

Diversity News

Issue 10

The Youth Issue

About the Diversity Trust

The Diversity Trust is a non-profit private limited company, supplying high quality, bespoke training and consultancy on equality, diversity and inclusion across the UK.

We work with diverse communities and partner organisations to;

- ★ research and engage;
- ★ tackle and prevent hate crime;

- ★ tackle and prevent domestic violence and abuse; and
- ★ reduce health inequalities and substance misuse

Across the South West and West of England and beyond.

To learn more about us, subscribe to our newsletter at:

<http://www.diversitytrust.org.uk/>


The Diversity Trust
Influencing Social Change

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**Our Autumn 2017
Newsletter is here!**

In this issue, you'll notice our work in South Gloucestershire going from strength to strength with new projects. Our projects include our LGBTQ+ Equality Network receiving grant-funding from South Gloucestershire Council to increase its regional work. We launched an LGBTQ+ film for schools. And we'll launch a new South Gloucestershire LGBTQ+ website in October 2017. I'll also update you on our new partnership work with Southern Brooks Community Partnership and with our existing partner at Stand Against Racism and Inequality (SARI) charity.

We celebrated Bristol Pride and Weston-Super-Mare Pride during the Summer while promoting our Trans Health Survey and our local hate crime services. You'll see my review in this newsletter.

Sadly, my partner and I were the victims of a homophobic hate crime while we celebrated our wedding engagement in Cambridge this summer. Read more about our experience on page 4. You can also read the latest report from Stonewall, showing a 78 per

cent increase in LGBTQ+ hate crime or incidents.

We have an update from Mindline Trans+ Helpline. Run by the charity Mind, the helpline is being rolled out nationally after a successful pilot project in Bristol and Taunton.

We have a special World News feature from Roberto Kabaka in South Africa who runs an organisation called Programme for the Welfare of Children (PWC). We're helping Roberto's organisation with our LGBTQ+ support.

Read our newsletter editor's writing in Plain English tip. The Care Quality Commission (CQC) is now assessing you in making your information accessible. If you need our 'accessible information' training please get in touch.

You can also learn how to empower your organisation with our equality, diversity and inclusion training, including specialist training on domestic violence and abuse, hate crime, gender identity and LGBTQ+.

We're getting social, visit our new Diversity Trust Instagram and YouTube Channels:

Instagram: [https://](https://www.instagram.com/diversitytrust/)



www.instagram.com/diversitytrust/?hl=en
Youtube: https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ

And stay updated by liking us on Twitter, Facebook and LinkedIn:

Follow us on: Twitter <http://twitter.com/DiversityTrust>
Facebook: <https://www.facebook.com/DiversityTrust/>
LinkedIn: <https://www.linkedin.com/in/diversitytrust/>

Enjoy the Autumn, happy Diwali, Halloween and Samhain. I look forward to working together to make our communities fair, equal and inclusive.

To book and explore our training email: info@diversitytrust.org.uk or visit: www.diversitytrust.org.uk

For updates sign-up to our newsletter at: www.diversitytrust.org.uk

News in Brief:

Send us your news

We launched our newsletter, Diversity News, in May 2015. It's a roundup of our news and impact for making services fair and accessible for everybody, while creating a culturally competent workforce, which serves the whole community. This means everyone across the UK will get the timely and tailored help and support they need. Our newsletter is read by commissioners, managers and others working in councils, health and support services, the police and charities, so we believe your news and adverts will reach your intended audiences. We'll support you in getting your news out there, especially

if it matches the equality, diversity and inclusion themes and key messages in our newsletters. You only need to send 350 words along with your exciting images and logos. However, we aim to follow the Writing in Plain English Guidelines as much as we can. Therefore, we're happy to edit what you send.

Here's what the extra adverts will cost. The first price is text only and the second price is for an advert designed: £5/£25 - quarter page £8/£38 - half-page £14/£54 - full page

Compared to most community newsletters these are bargain prices,

perfect for promoting your Annual General Meetings, your events and conferences, recruiting staff and volunteers and so on.

