

Dick Williams

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Consultant on policies and projects for the integration of immigrants and refugees. Focused on goal-driven, evidence-based solutions that deliver real outcomes. Specialist in local government strategies that enable immigrant and refugee communities to use their knowledge, skills and other assets to promote integration.

EXPERTISE AND SPECIALISMS

- Experience of working on integration in both local government and the voluntary sector
- Specialist expertise in immigration, asylum and integration policy at UK and EU level
- Expertise in the key policies and services that contribute to inclusion, including civil society, equalities, local government, employment, housing, education, community safety and health
- In-depth and up-to-date knowledge of data, research and other evidence on migration, migrant and refugee communities, integration and inclusion
- Knowledge of local government planning processes at national, regional and local level
- Experience of advocacy and influencing at all levels of government
- Track record of developing and managing projects in the following areas: research, capacity-building resources, guidance and information materials, integration strategies, services, organisational development and partnerships
- Experience of working with a wide range of stakeholders including international bodies, government departments, regional government, local councils, public services, research institutions, funders, the media, business, voluntary organisations and community groups
- Experience of working internationally and in multi-cultural settings
- Proficiency in Serbo-Croat, French and German.

EMPLOYMENT

Independent consultant

2012-present

Evidence-based policy and planning for integration and inclusion, advocacy, project development, grant-making and partnership development, including:

- Policy and advocacy consultant to the Open Society Foundations *At Home in Europe* project, including development of policy recommendations and advocacy strategies for a series of research reports on Somalis and white working class communities in European cities, grant-making and delivery of *At Home in Europe* advocacy strategies in Norway and Finland
- Policy, research, advocacy and project development consultant to the Refugee Council, including development of the Transition Services initiative for new refugees, research and advocacy on local government housing services for refugees and the development of mobile phone apps for refugees
- Project development consultant for Hackney Health Watch on engagement with and evidence gathering on migrant and refugee communities, including undocumented migrants
- Development of methodologies for using third sector data to help local government and public services address disadvantages in educational attainment, employment, civic engagement and other indices of inclusion and integration, including a scoping project for Tower Hamlets Council on developing a methodology for using third sector data in local authority planning
- Research for *Migrant Youth* by Migration Yorkshire, the strategic migration partnership for Yorkshire and the Humber
- Member of expert panel for Home Office research on social impacts of migration
- Lectures on influencing local government for the Evelyn Oldfield Unit's Research for Influencing programme for refugee and migrant organisations

Senior Policy Officer, Greater London Authority**2008-2012**

Provided policy analysis, strategy development and project management for the Mayor's Office, GLA and London Strategic Migration Partnership. Key achievements:

- Drafted final version of *London Enriched*, the Mayor of London's Refugee Integration Strategy
- Established the London Strategic Migration Partnership and Migrant and Refugee Advisory Panel
- Helped commission elements of the evidence base on migration in London: *An Evidence Base on Migration and Integration in London, A Survey of Refugees Living in London, Economic Impact on the London and UK Economy of an Earned Regularisation of Irregular Migrants to the UK*
- Delivered key elements in the Mayor's Integration Strategy, including the *Transition Services Statement* setting out key services provided for new refugees, housing information for new refugees and commissioning of *Right First Time: How UK Border Agency Officials and Legal Representatives Can Work Together to Improve the Asylum System*

Regional Development Manager, Refugee Council**2000-2008**

Managed the Regional Development Team and a national programme of refugee integration work focused on influencing policy and practice and supporting voluntary organisations working with refugees, including refugee-led organisations. Key achievements:

- QASRO, a quality assurance system developed by and for refugee organisations
- Contributions to the National Refugee Integration Forum and *Integration Matters*, the national refugee integration strategy as co-chair of the Community Development Subgroup
- *Developing an Infrastructure for Refugee Community Organisations and Other Frontline Organisations Working with Refugees*, a report for the Home Office's Active Community Unit
- Contributions to *Change Up*, the government's strategy for strengthening the voluntary sector
- Participation of refugee organisations in key regional and local multi-agency bodies
- Refugee Integration Fund grant and match funding for the Regional Integration Project
- Refugee Week events, media engagement and other communications work
- Regional and national events for refugee community organisations and other stakeholders
- *Working with Refugee Community Organisations - a Guide for Local Infrastructure Organisations*
- *Towards More Informed and Effective Funding for Refugee Community Organisations*

Regional Development Advisor, Refugee Council**1998-1999**

Provided policy analysis and advocacy and supported the development of regional and national refugee organisations in the UK. Key achievements:

- Led the Refugee Council's Regional Development Strategy
- Developed the cluster policy adopted by the Home Office in dispersing asylum seekers
- Convened and serviced the National Refugee Forum of regional and national NGOs
- Ensured appropriate voluntary sector participation in regional multi-agency consortia set up to coordinate the dispersal of asylum seekers
- Secured funding and subcontracting of asylum support services for regional organisations

Bosnia Project Inter-agency Co-ordinator, Refugee Council**1997-1998**

Governance and co-ordination for Refugee Council and partner agencies. Key achievements:

- Successful completion of Bosnia Project support for Bosnians with temporary protection in UK
- Drafted the Home Office's Contingency Plan for the Large-scale Arrivals of Refugees
- Facilitated commissioning of the Montserrat Project for islanders fleeing volcanic eruption

Development Worker and Bilingual Caseworker, Refugee Council**1994-1997**

Bilingual casework support to Bosnian refugees granted temporary protection in the UK.

EDUCATION

MA, Applied English Linguistics, University of Wisconsin-Madison, USA

BA, Psychology, University of Minnesota-Minneapolis, USA