

# Diversity News

## Winter 2015

### About the Diversity Trust

**The Diversity Trust is a not-for-profit organisation providing training throughout the UK on equality, diversity and inclusion.** We work across Avon and Somerset to implement research and

engagement. We are a partner in hate crime services across the region.

We'll write about these projects in our newsletters, so please subscribe to learn more.



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**Welcome to our Winter  
Diversity News.**

We've been busy bees over the last few months. We delivered training, which focussed on our core areas of equality, diversity and inclusion, as well as working to change health inequalities. You'll learn more about our training in this issue of Diversity News.

This is a special issue of Diversity News, which features Trans Awareness trainers and their brilliant work. You can read their biographies while learning how we can support your service to be more Trans aware and inclusive.

There's so much in the media about gender identity; celebrities coming out like Caitlyn Jenner and Kelly

Malone. However, there's cases of misgendering in prison services from the recent Tara Hudson case, at Bristol prison, to the tragic loss of Vicky Thompson, at Leeds prison. So our Trans Awareness Training will make you aware of the issues and guide you in supporting your transgender clients.

Our newsletter also covers our Domestic Violence and Abuse prevention project and how we work closely with Stand Against Racism and Inequality (SARI) to tackle hate crime. And we have news from Avon & Somerset Police about its campaign to raise awareness of male rape and sexual assault.

Our New Year brings two new reports about Domestic Abuse and Tackling Health



Inequalities for LGBT+ Communities. Subscribe to Diversity News and be the first to get our reports when they're published.

I'd like to take this opportunity to wish all our readers a safe and peaceful festive season and we'll see you in the New Year.

Berkeley Wilde  
Director  
Diversity Trust



# News in Brief:

## THT Activities Open Day

Those living with HIV explored a range of activities to support their health and wellbeing on Saturday 26 September at Hamilton House, BS1 3QY.



The event went very well, so it may run again.

To find out more or to take part write to Bonnie Holt at Terrence Higgins Trust on:

[Bonnie.Holt@tht.org.uk](mailto:Bonnie.Holt@tht.org.uk)



## Fundraising for Bristol Pride

**Bristolian child psychotherapist and photographer, Anna, will take your photo to raise money for Bristol Pride.** With your permission it will feature in a book and tell your story. To find out more contact Anna on:

Mobile: 07974 942621

Email: [anna.kalin@nbt.nhs.uk](mailto:anna.kalin@nbt.nhs.uk)

## 20 years of Freedom Youth

I was awarded with a beautiful bouquet of flowers for helping to start Freedom Youth 20-years ago! It's still supporting LGBTQ young people to find acceptance, to feel confident and then contribute and strive in our diverse communities. It was wonderful catching-up with those who used Freedom Youth over the years and to hear their incredible stories and achievements. We celebrated with a barbeque, circus acts, we had a resident DJ and presentations from people who helped set up and have kept Freedom Youth going. The young people who currently use Freedom Youth expressed what it meant to them in a powerful, emotional and joyful way. Well done Bristol! It was a great day to feel proud of what we've achieved so far.



## FREEDOM YOUTH BRISTOL

**Have you been involved in Freedom Youth over the last 20 years as a worker, as a young person, as a guest speaker?** If so, it would love to hear from you. It's collecting stories to publish in a book.

Contact : [freedomyouth@otrbristol.org.uk](mailto:freedomyouth@otrbristol.org.uk)

# Domestic Violence and Abuse Training and Consultancy



## **Domestic violence and abuse (DVA) affects people at every level of society, in every walk of life and of every social background.**

That means your clients, service users and your staff could be affected by DVA, whether or not if this is in your organisation's recognised core business.

If your organisation needs our help with domestic violence and abuse (DVA) prevention, we can advise and offer training. We work with you online and face-to-face to offer small and large training events and conferences. We can answer individual queries, audit your policies and procedures and improve access for anyone needing your domestic violence and abuse support.