Payment: Please send your cheques to:
The Diversity Trust, PO Box 5189, Somerset BA6 0BN

You can also pay online by making a donation at <http://www.diversitytrust.org.uk/donations/>

Telephone: 0844 800 4425
Email: info@diversitytrust.org.uk Private Company Limited by Guarantee.

Registered in England and Wales. Company Number: 08141031

Bristol and Weston-Super-Mare Pride 2017

We celebrated Bristol Pride and Weston Super Mare Pride this year. In Bristol, we joined our partners LGBT Bristol and Stand Against Racism and Inequality (SARI). Our local Healthwatch also joined us for recruiting people to do our Trans Plus Health Survey. The Alphabets LGBTQ+ youth group we set up in South Gloucestershire marched with Freedom Youth and Space YP (LGBTQ+ youth projects in Bristol and Bath). The Bristol Pride festival site was full-to-capacity by 2.30pm, giving us plenty of opportunities to promote, raise awareness, consult and engage.

In Weston Super Mare Pride we spent the day with our good friends from SARI talking



to people about the hate crime service we supply together in the area.

News in Brief (continued):

Stonewall Report

Stonewall recently published a report about hate crime. The number of lesbian, gay, bisexual and trans people experiencing a hate crime or incident in the last year because of their sexual orientation and/or gender reassignment rose by 78 per cent. To read the report visit:

<https://www.stonewall.org.uk/comeoutforLGBT/lgbt-in-britain/hate-crime>

Southern Brooks Anti-Hate Crime Ambassadors Programme



Southern Brooks Community Partnerships, a community charity in South Gloucestershire has Home

Office funding for training young people as Anti-Hate Crime Ambassadors. The pupils will peer support and educate their communities at school, at home and throughout their lives.

The charity's excellent work led to pupils at Abbeywood School winning the South Gloucestershire Council Chair's award for volunteering.

The charity's Anti-Hate Crime Ambassador Coordinator is representing Southern Brooks in our LGBT+ Equality Network meetings. And we're exploring working together on some of our Hate Crime and LGBT+ youth projects. Watch this space, some exciting stuff coming soon.

In the meantime, here's more information about Southern Brooks Anti-Hate Crime Ambassador's work.

<https://southernbrooks.org.uk/anti-hate/>

Subscribe to our YouTube Channel

We have a channel on  Youtube, where you can watch our recent videos. And please tell us what you'd like to see.

Please subscribe and share our videos. Not only will it spread the word, but advertisers may pay us if we start getting over a thousand views. This means an extra income for funding our work so we can benefit you and your organisation(s).

Subscribe to our YouTube Channel at.

https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ

I got engaged to my partner!



We celebrated our announcement on 17 August in Cambridge. On our way back to the hotel that evening a driver in a white

van aggressively revved his engine at us by the pedestrian crossing. The driver and passenger shouted homophobic assaults "poofs" before driving off. Little did they know their Hate Crime was aimed at the wrong person! It was fully reported and we had an extremely positive, supportive and empathetic experience from both the Avon & Somerset and Cambridge police service.

If you're the victim of any hate crime or hate incident please report it. It's easy to do online. The more information you have about the perpetrator, for example their vehicle details or a description, the easier it is for the police to make an arrest. You can report any incident online.

Stop it. Report it. Stay safe:

<http://www.report-it.org.uk/home>

News in Brief (continued):

We're in the News

Before Bristol Pride 2017 I appeared on Made in Bristol TV - talking about LGBT+ youth, hate crime, discrimination and why we still need LGBT+ Pride.

https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ

I then featured on BBC Radio Bristol with my Co-Director and Trans Awareness trainer, Cheryl Morgan. It gave us an opportunity to talk about our work, discuss Trans issues and dispel some myths.



Diversity Trust Training

We can make your service(s) more equal and inclusive for your customers and staff with our training at the Diversity Trust. Our training will show how you can access and benefit our diverse communities with more tailored support. We have courses on Equality, Diversity and Inclusion, LGBT+, Transgender awareness, Gender awareness, creating Easy Read documents, Achieving Cultural Competence and so on.

