

A network diagram on a white background. It features a series of interconnected nodes, each represented by a small, colorful, cone-shaped pin. The pins are in various colors: red, yellow, green, blue, and purple. The nodes are connected by thin, dark blue lines, forming a complex web. The pins are placed on a grid of light blue lines, which intersect to form a series of small squares. The overall image has a soft, slightly blurred quality, with the pins in the foreground being sharper than those in the background.

**Welcome to the
Economic Justice
Brum meeting**



Ways of being together

1/ Balanced

All perspectives are
valid

The purpose is learning

The method is dialogue

2/ Mutual Care

Look after your own needs

Respect each other's
needs

Resist taking power or
space away from each
other

3 / Courage

Be open about uncertainty
and not knowing

Be willing to say 'no' or
'not now'

Go with what happens.

Smile



Session 10 - Agenda & Aims

10:00 - 10:30:	Arriving and connecting
10.30 - 11.00:	Welcome and landing
11.00 - 11.10:	Updates from the Network
11.10 - 11.30:	Recapping the Three Approaches
11.30 - 11.40:	Break
11.40 - 12.15:	Constellating
12.15 - 13.15:	Building within the approaches

Aims:

- Define what we EJB is and the language we are using
- Recap and harness learning from the last three sessions and the three approaches to social change
- Understand where each of us stands in relationship to economic justice in Brum
- Spotlight and amplify each other's positions and work



What do we mean when we say 'Economic Justice'?

Economic justice means ensuring that **everyone has fair access to economic opportunities, resources and benefits**, regardless of their background or circumstances.

We believe that all individuals should have the **means to live with dignity, achieve their potential and contribute meaningfully to society.**

Economic justice means taking a systemic lens when considering inequality.

We understand the intersections at which economic inequality thrives, and we want to see economic policies that uplift rather than further marginalise vulnerable communities.





Economic Justice in Birmingham

Economic Justice Brum

We all participate in and are impacted by economic systems, and therefore we have a right to input into how they work.

Economic Justice Brum is a growing movement of citizens, made up of community groups, civil society organisations, campaigners and communities impacted by economic injustice.

By imagining, learning and acting together, Economic Justice Brum is accelerating the pace of economic change in Birmingham.



Imagining



Learning



Taking Action



Year 1 of Economic Justice Brum meetings

Year 1 August 2023 - May 2024:

1. Taster event to introduce the network
2. Kick-Off event to identify priorities
3. Four network sessions

Presentations:

- Alternative economic models from CLES and CIVIC SQUARE
- The intersection between economic justice and gender and racial justice with brap, People's Economy and the Women's Budget Group

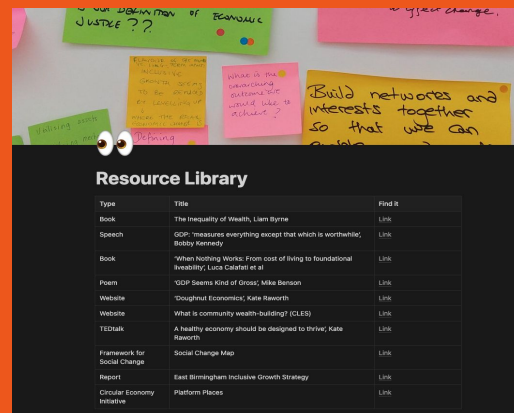
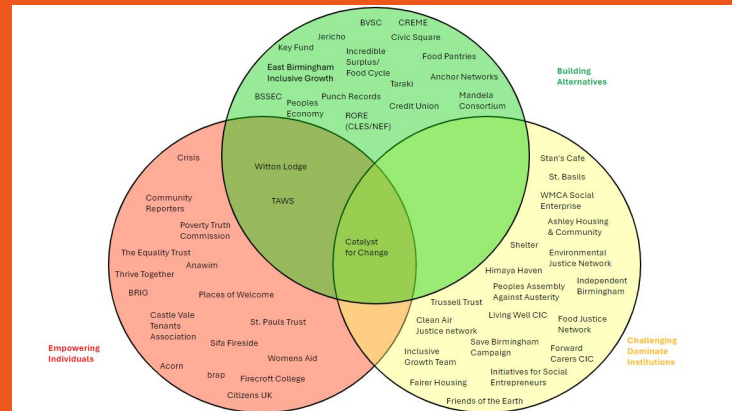
Workshops:

- Community Reporting with TET
- Movement Building with NEON



Year 1 of Economic Justice Brum meetings

- We had two sessions mapping existing economic justice work, with refinement of the map conducted by a subgroup against the “3 pillars” of movement ecology.
- Huddlecraft created the Info Hub to capture activities and opportunities for further learning and engagement.
- Over 100 individuals have engaged with the Network, with around 30-35 people attending each session.
- Our registration has remained open for new sign ups throughout the pilot phase.







MOVEMENT

INVOLVES LOTS OF DIFFERENT GROUPS

PROBLEM

UNITES AROUND A SHARED PROBLEM

ACTION

USES A RANGE OF DIFFERENT TACTICS

LEGACY

HAVE A LASTING IMPACT ON CULTURE, LAWS AND
FUTURE MOVEMENTS



ECONOMIC JUSTICE BRUM IS...

AN ECOSYSTEM
OF
ORGANISATIONS,
COMMUNITIES,
GROUPS & PEOPLE

AN
UNDERCURRENT OF
CHANGE IN THE
CITY, SPANNING
DIFFERENT
SECTORS AND
SPACES

SOMETIMES NOT
KNOWN OR
IDENTIFIED AS
WHAT PEOPLE
ARE OPERATING
WITHIN (YET)

ECONOMIC JUSTICE BRUM MEETINGS ARE...