## **Examples**

- ★ Training, single and multi-agency on awareness and understanding of the dynamics that operate in an abusive relationship (and post-separation)
- ★ Training and consultancy on all aspects of violence and abuse, including impact of culture and inequality
- ★ Reviewing policies and procedures
- ★ Consultancy on Domestic Homicide Review (Home Office accredited)
- ★ Developing campaigns with survivors

Independent Support Worker, Sara Ackrill, said:

*"I attended DV (domestic violence and abuse) training*

*today with Diversity Trust. I wholly recommend it and what a fantastic and mixed group full of emotional intelligence, experience and insight. Thank you Diversity Trust."*

Lesley Welch leads our Domestic Violence and Abuse consultancy and training. Click the link below for more details

<http://www.diversitytrust.org.uk/services/training-consultancy/domestic-violence-and-abuse/>

Our next newsletter will feature more examples about how our DVA services work.

# Equality, Diversity and Inclusion Training

**The New Year kick starts having better equality and inclusion in our services. We'll show you the way with our training. Services sometimes struggle to reach some of the people who need them. Our training will help make your organisation or business even more inclusive and accessible.**

Explore our exciting list of training sessions we offer below and then visit: [www.diversitytrust.org.uk](http://www.diversitytrust.org.uk) for more information. You can also save, print and share our flyers and posters and book your Equalities and Diversity training for you and your staff via our website.

## Safeguarding Sexual Orientation and Gender Identity

If you work with children and young people then this one-day course will benefit your work. You'll get an equalities and safeguarding overview. We'll analyse sexual orientation and gender identity, especially in connection with safeguarding children, young people and families.

## Gender Awareness

What is meant by sex and gender? Why is gender bias a problem? Who's gender bias against? We'll explore

**unconscious bias** and its **impact** on recruitment, employment, management, staff retention and when serving customers.

## Diversity in Practice

Is your service delivering for Lesbian, Gay, Bisexual and Trans people? Our half-day course explores key legislations, local research, barriers, best practice, monitoring and supporting sexual orientation and gender identity.

## Equality, Diversity & Inclusion in Practice

Our course brings us together to learn about:

- direct and indirect discrimination, harassment and victimisation, putting equalities into practice, cultural competence and unconscious bias. We'll have a safe learning environment to explore attitudes, beliefs and values.

Our training costs from £350 to £700. Visit: [www.diversitytrust.org.uk](http://www.diversitytrust.org.uk) to see our rates and to book your training. You can also call us on: 0844 800 4425

## Quotes

"Best equality and diversity training I have been on, thank you"  
*Kris Flanagan, Devon Integrated Children's Services*

"Thank you for bringing the subject alive and helping me to want to learn more"  
*Jenny Deakin, Devon CAMHS*



# Cheryl Morgan

## **I'm Cheryl Morgan, and I do Trans Awareness training with the Diversity Trust.**

My main qualification for this is, of course, being trans myself. That in itself is a huge step forward as far too often trans people have had to rely on others to make their case for them. However, I do have a lot of experience in running training courses as part of my main job as an energy economist.

While I'm very pleased to stand in front of clients and talk about trans issues, I think it is important that trans people should get public attention for other reasons as well. If people only see you talking about how you are a member of an oppressed minority, they'll only ever see you as a victim, and view you with pity rather than respect.

That's why I'm pleased to volunteer for Bristol's National Diversity Award winning radio station, Ujima Radio, where I help present the Women's Outlook show. I've also written a number of articles on feminist issues for the newspaper, Bristol 24/7.

One of the things I cover a lot on the radio is books. I have a lengthy career as a critic and editor in the field of science fiction and fantasy literature, including winning four Hugo Awards at the World Science Fiction Convention. I'm fortunate enough to have become friends with many high profile writers. I run a small publishing company, Wizard's Tower Press, through which I help budding local writers, and also established writer friends who have fallen out of favour with mainstream publishers.

If all that wasn't enough, I'm also co-chair of OutStories Bristol, a local history group that looks to uncover and preserve the stories of LGBT+ people in the Bristol area. I have a strong interest in the history of trans people. Few people realise that we have been around for the whole of human existence. All



that's changed recently is that the medical technology has improved.