Please explore our training menu below, so you can support and help more people.

You can also visit: www.diversitytrust.org.uk for more information. And you can save, print and share our flyers and posters and book your training online at: <http://www.diversitytrust.org.uk/services/training-consultancy/overview/>

Achieving Cultural Competence

Our course covers key equality, diversity and inclusion themes, but we'll apply these themes in your organisation to help you to achieve cultural competence. Therefore, our course will analyse the key themes and what they mean in practice. It will also include an overview of equalities legislation, we will look at the barriers faced by equalities communities, and explore embedding what we learn into practice.

http://www.diversitytrust.org.uk/system/assets/155/original/culturalcompetencyflyer_feb16.pdf

Diversity in Practice

Is your service delivering for Lesbian, Gay, Bisexual and Trans (LGBT+) communities? Our course explores key legislation, our research, barriers to access, best practice, monitoring and supporting gender identity and sexual orientation.

<http://www.diversitytrust.org.uk/system/assets/172/original/diversity4.pdf>

Equality, Diversity & Inclusion

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 our own and others' attitudes, beliefs and values.

http://www.diversitytrust.org.uk/system/assets/146/original/EDI_jan16_1_.pdf

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.

<http://www.diversitytrust.org.uk/system/assets/141/original/GenderAwareness.pdf>

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

Quotes

"Thank you so much. Presented beautifully. Thought provoking and so informative. Captured my attention - which usually wanes a lot! Thanks."

"Highly valuable training. Opened my eyes. Thank you."

"Enjoyable day which went very quickly - made you think of your own service and ways to improve or redesign."

"Thank you very much. I found it really fascinating and it's really broadened my awareness of the subject and made me think a lot."

Dave's Top Tips on Writing Clearly – Some writing myths

We're not being writing rebels or 'getting down with kids' by breaking some grammar rules, we're simply highlighting some grammar myths.

You can start a sentence with **and**, **but**, **because**, **so** or **however**. I noticed well written newspapers, such as the Somerset County Gazette, often start sentences with these words. However, you don't notice, because it's so well written and easy on the eye. And you can use the same word twice in a sentence if you can't find a better word.

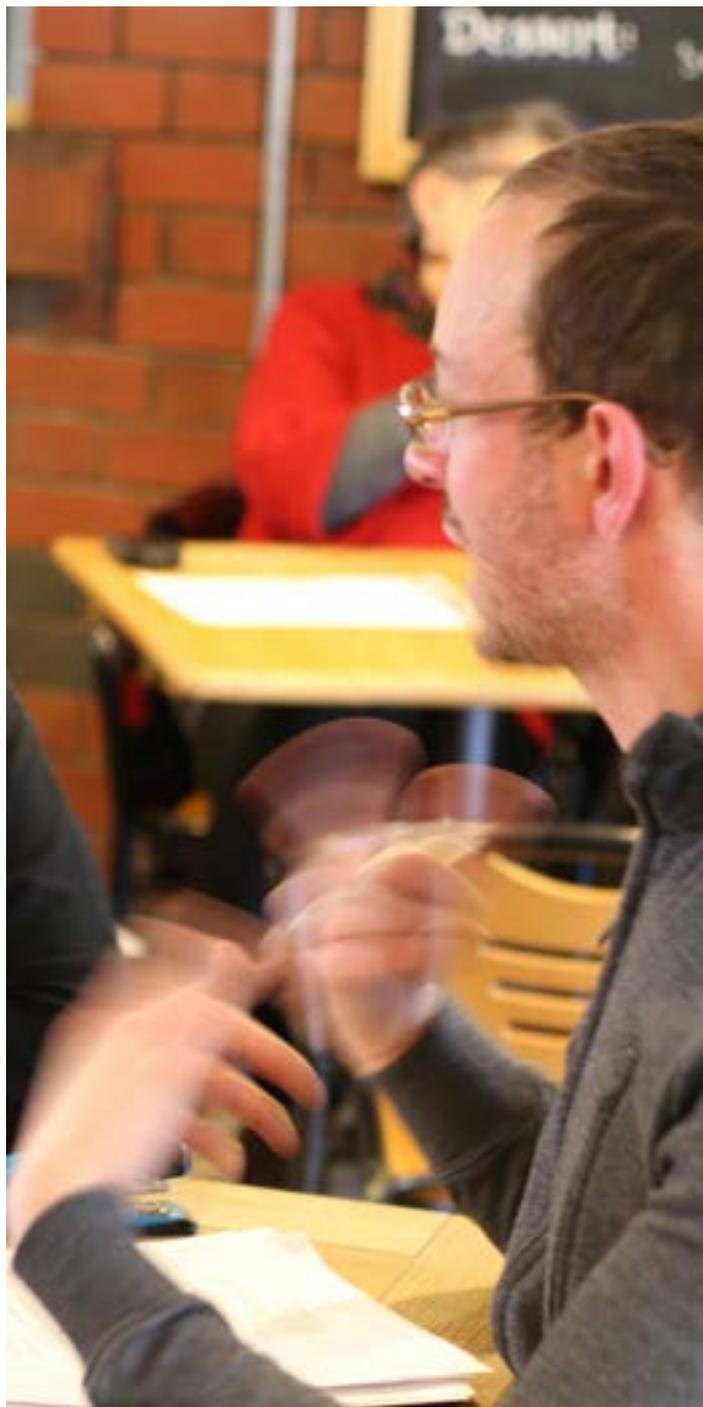
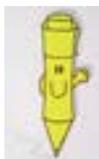
Here's a few recent articles from Somerset County Gazette:

