business; a conference on Women in Archaeology; a celebration of women from different cultures and an International Service celebration of women's work at home and abroad. Voices of Dissent at the Theatre Royal, the Dean Court Open House had a special women's evening. The York Feminist Network organised a city centre March to celebrate International Women's Day on Saturday 8th March and the York Feminist Reading Group held its monthly meeting at the Golden Ball. There were talks on the role of women in Cuba, Women in Tibet, the participation of women in the Zimbabwe elections of 2013, and a talk on meditation by Kelsang Chogma.

17 different health and wellbeing events were held including week-long chiropractic offers, life coaching, tapping away your tension with EFT, Tuina reflexology, back pain management with yoga, managing change and understanding anxiety, easing joints with Alexander Technique, facial treatments, toning tables and energy medicine.

Black History Month was established in 1987 and is a key event in York's calendar with a wide variety of organisations in the city hosting events.

Our Inclusive Arts team actively work with the public, communities, the third sector and private sector to deliver community arts projects and programmes to bring people together in a non- threatening, inclusive and positive way. Examples of our programme include:

York: Be Part of it': a programme of projects, events and festivals showcasing York's vibrant creative and cultural talent. It was an opportunity for York residents to be actively involved in a 100 day cultural festival leading up to Yorkshire's Tour de France Grand Départ 2014. Over 100 organisations from community groups to establish cultural organisations were involved in over 160 events from grass roots community events to large scale spectacles. Festival highlights included:

Dress to Impress: City Walls community banners project	60 banners representing 50 organisations involving approximately 500 participants. All ages and abilities
Road Through York	Large scale 300m squared community

	collage. Over 200 participants created the collage. All ages and abilities
Bike Story in schools	Highly successful theatre education programme 23 schools and over 3,000 pupils involved
Dressing and animating the city	Ongoing support, advice and guidance to mobilise and activate city wide community participation to dress and animate the city. From yellow bikes to bunting to large scale spectacular land art created by communities involving all ages.

Beat the Bullies is an anti bullying project created by and involving young people from across York. They use music, song writing, video, drama and digital media to give young people the opportunity to voice their own views and opinions on issues around bullying and collectively create one message – Beat the Bullies. A DVD educational resource linking into the national curriculum has been produced and used in schools in York and North Yorkshire.

Upfaders is a community youth music initiative accessible to young people aged 13 – 18 who are at risk and not in education, employment and training. Upfaders is run by professional DJ's and producers and using the very latest professional equipment giving young people the opportunity to produce original tracks, cut 12” vinyl dubplates, develop DJ and MC techniques and perform at Upfaders events and gigs.

It has successfully engaged young people from targeted groups such as young offenders, NEETS, looked after children, young careers, young people with mental health issues, who are socially isolated and have low self esteem and young people from the Gypsy Traveller communities. The aim of the project is to develop participants' personal and social skills, such as self-confidence and self esteem, engaged young people in positive activities and also offers level 1 and level 2 national accreditation through the Arts Awards. Over 300 young people in York have taken part in over 70 DJ, MC and music production workshops and training programmes over the last two years.

Young People in Care - Music4Care – is a partnership project between the Springboard Project, Foundation, Inspired Youth, York St John University, Digital Sun Media, Access to Music and City of York Council. Working with professional musicians and film makers, the project enabled young people in care to express their feelings through the

creation of a high quality music video. This powerful and positive project also enables them to develop their creative skills. The song and video aimed to build a picture of life in care and is based on their real experiences. The video has been viewed 8,000 times on the web.

Biomation is a pioneering two-year science and youth arts project involving a team of artists, clinicians, children and young people exploring the social, emotional, scientific and clinical aspects of **Diabetes, Aspergers Syndrome and Arthritis** through animation, film, digital media and creative writing. The international award-winning project was a joint partnership between City of York Council, York Hospital Art & Environment Group and Lime Trees Child, Adolescent & Family Unit. A series of film animations produced by children and young people involved with Biomation are used as DVD educational resources by clinicians, specialist teachers and families as well as an interactive digital media exhibition currently being exhibited at Eureka National Children's Museum.

One Biomation film alone has had over 50,000 views on the internet creating a global dialogue between children, young people, families, teachers and clinicians about Aspergers Syndrome.