I have plenty of opportunities to practice public speaking in all my extra activities. However, my interests in journalism and fiction help me a lot in developing ways in which to explain trans issues. Human beings are story-telling animals, and knowing how to construct an entertaining narrative is hugely valuable when I'm training you.

I use some of my trans history knowledge in our trans awareness training. It's relevant for us to know that being trans is a natural part of human variation, not a modern medical fad. The science fiction is much less relevant. But I like to think that through my work with the Diversity Trust I'm helping to bring about a future, which all members of the LGBT+ community are accepted and valued by the rest of humanity.

I was quoted in a Telegraph article about the Tara Hudson, Bristol prison, case on 28 October 2015. Here's the article, which covers Tara being placed in a men's prison because she lacked official documentation.

<http://www.telegraph.co.uk/women/womens-life/11960559/Tara-Hudson-Prisons-have-a-serious-problem-with-transgender-people.html>

# Lee Gale

**I deliver trans awareness and inclusion training across the UK, as well as advising you and writing your resources.**

I've worked with a wide range of organisations in different sectors. This includes healthcare, education, voluntary and charity organisations, council departments and housing.

I began working with trans communities in 2000 when I set-up a space for trans people to come together for peer support in a safe social environment, in Yorkshire. I still support individuals and groups, as well as raise awareness in the experiences of being a trans person.

I also created a service which runs weekends for people within trans communities. It explores identity and promotes body and sex positivity. I realised I had a talent for running workshops and training. I found I enjoyed passing on information to help others. I became aware I had knowledge of trans people's experiences and felt able to pass it on to those who had little information in this area.

My style of activism has always been 'let's have a conversation' and training expands on that. I think going to a session to talk through some of these things is really important. It gives people a chance to challenge themselves, to challenge their ignorance, to discover and learn.

Having an opportunity to do Trans-Awareness training I see people's thoughts shift during a session, I see them learn and understand, and I see the realisation come across their faces, which is incredibly rewarding.

It's so important that trans awareness training is made real for people and they can discuss issues, rather than sitting in front of a computer screen to complete a module



on equality and diversity. There's a lack of accurate trans information, and so our learning is so much more solid and positive with human interaction.

I like to make sure there's plenty of discussion and group work within my sessions and the chance for people to ask questions to explore their knowledge and understanding. I think it's also important to place trans people's experiences in context with non trans (cisgender) people's experiences. It's not just trans people who have a gender or experience discrimination because of the way they express their gender. Our gender affects all of us. Often being aware of supportive and inclusive practice for trans people creates a more supportive and inclusive space for everyone.



If you'd like more information about Lee's work visit his website at:

[www.tm-training.co.uk](http://www.tm-training.co.uk)

# Rosemary Taylor

**There are good reasons why all organisations today should have a better understanding of transgender issues. Here is a group of people who may be employees, customers, clients or patients who we are increasingly likely to meet in our working lives.**

Managing diversity in other areas has taught me that there's great value in understanding and working with all types of people who interact with us. There's also legal requirements to be non-discriminating.

It's easy to assume that issues of tolerance and poor treatment are a thing of the past with increasing media coverage of high profile transgender people, which makes us more visible. However, very few people can say they know someone who's transgender or know much about the issues we face. In fact, most people find the terms confusing, as there's a differences between transgender, non-binary and gender fluid.

Without some knowledge of the transgender world and all it's variations it's very easy to make mistakes. Misconceptions about who or what people are can be exposed very quickly when meeting someone new. Even worse are the biases and outright distrust that can cause distress, or worse, in those affected by it.

You may not know the transgender people around you. There might be a transgender man with no intention to reveal his background to his colleagues. Or perhaps there's someone who keeps that side of themselves very private and never wishes to go public. Both of these examples risk being discriminated by outward shows of transphobia or mockery in the workplace.