http://www.somersetcountygazette.co.uk/news/15498073.Will_this_road_be_open_by_Friday_after_being_closed_for_a_year/

http://www.somersetcountygazette.co.uk/news/15496919.Kids_play_area_gets_makeover_from_volunteers/

We're not suggesting you break these so-called rules all the time – only when it makes sense and if it makes the sentence flow better.

Happy writing.



In response to demand Mindline Trans+ Helpline is now available nationally

After testing a new Transgender helpline in the South West, Mindline Trans+ Helpline will launch nationally.

Mindline Trans+ Helpline is a confidential helpline for people who identify as Trans, non-binary or gender fluid. It offers a safe and non-judgmental space to talk about your feelings and any challenges you face. It can offer valuable support while waiting to access other services.

It's jointly run by mental health charities Bristol Mind and Mind in Taunton and West Somerset. And it was first made available to residents in the South West of England from February 2017. Following its success, and with the support of Mind's Equality Improvement team, the helpline is now being made available across England, Wales, Scotland and Northern Ireland.

Liz Sorapure, who coordinates the service at Bristol Mind, says, "Often just being able to have a chance to talk to someone, who is not going to judge you, tell you what you should or shouldn't do can be very supportive and empowering. Our Trans+ volunteers who answer the phones, may be familiar with some of the experiences people sometimes talk about, this in itself can feel less isolating".

Linda Ling, Mindline Trans+ Project Manager, says, "Thanks to the hard work and dedication of our fantastic helpline volunteers we have been able to expand our service to support Trans and non-binary people nationwide. There is a shocking amount of discrimination and misunderstanding directed towards Trans & non-binary people and I am proud to be in a position to be able to support them."

Alessandro Storer, Equality Improvement Manager at Mind, says "The reality is that more than four in five of transgender people

have considered suicide and 50 per cent have actually attempted suicide, compared to an average of less than six per cent in the wider population. This helpline gives us a chance to create an important safe space for Trans and non-binary people to talk about their mental health and wellbeing, and offer the support and guidance they need to stay well and help manage their mental health."

About Mindline Trans+ Helpline

- ★ It is confidential listening service for people who identify as Trans, Agender, Gender Fluid or Non-binary:
- ★ Call: 0300 330 5468
- ★ Open: Mondays and Fridays 8pm to midnight
- ★ Run by Trans, non-binary, LGBTQ+ and our Allies.