All About Us :is a partnership with City of York Council's Traveller Education Service and Inspired Youth. It involved working with young people from the Gypsy and Traveller communities in York to explore the young people's experiences of education through community media. 16 young people participated in the project and undertook 52 hours of consultation and practical and production workshops involving filming and audio recording, photography, storyboarding, creative writing about individual talents and creating an online blog. The achievements of the young people were mapped against the ASDAN qualification structure.

Three broadcast quality films, a DVD, online blog and two campaign posters were produced. As well as public screenings the project and its films have been showcased at various local and national conferences and BBC radio. The DVD is also used by teachers to help develop cross cultural dialogue between children and young people in York.

Moving Forward Together Gypsy and Traveller Conference -To achieve a greater awareness of the barriers to communication and building relationships with the Gypsy, Roma and Travelling community a the Moving Forward Together conference was held in 2014. It brought together professionals and the Gypsy Roma Traveller Community to

share their experiences and develop best practice. Over 120 people attended. Two of the keynote speakers were from the Traveller community, and community members also delivered several of the workshops.

They were able to speak with the authority of first hand experiences about the barriers Travellers can face in accessing services and give examples of how these can be successfully addressed by professionals. Gypsy and Traveller Women attending literacy classes have published a book of their own stories and delivered a workshop at the conference to inform others how developing literacy skills has had such a positive impact. Responding to evaluations, plans are in place for a second conference in Jan 15.

Drawing on Roma Gypsy and Traveller Heritage: For the first time this year over a 4 week period we have supported a public residency by the Le Bas Family 'Grace in Thy Sight' to explore issues surrounding perceptions of 'the outsider' and 'otherness' migration and belonging, social inclusion and exclusion. The Le Bas family draw on their Roma Gypsy and Traveller heritage to engage audiences, using immersive installations, performance, and poetry, visual and digital art to encourage dialogue.

Able Radio is a partnership with Accessible Arts and Media and Khaoz Media, based at the Explore Media Centre in York. Ableradio is a small group of adults with moderate learning difficulties and disabilities who are learning to record and create their own radio shows. Ableradio is the first community/on line radio station of its kind in York to be created and managed by local people with learning difficulties and disabilities.

Through the radio station local disabled groups and individuals are encouraged to share their stories, showcase their work and celebrations and disseminate information that is relevant to others with disabilities living in the area. The idea for Ableradio evolved from a group of adults with learning difficulties and disabilities that AAM has already trained to design and run a fully accessible website. Ableweb contains essential information about activities, services and support available to people with disabilities living in and around York.

European Youth4media Network is a Europe- wide youth media network which aims to give young people a voice and promote citizenship, political and intercultural understanding through digital media. It is a European association of 36 organisations from 24 countries working in the field of community media and civil society. The

European network partners are made up of organisations involved in youth development, arts and culture, community media and civic engagement.

Community Media in York work has been nationally and internationally recognised for positively engaging individuals, groups and communities, enabling their voices to be heard by providing perspectives on issues that lie at the heart of a given community through community media.

It has made a substantial contribution to social inclusion and cohesion, equality, diversity, creativity, citizen's participation, local democracy and lifelong learning and has become a tool for personal, community development, cultural and ethnic expression in York. By giving citizens in York first hand experience of production and broadcasting, community media contributes to the government's media literacy, informal learning and digital inclusion agendas and provides other skills development in a range of different contexts.

Community media enables citizens to develop skills such as ICT literacy, communication, planning, team work and using cutting edge technology in an innovative, engaging and creative environment. It also reaches out to people that are not in education, employment or training and offers alternative approaches to tackling illiteracy and innumeracy.

York Stories 2012 was a major city wide community project and part of York 800 celebrations. The project aimed to encourage people of all ages and backgrounds to tell and share personal stories unique to the city of York. The idea was to capture a moment in time, to tell local stories, past present or future through words, audio, video, music, poems, artwork and conversation.

Through this intergenerational project, over 1,700 stories about York, its people and places were collected. This was done through a programme of training, workshops, targeted projects and events involving over 800 participants, 50 organisations, 25 volunteers and 50 volunteers of different ages and from different backgrounds.

Links

www.yorkstories2012.com

www.youtu.be/vD4TYdpaEEU

www.youth4media.eu

www.ablewebyork.org.

www.upfaders.org.uk

Link to film - [All About Us](#)

Workforce

The City of York Council has a comprehensive equality and diversity training programme to assist staff in respecting and celebrating diversity within the city.