One example I came across was about



a health professional working in a NHS hospital. The hospital had a transgender patient who made it clear they wished to be regarded as female before they would set foot in a hospital unit. This was accepted as important to their wellbeing and treatment. The professional in question nevertheless made it clear that they disapproved and continued to insist on referring to the patient as "he", including to the patient's face. Within the hospital there was confusion and debate about which bathroom the patient should use despite one of the two bathrooms being used by both male and female patients.

As a transgender woman myself I could give information and background to teams and groups. I offer an opportunity for questions, which may not be asked outside our training. One team I trained had noticed an increase in transgender people coming to them, but they had little idea how best to approach them professionally. Many of their misconceptions were corrected in a single morning.

# Ruth's Story

**As a transgender woman, I began my transition in summer 2012, while I worked as a consultant for a small firm in Wolverhampton.** Although the company were generally very supportive, there were still minor issues, for example, being asked to use the disabled toilet rather than the ladies loo, which, in hindsight, I feel could've been handled better.

I now work as a lead software developer at a digital marketing agency in Birmingham, where I work on projects for a major automotive client. This is the first job where I was successfully interviewed as a woman. Within the last few months I felt confident enough to inform colleagues about my transition. Their reaction was overwhelmingly positive, which has really boosted my self-esteem.

Over the past year or so, I've presented a number of talks and workshops on technology-related subjects at local groups in the West Midlands, such as Staffs Web Meetup, Agile Staffordshire, and West Midlands Java User Group (WM-JUG). This has greatly increased my confidence in public speaking and presenting.

Therefore, my transition has really helped my communication, teamwork and confidence at work, as well as just being happy in myself at last.

Now I feel I'm in a good place. I want to give something back by helping others in similar situations to my own. They may not be as far on in their transition as I am, nor have the luxury of working with such an understanding and accepting group of people.



# Case Study

## My story from Hannah Jaine, Equality Manager at HMP Ashfield

**“HMP Ashfield is a Category C prison on the outskirts of Bristol. We have 400 beds for male sexual offenders, aged 21 up. They come from all over the UK, as well as a few foreign nationals. In the last two years I’ve worked hard to embed a culture of equality awareness, acceptance and understanding for both inmates and officers.**

“I’m extremely proud of what we’ve achieved as a team. Our Equality department in HMP Ashfield is vibrant and exciting, which staff and prisoners embrace. Our statement ‘Working together for fairness and equality for all’ sums-up all we hope to achieve. We have zero tolerance to all discrimination, aiming to create an understanding of differences rather than a culture of ignorance”.

### So what is Equality within HMP Ashfield?

You may have read our article about how our prisoners lead Equality Forums in the last *Diversity News*? Our forums meet monthly with their ‘Senior Management Team’ lead. They discuss their equality needs in the prison. The Equality forums also arrange monthly drop-in sessions for all prisoners, which is advertised so everyone knows about them. We’ll explain one forum group at a time in *Diversity News*.

Keep reading *Diversity News*. Each newsletter will showcase how each HMP Equality Forum works. You’ll gain insight about our Equalities practice, giving you food for thought for training, development, research and how you can use the Equality Act 2010.

### Real Voices – LGBT Forum Prisoner Contribution.

Real Voices is the forum which represents primarily gay, bisexual and transgender communities here at HMP Ashfield. However, our services are open to everyone.

The forum started on 8 October 2013 and its central focus is: Gender, Gender Re-assignment, Sexual Orientation and Same Sex Marriage & Civil Partnerships. Our mission statement is, “Acceptance through Education and Education through Understanding”. It’s our goal to achieve acceptance not tolerance for all gay, bisexual and transgender prisoners here.

Real Voices is also a peer support group, which aim to disperse any feeling of fear, isolation and shame. It assists like-minded GBT people to meet each other and feel comfortable in being themselves.

Each year we contribute towards several education, awareness and celebration activities for events. It includes International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), Holocaust Memorial Day, Equality Week, Black History Month and World Aids Day. We work closely with many community based LGBT+ projects that regularly visit the prison to support our events. We hold various charity events such as football tournaments, raffles and sponsored events to raise money for Bristol and South West based charities.