HOPEFUL
AND
ENERGISING

A PLACE WHERE
OPPORTUNITIES FOR
LEARNING,
DEVELOPMENT,
CAMPAIGNING ETC CAN
BE PLATFORMED,
PROMOTED, ENGAGED
WITH

A PLACE TO MEET
AND BUILD
RELATIONSHIPS
WITH PEOPLE
FROM ACROSS
THE CITY

A PLACE WHERE
WORK THAT IS
ALREADY
HAPPENING CAN
BE AMPLIFIED

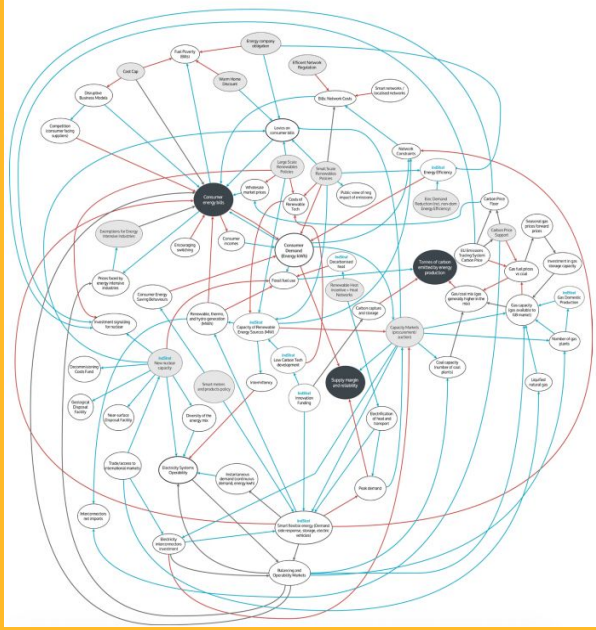
A PLACE WHERE WE
CAN UNDERSTAND
MORE DEEPLY THE
STORIES AND
EXPERIENCES OF
GROUPS AND PEOPLE
IN THE CITY

INFORMATIVE
AND
EDUCATIONAL

THE "TOWN
SQUARE" OF
THE
MOVEMENT



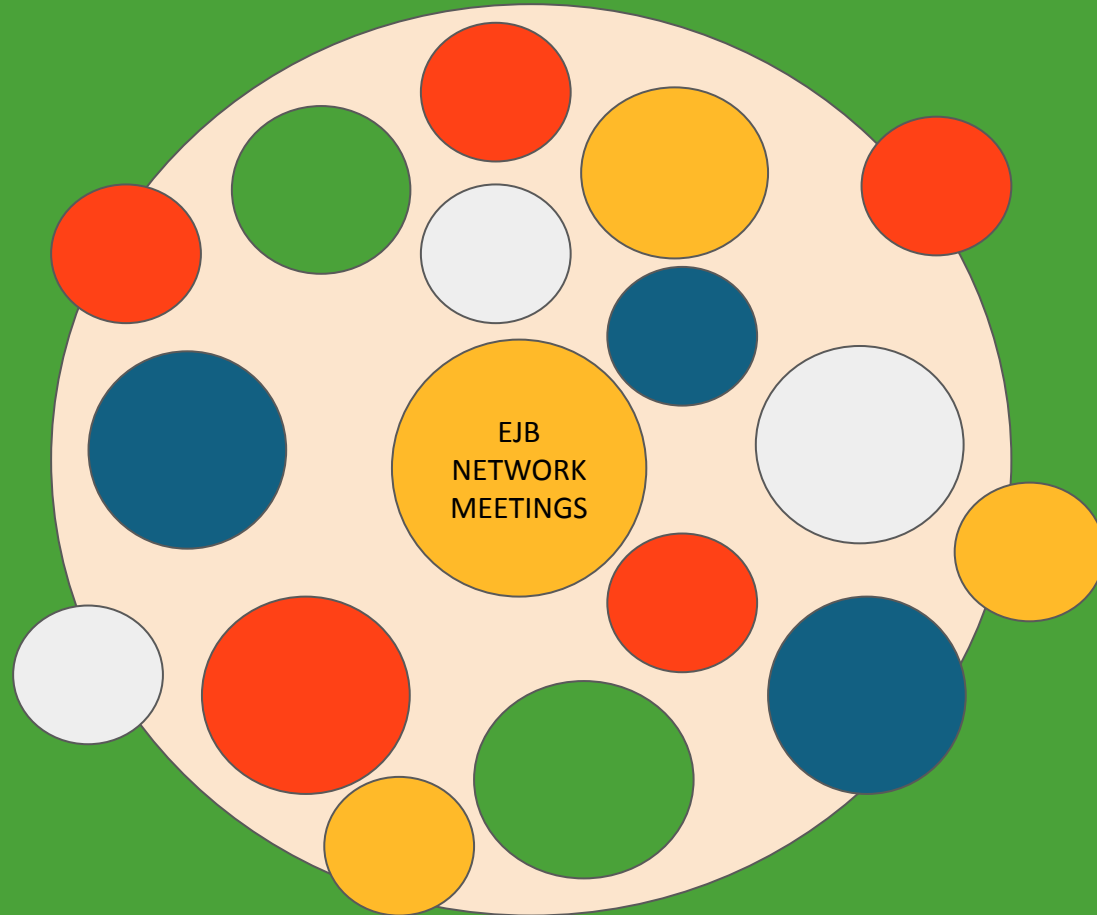
Transformative Organising



The Audit Reform Lab



Year 1 of Economic Justice Brum meetings



WE SEEK TO BUILD A SPACE WHERE...