For more information please contact either:

Mind in Taunton and West Somerset 01823 334 906 or Bristol Mind on 0117 980 0381

Email: MarcLewis@mindtws.org.uk or mindline@bristolmind.org.uk

Web: <http://mindtws.org.uk/trans-plus/> or www.bristolmind.org.uk



The banner features a blue background with a white telephone handset icon on the left. The text 'Mindline Trans+' is prominently displayed in white and blue. Below this, the phone number '0300 330 5468' is shown in large white digits. The opening hours 'Open Monday & Friday 8pm-Midnight' are written in white. At the bottom, a blue box contains the text 'We listen, support and provide information for those who identify as Trans, their Family and Friends.' and the website 'www.Mindline.org'. A 'MEMBER' logo is also present in the bottom right corner.



South Africa has a complex and diverse history regarding LGBT+ rights. A combination of South African tradition, colonialism and the lingering effects of race inequality influenced the legal and social status of LGBT+ people in Africa.

South Africa has seen progress since ending the apartheid and race discrimination by 1991. It was the first country in the world to outlaw discrimination based on sexual orientation. And South Africa was the fifth country in the world, and the first in Africa, to legalise same-sex marriage. Same-sex couples can also adopt children jointly and arrange IVF and surrogacy treatments. However, LGBT+ South Africans still face social stigma, homophobic violence, and high rates of HIV/AIDS infection among young and general LGBT+ populations.

Roberto Kabaka founded a small international not-for-profit organisation called, 'Programme for the Wellbeing of Children' (PWC). It's a human rights and social welfare organisation, which supports vulnerable children and marginalised young people, such as LGBT+ youth, in Africa. PWC won't stop until we live in a world where everyone regardless of nationality, gender, sexual orientation or status lives in dignity and harmony. As a regional organisation PWC works in the following countries:

- ★ South Africa
- ★ Rwanda
- ★ Burundi
- ★ Democratic Republic of Congo

Therefore, PWC was able to support the relief efforts during and after the 2008 and 2015 xenophobic attacks against foreign nationals. Several PWC activities took place;

- ★ offering translation services
- ★ reuniting lost refugee children with their parents

- ★ preventing illegal deportation and arbitrary arrests of foreign nationals; and
- ★ campaigning against the attacks

PWC has influenced national policy regarding LGBT+ youth and child sex trafficking issues in southern Africa. PWC promoted 'it gets better' messages, which was particularly important for LGBT+ youth. This message gave marginalised LGBT+ young people hope, courage and emotional support that they're not alone and many people and organisations value them. The message helped alleviate or decrease the rate of suicide among young people. Often when young LGBT+ people face discrimination, homophobia at school, university or in the community not knowing how to cope may lead to suicide.

Through debate and talking with LGBT+ young people in South Africa we can make a positive impact and save lives. The Diversity Trust is supporting our work for improving the lives of LGBT+ young people in South Africa.

Berkeley says: "I spoke to Roberto a few times on Skype. We're hoping to campaign together for raising HIV and AIDS stigma awareness and discrimination among LGBTQ+ youth here and in Africa. We're exploring funding opportunities to support a joint project with the International HIV and AIDS Alliance. Look out for updates as we progress our projects together."

For more information about PWC and to make a donation visit: <https://programwca.org>



LGBT Education in Schools! Creating a Community for Everyone

We made a short film to raise awareness about how LGBTQ+ young people experience their schools. The film will support schools and pupils in creating an environment where no one's disadvantaged by their gender identity and sexual orientation. Merlin Housing Society grant funded the Diversity Trust to do a series of events with local schools and this made our film possible. We made our film with Matt Hemson from the Therapeutic Media Company.

Visit the Therapeutic Media Company website at: <http://www.therapeuticmediacompany.com>

A huge 'thank you' to everyone who took part in our film, including the Director for Children, Adults and Health, and the teachers and staff working in our schools. We're grateful and proud of every LGBTQ+ young person who gave their very personal stories.

Special thanks goes to Alphabets LGBTQ youth group, Brimsham Green School and Lakers School in Gloucestershire.