# Organisations we work with

## Stand Against Racism and Inequality



### **The Diversity Trust supports SARI's hate crime services as well as its conferences, events and workshops.**

The Diversity Trust talks to a range of services across the Avon and Somerset areas to help SARI arrange consultations and focus groups for testing its ideas.

SARI tackles discrimination and hate crime by hosting assemblies and workshops at schools and universities. It trains other services including police forces, housing associations and local authorities. It works closely with Black and Minority Ethnic (BME) communities and minority groups to challenge discrimination and hate crime.

Therefore, SARI (Stand Against Racism & Inequality), formerly known as (Support Against Racist Incidents) is a charity which supports and empowers victims of hate crime. You may experience discrimination caused by a protected characteristic you have, such as your race, faith, sexual orientation, gender identity, disability or mental health.

SARI works alongside its partners as part of Bristol Hate Crime Services (BHCS) to support victims of race and faith based hate crime in the Bristol area. This includes the Diversity Trust, LGBT Bristol, Brandon Trust and Bristol Mind.



SARI supports victims of any hate crime across Avon and Somerset. It's a part of the AVoice project, which supports and empowers victims by guiding them through the Criminal Justice System.

People can self-refer through SARI's website ([www.sariweb.org.uk](http://www.sariweb.org.uk)) by calling 0800 171 2272 or 0117 942 0060 or be referred through services such as Avon and Somerset Constabulary, Lighthouse Victim & Witness Care and from our Local Authorities.

Alex Raikes MBE, Director (Strategic) at SARI says "Stand Against Racism & Inequality (SARI) is working very closely with the Diversity Trust on several projects. They have been a fantastic ally to us in our quest for tackling hate crime; promoting cultural competency and addressing inequalities in general. They have been a pivotal partner in our Bristol Hate Crime Services collaboration bringing expertise into our

new services which responds to homophobic, biphobic and transphobic abuse faced by LGBT communities; they have supported our Hate Crime Services in South Gloucestershire and B&NES on steering groups; at training and awareness sessions and with complex cases; we have worked together on research into health inequalities in BME and LGBT communities in B&NES to ensure we reach as many people as possible; we have also been jointly working on Bristol ROADS programme – Recovery Orientated Alcohol and Drugs Services and most recently we are looking to do more together for Hate Crime victims in Somerset.

"This relationship has been hugely beneficial as we have shared learning, networks and creative ideas and most importantly we have together been able to offer increased results to the communities we serve".

To find our more visit: <http://www.sariweb.org.uk/>

# Avon and Somerset Police



**At Avon and Somerset Police we're raising awareness of male rape and sexual assault with the aim of encouraging more victims to come forward and ensuring the support is there when they do.**

Our campaign to improve services and increase reporting can be summed up in three words – Listen, Believe and Respect – and we'll use the hashtag **#ListenBelieveRespect** on our social media to promote it.