We are building
towards a
happier, fairer
and fully
accessible
Birmingham

Power and
control is
intentionally
decentralised
and distributed

We are working
in innovative non-
siloed, collective
and collaborative
ways

We are
supporting
wealth to stay
within our local
communities

We are
amplifying one
another's work
and projects
and passions

We are actively
building a
stronger
cooperative
economy together

There is an
awareness and
progressive
narrative around
intersectionality and
socio-economic
justice

Everyone
understands
their gifts and
their place(s) in
the movement

People feel
equipped as
participants
in the system

We are seeing
our work
create a wide
ripple effect
across the city

We are working
towards a fairer
economic model
that re-distributes
wealth

We recognise
we are part of
a broader
movement
ecosystem

People have a
baseline
understanding of
the economy
and its influence
on our daily lives

We are
seeding
multiple points
of action

Everyone
is welcome

We are
platforming
voices that have
been and are
marginalised

We are giving life
to new ideas that
challenge the
dominant system

No one left
behind - all
areas of the
city benefit

We are piloting
and testing
new ideas and
approaches

We are exploring
how to build a
lasting and
sustainable
movement

Leaders from
underinvested
places are invested
in and are at the
forefront of change

IDEAS FOR ACTION / THE CHANGE WE WANT TO SEE

Pushing for a different understanding of wealth and value reflected in different indicators and targets

Supporting public engagement with policy

Platforming and initiating specific campaigns / policy asks

Leading community assemblies that feed into council decisions about the economy

Building representation in the network across the geography of the city

Encouraging and amplifying diversity in representation + types of power in the network meetings

Small scale markets built by people who are NEET (not in education, training or employment)

Growing numbers involved and diversity including statutory sector

Being in dialogue with people in positions of power who are involved in creating change

Engaging in outreach to different communities

Adopting participatory approaches to challenges

Holding our leaders accountable

A gov and council economic framework based on supporting equitable access to health, housing, education, care, transport infrastructure

Empowering people to use their platforms and power

Building many connections - in Birmingham and far beyond

Bringing expertise to the procurement process

Recognising opportunities to support friends in government to make good choices for the people of Brum

EJB network becoming a recognised pillar of influence within the broader EJ movement

Capping dividends and restructuring companies to make nature a shareholder

Bringing local economy education to schools

Engaging in dialogue with people in institutions who believe there can be an alternative

Pushing for mobility of power

Developing a used, public bank of knowledge, resources and skills

Piloting and testing new ways of working, ideas and experiments

Group/organisations having the flexibility to change, adapt to meet the changing needs, and know it's okay for things to come to a natural end if they outlive their usefulness

Having a seat at the table - the ear and buy-in of senior decision makers in the Council and Combined Authority

Influencing the way policies and economic initiatives are developed and decided

Informed Council actions on growth zones

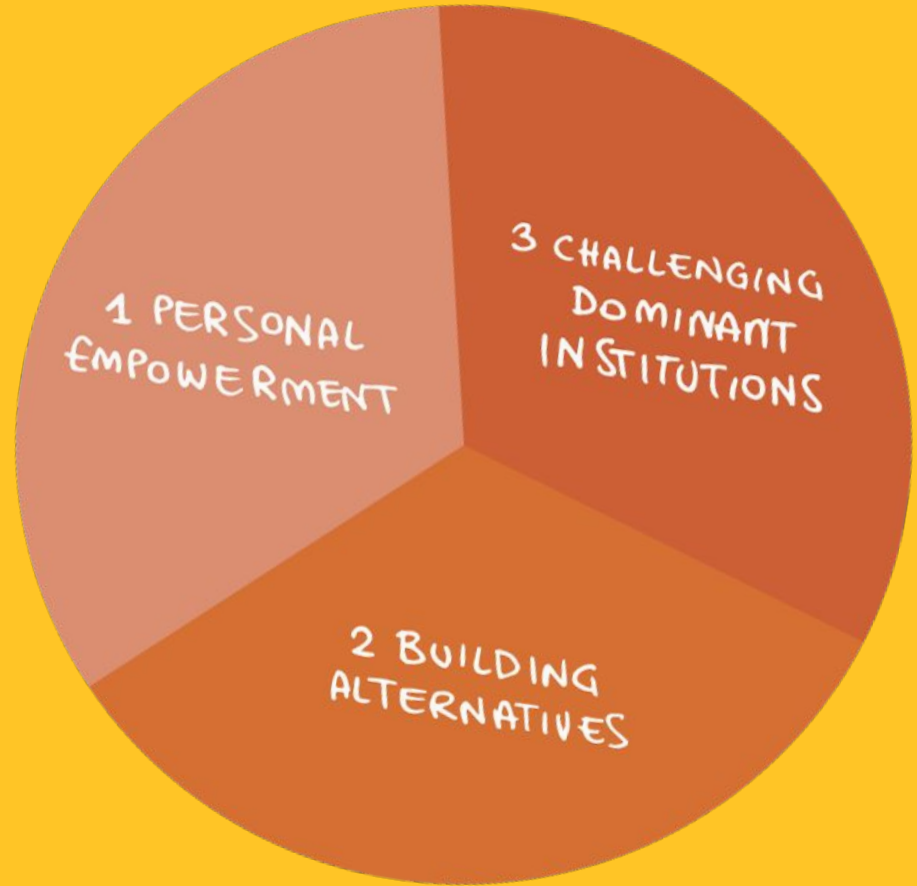
Pushing to see evidence of institutions changing

Bringing young people in to the work - building legacy

THE SEEDS OF CHANGE WE WANT TO SOW



3 APPROACHES TO SOCIAL CHANGE



Year 2 of EJB...UPDATE

A light grey thought bubble with a black outline and three small circles at the bottom, containing the text "What do you want to see at the celebration event?".

What do you
want to see
at the
celebration
event?

Month	Session Focus
September	Personal Empowerment
November	Challenging Dominant Institutions
January	Building Alternatives
March	Harvesting learning and harnessing momentum
May	Economic Justice Brum Huddles celebration
July	Plotting next steps

A light grey thought bubble with a black outline and three small circles at the bottom, containing the text "What do you want to see in the uly session?".

What do you
want to see in
the uly
session?



Welcoming...

The EJB Huddles

Child Poverty Changemakers

Building a network of change-makers to address the child poverty emergency.



Your host
Alicia Vernalls



Your host
Sarah Howden

Transformative Economics

Designing infrastructure for transformative economics in our neighbourhoods.



Your host
Karolina Medwecka-Piaśicka

Creativity X Economy

Exploring economic liberation through the lens of culture and creativity.



Your host
Siphon Eric Ndlovu

Emergency vs Emergence



Your host
Naomi Bennett-Steele

A book club and practice community inspired by adrienne maree brown's Emergent Strategy.

A Life Well Lived



Your host
Bryony Lawless

Valuing care, connection and community in capitalist times.

Mindset Matters



Your host
Charmaine Burton

Women on their journey to economic empowerment.

SEND Seen



Your host
Leanne Gregory

Harnessing power to change the SEND system in Birmingham.



The Three Approaches: a recap

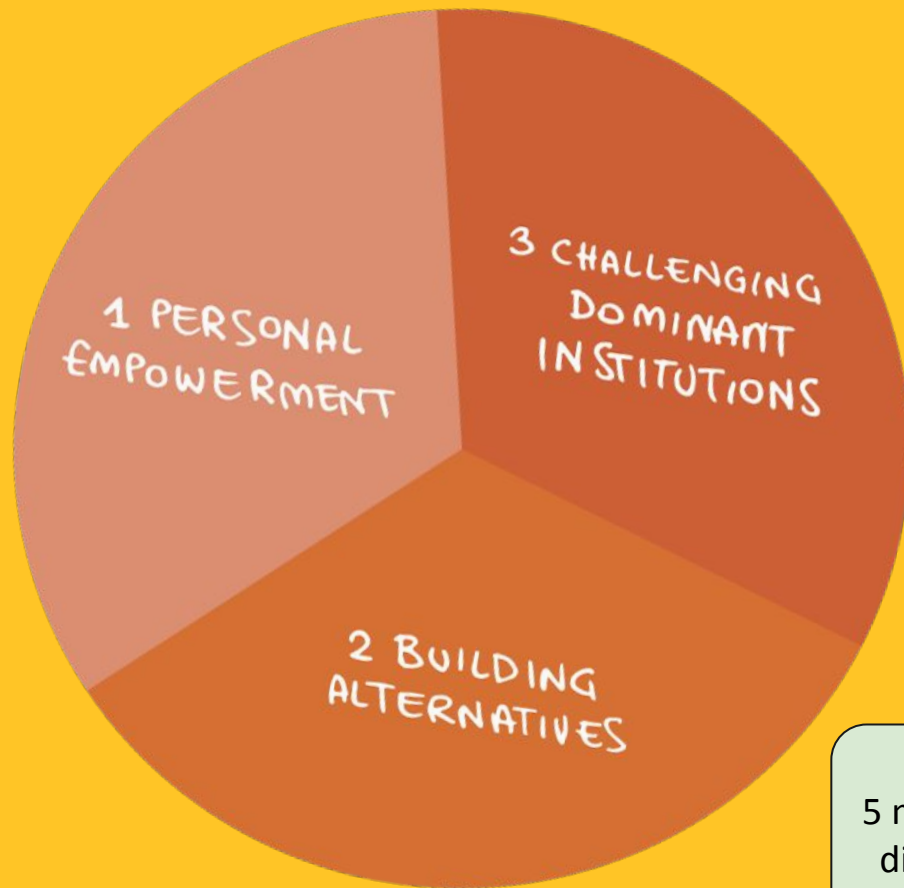
*Turn to the
person next to
you...*



What have you
learnt about the
approaches over
these past 3
sessions?

3 APPROACHES TO SOCIAL CHANGE

And if today is your
first meeting, what are
your first impressions
of these approaches?



5 mins to
discuss

Personal Empowerment

by empowering, developing and healing individuals, we can move towards a more holistic and compassionate society that will in turn create the foundations for wider systemic change.

Organisations/initiatives that are both building confidence/capacity and facilitating opportunities for people living with economic disadvantage to influence decision-making on issues rooted in economic injustice.