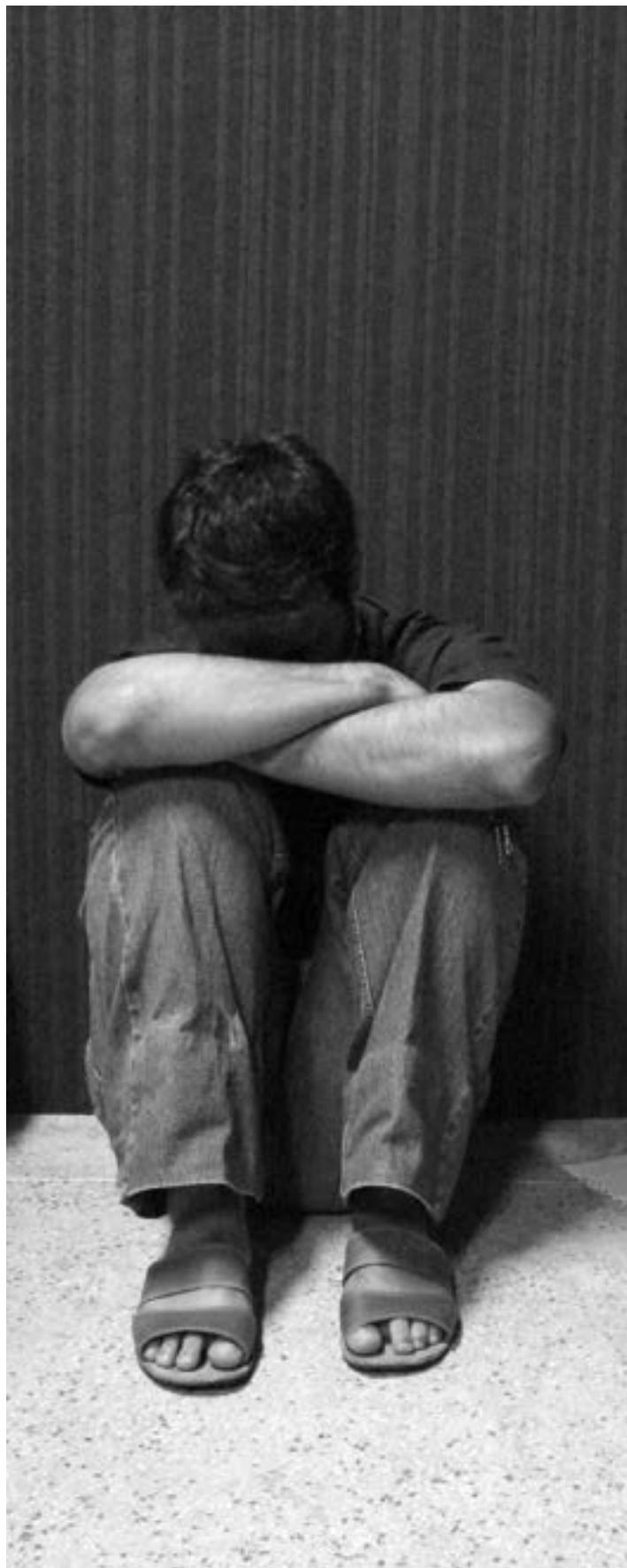
We want to encourage all victims of rape, sexual assault or attempted sexual assault to have the confidence to come forward and report offences. Our message is clear – if you've been a victim, you will be listened to, you will be believed and you will always be respected.

Figures produced by the National Crime Survey show there are around 75,000 men each year who are a victim of sexual assault or attempted sexual assault. The sad truth is that only 700 of these victims actually reported the incident to police.

## **So why do the Police see such few reports?**

When a man is the victim of a sexual assault or rape, there are a multitude of reasons why he finds it hard to come forward.

Society's view of masculinity and gender continues to make it difficult for people to view men as victims of rape or sexual assault. Men are often expected to welcome sexual advances, not view them as unwanted, rendering them less able to



identify a sexual assault when it happens, or unwilling to see themselves as a victim.

It's likely and normal for victims to experience feelings of anger and shame after sexual violence. The important thing for victims to come to terms with is that they're never to blame.

It's very common for male survivors to feel as if they should or could have done more to stop the offence from happening, as society and popular media consistently portrays men as being strong and able to defend themselves.

A recent study in the US found 71 per cent of adult male sexual assault survivors cited the reason that nobody would believe them as a reason for not reporting the incident.

There's an extra issue in that heterosexual male victims will often believe that a sexual assault or rape will mean they'll be considered as gay.

Offences happen to men regardless of whether they're heterosexual, gay or bisexual. This is not an area of crime which only affects the LGBT+ communities.

Raising awareness and encouraging male survivors to reach out for support may be challenging, but education regarding sexual abuse and demystifying misconceptions surrounding male rape is essential if we are to do this.

As a Force, we're committed to tackling the issue of under-reporting and we want to give victims the strength and courage to come forward.

Male rape and sexual offences form a key part of our Rape Strategy for 2015/16 and we're launching a high-profile campaign using traditional and social media channels to spread our message.