Personal Empowerment

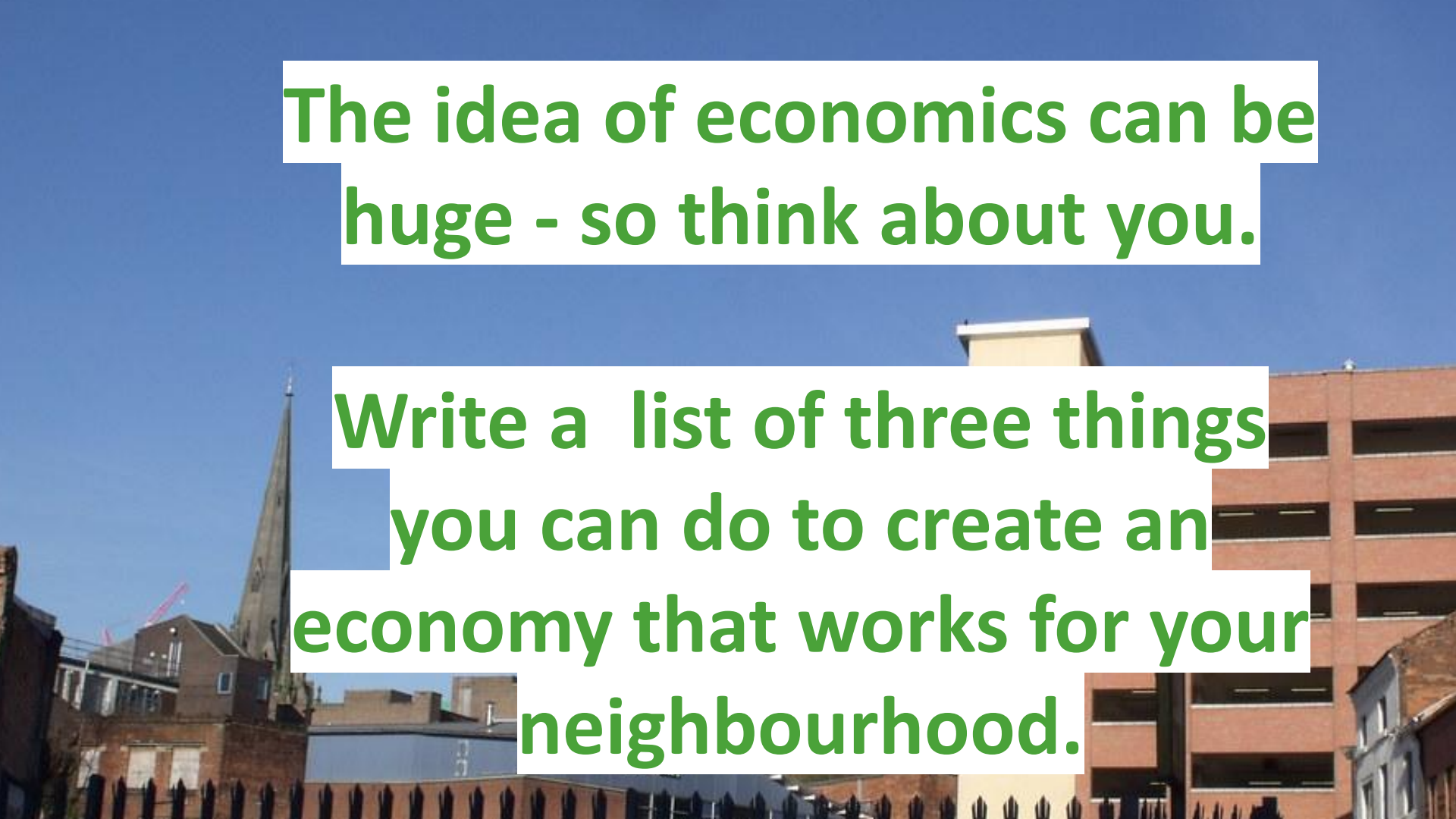
“We need to start with the transformation of the individual - ourselves - and from there we can change the world.”

General examples:

- **Training**
- **Frontline services**
- **Leadership projects**

Examples in Birmingham:

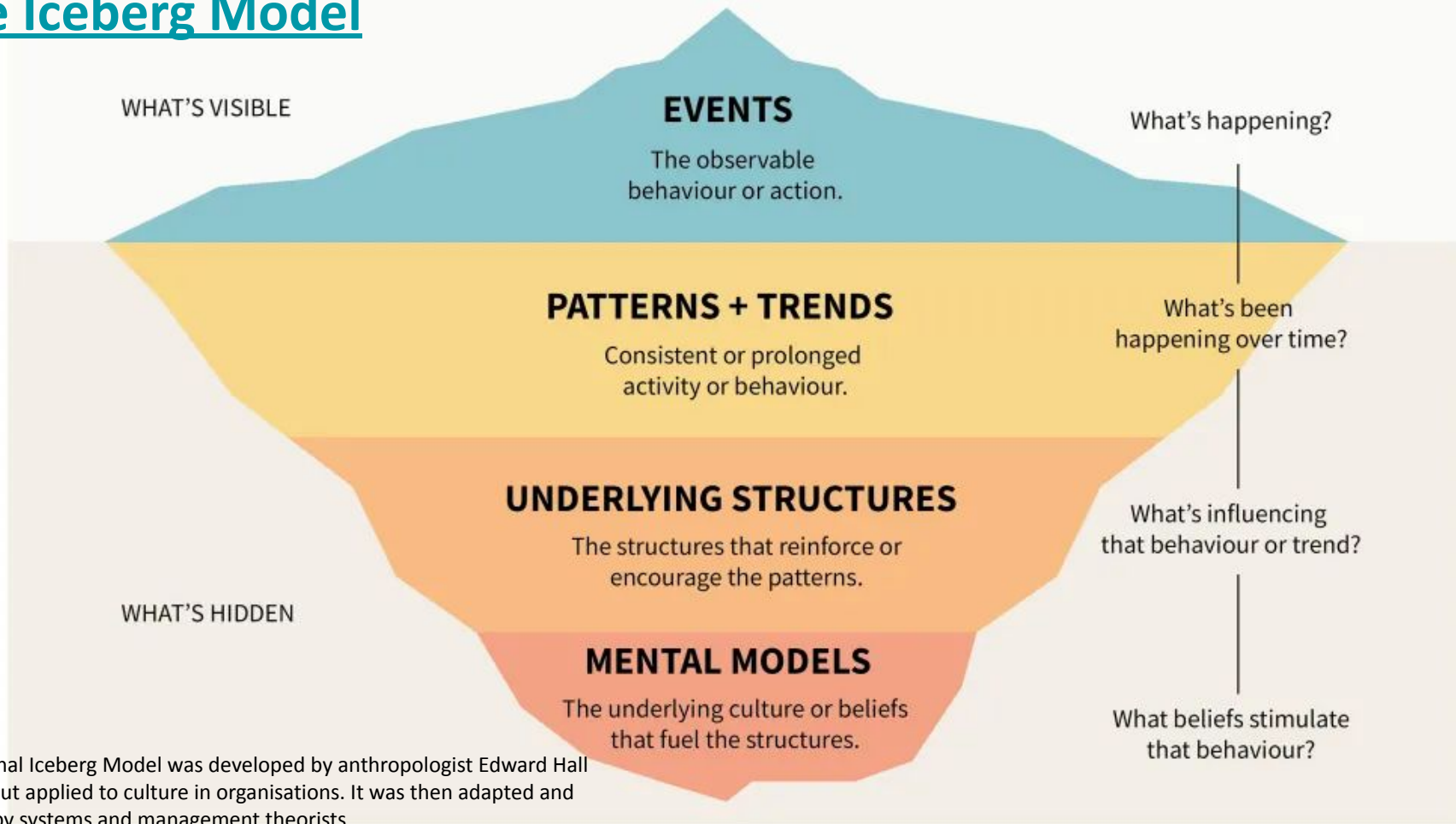
- **Poverty Truth Commission**
- **Shift Birmingham**
- **Community Reporting**

The background of the image shows a clear blue sky above a city street. On the left, a tall, dark church spire rises above other buildings. To the right, a large, multi-story brick building with many windows is visible. In the foreground, a black metal fence runs across the bottom of the frame.

The idea of economics can be
huge - so think about you.

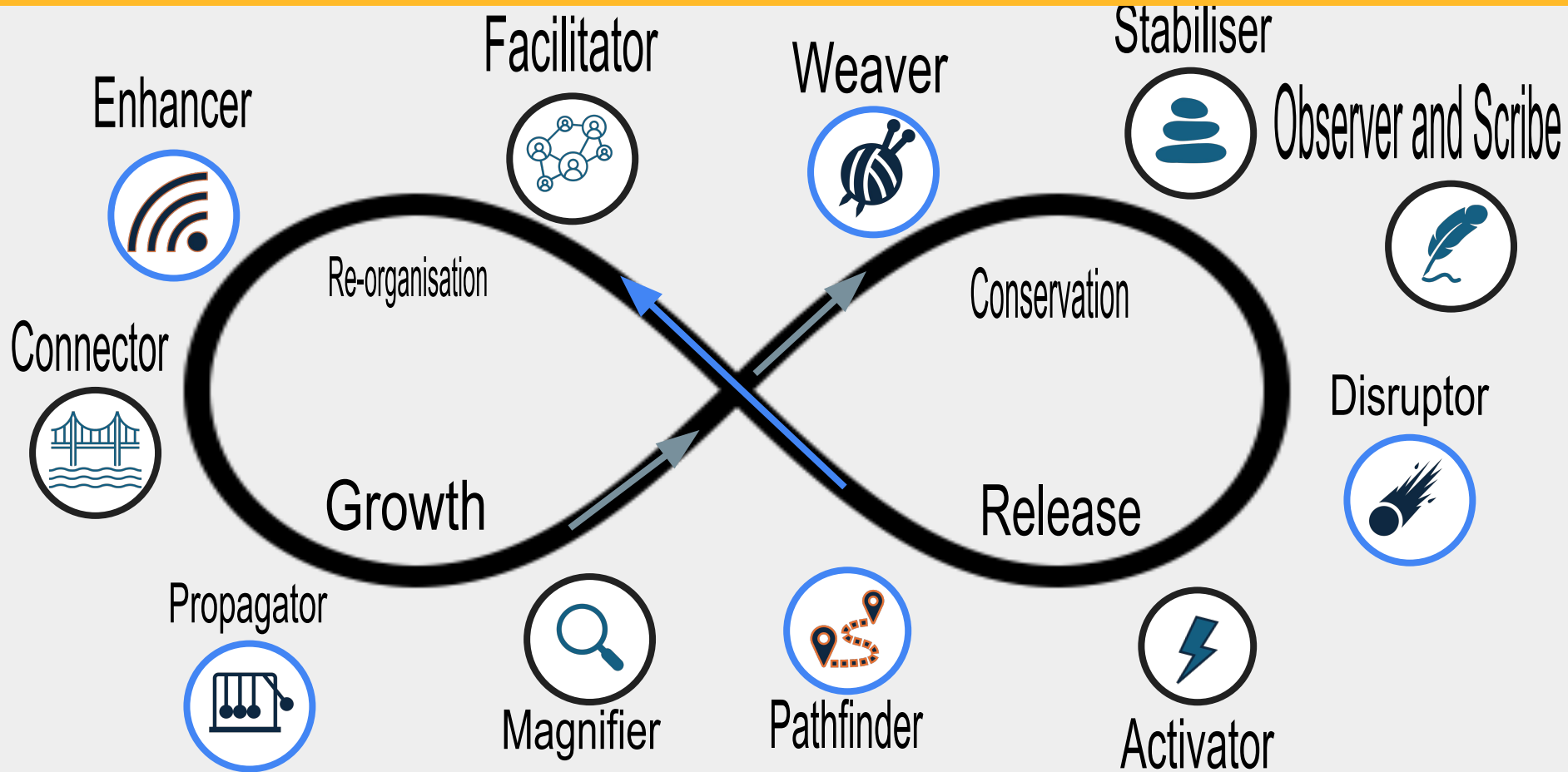
Write a list of three things
you can do to create an
economy that works for your
neighbourhood.

The Iceberg Model



The original Iceberg Model was developed by anthropologist Edward Hall in 1976 but applied to culture in organisations. It was then adapted and evolved by systems and management theorists

Roles in a System



Challenging Dominant Institutions

By challenging dominant institutions - such as governments and corporations - they can change life more significantly and for more people than by other means.

Organisations/initiatives that are campaigning, lobbying or advocating for change in policy and practice to reduce economic injustice/economic hardship/structural disadvantage rooted in economic injustice.

Challenging Dominant Institutions

“The dominant institutions in society have the biggest impact on our day to day lives, so we should prioritise challenging them in order to make the biggest impact.”