Since September 2014, we've carried out several months of research on the issue. We've issued press releases detailing our work to increase awareness. We've made sure our dedicated microsite [thisisnotanexcuse.org](http://thisisnotanexcuse.org) features a case study from a male victim. It also includes contact details of the networks and charities dedicated to helping survivors get the expert help and support they need.

There's a lot more to come during 2016. This includes the launch of advice and promotional campaign materials to be in LGBT+ venues across our Force area over the next few months.

If you want to follow the campaign, please follow [@ASPMikeSteven](https://twitter.com/ASPMikeSteven) on Twitter or visit the following websites and social media channels:

**#thisisnotanexcuse**

**#avonandsomersetpolice**



# Events:

## Preventing suicide in Lesbian, Gay, Bisexual and Trans+ Communities

We're taking part as a key note speaker in Mind's national conference about preventing suicide in LGBT+ communities. The conference is a joint effort between MindOut, Time to Change, and many other organisations in Bristol. The event is in Armada House, which is a beautiful grade II Edwardian building, which still has the character and charm from this period. The event is from 9.30am till 4pm, followed by your chance to talk to us in the networking drinks reception afterwards.

Our event aims to engage LGBT+ communities, service users, service providers, planners and funders in a positive way to address mental health needs and to reduce mental health stigma.

You may achieve better awareness in what triggers suicide in LGBT+ communities, therefore a need to offer LGBT+ tailored services. You may also gain an insight in how mental health needs are experienced differently and by different LGBT+ people and much, much more.

**WHEN: Friday, 29 January 2016 from 09:30 to 17:00**

**WHERE: Armada House Conference and Events - Telephone Avenue Bristol, BS1 4BQ GB**

**To Book: <http://mindlgbt2016.eventbrite.co.uk>**



## FREE Briefing Sessions for Health Professionals in Minehead and Frome

As a health professional you can get updated information about our LGBT+ Health Needs Assessments and improving access to health for Trans and Intersex patients. We're hosting our briefing sessions with Healthwatch Somerset on Tuesday 2 February 2016 at Minehead Community Hospital and Monday 8 February 2016 at Frome Community Hospital.

For more information and to book either or both workshops visit:

[http://www.diversitytrust.org.uk/system/assets/132/original/Healthwatch\\_17Nov15\\_3\\_.pdf](http://www.diversitytrust.org.uk/system/assets/132/original/Healthwatch_17Nov15_3_.pdf)

## Our Gender Identity Workshop in Devon

If you work in the health sector and wish to improve your service for Transgender people, we're hosting a Gender Identity workshop with Healthwatch Devon. It's on Thursday 25 February from 2pm till 3.30pm at the Royal Devon and Exeter Hospital.

To read more information and to book your place visit:

<http://www.healthwatchdevon.co.uk/events/gender-identity-workshop/>

## LGBT Manifesto Launch

Launch of the LGBT Manifesto event being held on: 23rd Feb 2016, 18:00-20:00 at: Trinity Centre, Old Market, Bristol.

<http://www.outbristol.co.uk/lgbtmanifesto>

## Launch of our LGBT and Domestic Abuse Report

Wednesday 9 March 2016, from 12.30pm at The Station, Silver Street, Bristol BS1 2AG

# Surveys

## Easy Read Health Survey for Bath & North East Somerset

**We have launched an Easy Read version of our Community Health Survey for Bath & North East Somerset.** A grant from Bath & North East Somerset Council has made our health survey possible.

In our survey we'll look at lots of different things like age, disability, gender, mental health and economic status. We'll also assess the differences for people living in rural areas.

The health survey will identify how we increase reporting to health services at the early stages of disease and ill-health, and will address health inequalities including addictions, anxiety and depression, mental health and suicide.

Anyone who lives, works or studies in Bath & North East Somerset can take part in the survey.

To download a PDF or Word version (to print) and a Fact Sheet telling you more about the survey visit:  
<http://www.diversitytrust.org.uk/news/2015/12/02/easy-read-health-survey-for-bath-north-east-somerset>





## Trans Awareness

In our special Trans Awareness issue of Diversity News we're replacing our usual key stats with key facts about the Tara Hudson case:

- ★ She has undergone six years of reconstructive surgery
- ★ She has lived her entire life as a woman
- ★ She has been medically declared a woman by her doctor
- ★ She has received hormone treatment
- ★ She has received treatment for depression
- ★ She has utilised care services from a social worker
- ★ She is being sent to a prison where HM Inspectorate of Prisons, when they carried out an inspection last year, said levels of violence had risen since their last visit and “were now considerably higher than in similar prisons”. The inspectors also reported that “not enough was being done to protect some vulnerable prisoners”.

## Quiz

**Create sentences in the following paragraph:**

I'm Cheryl Morgan and I do Trans Awareness training for Diversity Trust my main qualification for this is of course being trans myself that in itself is a huge step forward as far too often trans people have had to rely on others to make their case for them however I do have a lot of experience of running training courses as part of my main job as an energy economist that includes two years running the training department for a derivatives valuation software company in California





# Twitter

Hear what we've said recently:

## December 5

Do you live, work or study in Bath & North East Somerset? Take our health survey for @bathnes <https://www.surveymonkey.com/r/baneshealthsurvey> ...

## December 3

@cherlyMorgan did manage to mention @DiversityTrust during the Radio Bristol interview. Always happy to do trans awareness training for people.

## December 2

Free #LGBT #trans workshops for health care providers in Somerset <http://www.diversitytrust.org.uk/events/free-briefing-sessions-for-health-professionals-on-gender-identity-and-lgbt/> ... with @DiversityTrust and @HWatchSomerset

## December 1

Today is World AIDS Day 2015. Know the facts #HIV #AIDSDay #WAD2015 <http://www.independent.co.uk/life-style/health-and-families/health-news/world-aids-day-10-facts-about-the-condition-a6755596.html> ...

# Credits

## Our newsletter was:

Written by David Sully at  
Mr Pen – Content Management  
[www.mrpencontent.co.uk](http://www.mrpencontent.co.uk)

Designed by Caroline Duffy -  
ethical graphic designer and illustrator  
[www.carolineduffy.co.uk](http://www.carolineduffy.co.uk)

# Jargon Busters

**B&NES** - Bath and North East Somerset

**BME** - Black and Ethnic Minority

**Equality** - Creating a fairer society, where everyone can participate and has the opportunity to fulfill their potential.

**Diversity** - It literally means difference. Recognising individual as well as group differences. Treating people as individuals, and placing positive value on diversity in the community and in the workforce.

**Inclusion** - Giving everyone equal access and opportunities and getting rid of barriers, discrimination and intolerance.

**LGB and Trans** - Lesbian, Gay, Bisexual and Trans

**LGBTQ** - Lesbian, Gay, Bisexual, Trans and Questioning

**Add LGBT+** - Lesbian, Gay, Bisexual, Transexual, Asexual, Intersex and so on

**Trans** - Trans is an umbrella term for people whose gender identity and /or gender expression diverges in some way from the sex they were assigned at birth.

**SARI** - Stand Against Racism and Inequality

# Our Services

**Training and Consultancy:** We can help you serve the community where those who need you can access you. We cover cultural competence, research, policy writing, audits and reviews and so on.

**Research and Development:** We tailor our 'equality, diversity and inclusion' research so you have better access and inclusion in your organisation.

**Filming:** We can project manage or facilitate promoting your 'equality and diversity inclusion' on film. You can choose a web ready format or a full DVD package.



## For more Information:

**Call:** 0844 800 4425

**Visit:** [www.diversitytrust.org.uk](http://www.diversitytrust.org.uk)

**Email:** [info@diversitytrust.org.uk](mailto:info@diversitytrust.org.uk)

**Twitter:** <http://twitter.com/DiversityTrust>

**Facebook:** <http://www.facebook.com/DiversityTrust>