General examples:

- Campaign groups
- NGOs
- Charities
- Think tanks

Examples in Birmingham:

- The Equality Trust
- Trussell Trust
- Clean Air Justice Network
- Save Birmingham

Dominant Institutions - a working definition

An institution is an organisation founded for educational, professional, religious or social purpose.

Dominant institutions are powerful and have a lot of influence in society. They often define cultural norms, economic practices, legal frameworks, and social hierarchies.

Their dominance tends to be rooted in historical events and sustained through systemic reinforcement.



Jake Hayman
Distributing Extreme Wealth

Challenging dominant institutions in practice

In conversation with...



**Debbie Pippard,
Barrow Cadbury
Trust**



**Sean Farmelo,
Stirchley Bike
Foundry**



**Kathy Hopkins,
Save Birmingham**



**Karolina
Medwecka,
East Birmingham
Regeneration**

Building Alternatives

Alternative institutions and cultures create change by experimenting with alternative ways of doing and being in the world.

Organisations/initiatives that are building the new economy in practical ways, demonstrating alternatives to the dominant extractive model, strengthening the local economy and local communities.

Building Alternatives

“We need to create NEW systems and institutions as an alternative to the dominant ones. We need alternatives that reflect our values and vision.”

General examples:

- Time banks
- Worker cooperatives
- Communes
- Alternative currencies

Examples in Birmingham:

- CLES
- CIVIC SQUARE
- WMCA social economy growth hubs

Building Alternatives in our City

Jo - ind (West Midlands Ownership hub)

- **Voluntary and Open Membership:** Co-operatives are open to all, without discrimination, and membership is voluntary.
- **Democratic Member Control:** Each member has an equal say in decision-making, regardless of their contribution.
- **Member Economic Participation:** Members contribute equitably to the capital and share in the economic benefits of the co-op.
- **Autonomy and Independence:** Co-operatives are self-managed and maintain control over their activities and decisions.

Danni Ebanks - Civic Square

- Get to know your community and start with a cup of tea.
- Think about what you can do together that is low resource and light in time
- Think about your connected economic challenges that are impacting you all.
- How can you learn together, how can you build resources and skills together?
- Think about what's needed at a neighbourhood level can you start a skills swap / trade school?
- Prototype

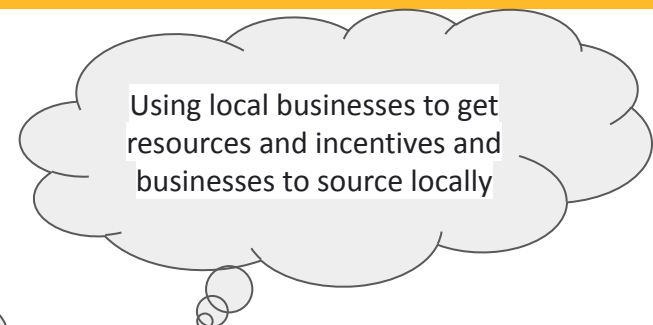
Building Alternatives: Collective Vision



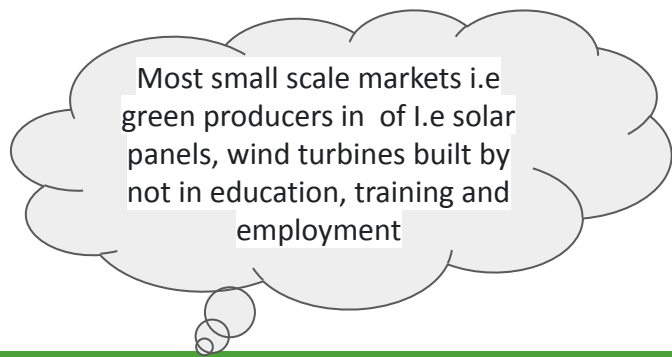
Experimenting developing
pilot projects and seeing
how they do



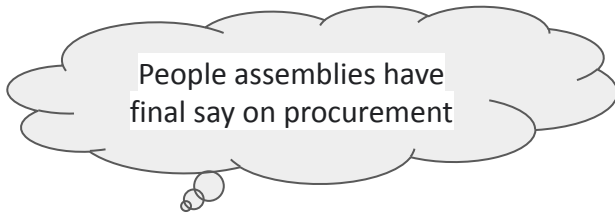
Impact coalition, long-term
and social environmental
impact fund



Using local businesses to get
resources and incentives and
businesses to source locally



Most small scale markets i.e
green producers in of i.e solar
panels, wind turbines built by
not in education, training and
employment



People assemblies have
final say on procurement



No longer having to rely on
active organisations that
care about only the bottom
becoming the safety net like
food banks

Break for 10 mins



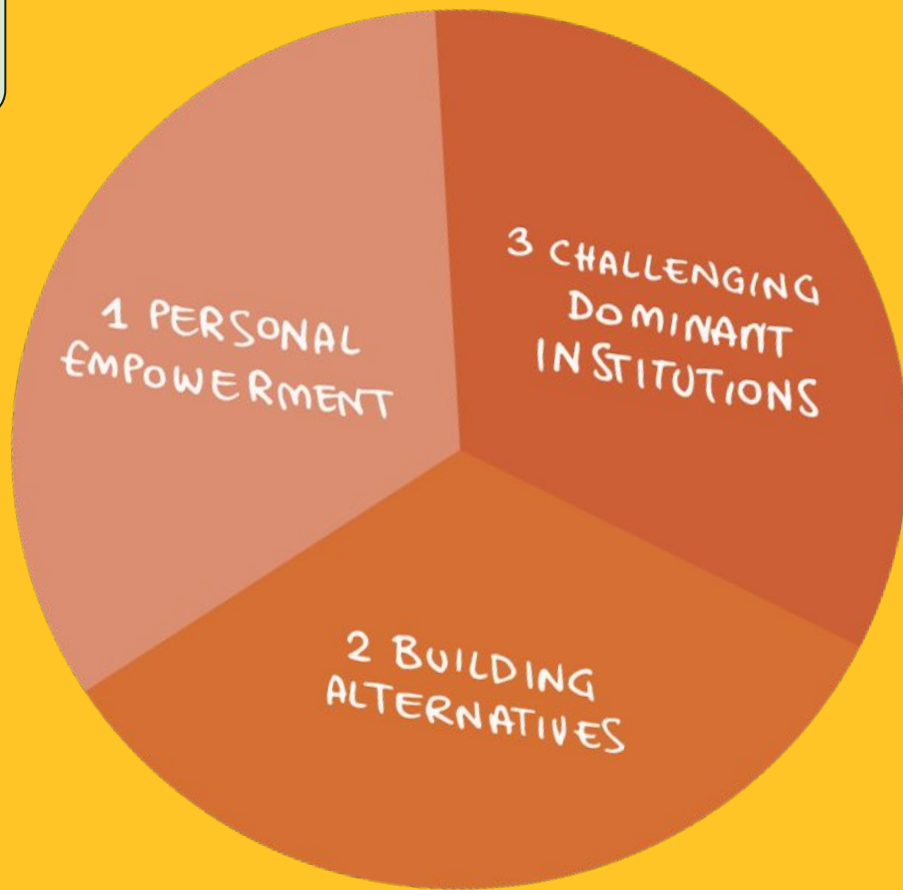


Constellating

Concentrate on the primary end that you or your organisation/group is trying to achieve

3 APPROACHES TO SOCIAL CHANGE

Go to that area!



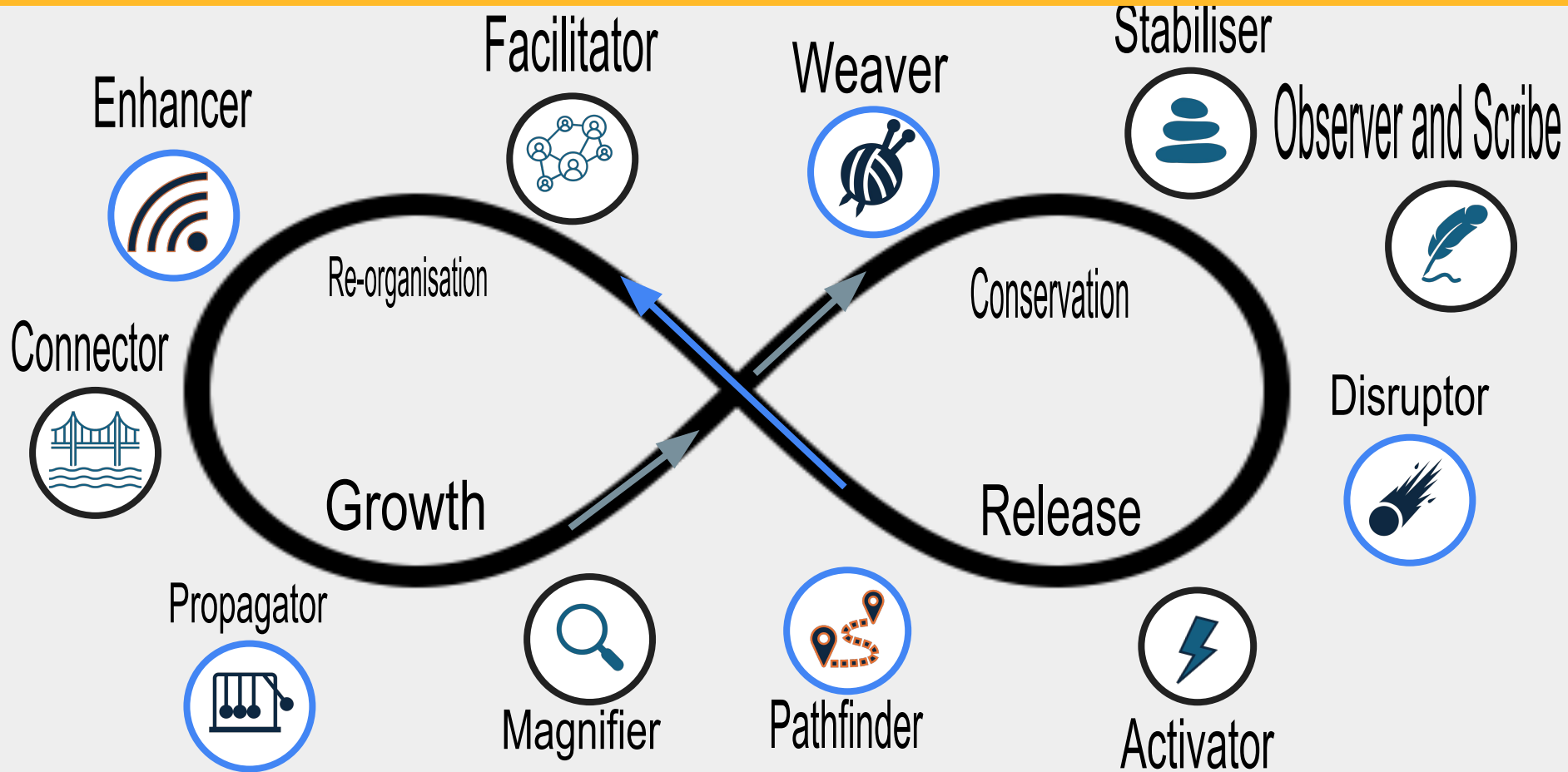
*What are you doing
in the field that
could be amplified /
built / supported by
other people?*



*Where do possible
connections or
collaborations exist
in your approach?*



Roles in a System





Next meeting is a celebration!

Date: Tuesday 27th May

Time: 10am - 3pm

Venue: Signing Tree,
Ladywood





Thank you
for your time
and energy!