If you're in the office and reading our newsletter, put the kettle on, grab some headphones and watch our film, it's only 10 minutes long at:

<https://www.youtube.com/watch?v=8o1hthhfUPM&t=54s>

Liz Jones, Lakers School, says "This is fantastic and very well made. So grateful for all your support, I know I feel very reassured since being able to tap into your knowledge that we can better support our fantastic young people."

Cam Kinsella, Merlin Housing, says, "I couldn't be more proud of what you have achieved. Positive, engaging and thought provoking. Well done to you all! Merlin are better as an organisation for having you involved with us."

Claire Willis, Merlin Housing, says, "You all have done such an amazing job - professional, educational and something I know will have a positive impact. Very proud to say we have supported you through funding with this."

Peter Murphy, Director for Children, Adults and Health, South Gloucestershire Council, says "I thought the film was very good - strong content and good professional production."



Partners we work with – Bristol Community Health (BCH)

Community Navigators Bristol launch: Connecting older people with their community.

Older people in Bristol will get a boost to their wellbeing through an exciting new service that helps them connect more with their community.

Community Navigators Bristol offers free signposting and support to older people who want to feel less isolated by doing more in their local area. Friendly, trained ‘navigators’ will make contact with older people, get to know them and share information about what’s happening where they live. Whether it’s meeting people, becoming more active, rekindling old hobbies, volunteering or learning something new, the community navigator can point the older person in the right direction.

If the person needs extra support, the community navigator can come along with them when they try something for the first time. They can also support the older person with any concerns that they have about getting out and about - including safety, transport or money worries – by connecting them with other community and health services to tackle these problems.

The service, which provides short-term support for older people over 50, is completely free. It is available to people in their home or via phone appointments. It is funded by Bristol Ageing Better (BAB) and run by a partnership of trusted local organisations.

“Loneliness is thought to be as harmful for our health as smoking 15 cigarettes a day - and according to Age UK there are 1.2 million older people in England who are chronically lonely,” say Laura and Gemma, the two Community Navigator Coordinators for the Bristol-wide service. “Connecting

people with their community can give huge benefits to long-term health and wellbeing. We hope that through our network of local community navigators we’ll be able to transform the lives of people who are currently feeling isolated from their own communities.”

How to get support

If you are over 50 and you’re feeling lonely or isolated, get in touch with Community Navigators Bristol. You can also make a referral on behalf of someone you know.

- ★ North Bristol: call Laura on 0117 9515751 or email laura.t@northbristoladvice.org.uk
- ★ Central, East or South Bristol: call Gemma on 0330 838 2588 (local rate number) or email gemma.holden1@nhs.net.
- ★ Visit www.communitynavigators.org.uk.

About the Community Navigators Bristol partnership

Community Navigators Bristol is funded by Bristol Ageing Better, a programme dedicated to reducing isolation and loneliness among older people in Bristol. It is run by a partnership of trusted local organisations combining their community expertise: Bristol Community Health and North Bristol Advice Centre (lead partners), Ambition Lawrence Weston, Avonmouth Community Centre, Barton Hill Settlement, The Care Forum, Shirehampton Community Action Forum, Southmead Development Trust and Southville Community Development Association. If you would like to be a volunteer for the Community Navigators Bristol service, please get in touch via the details above.



My Story

LGBT+ Communities and Mental Health by Pete Connor



The 1967 Sexual Offences Act, sometimes known as the “partial decriminalisation of homosexuality”, has been in the news a great deal recently. While growing up in the 1960 / 70s, I couldn’t see a way for LGBT+ rights and visibility to progress. Despite significant advances, LGBT+ campaigner, Peter Tatchell, points out that true equality for LGBT+ communities was and remains a long way off. LGBT+ people still experience prejudice, discrimination and mistreatment and the mental health of many suffer significantly as a result.

As a gay man, I always had a personal and direct interest in LGBT+ equalities and mental health. Professionally, my involvement goes back to 1985, following my university graduation, when I volunteered

for a Gay Neighbourhood Association in Boston, USA. I met for the first time people living with HIV, then known as GRID or Gay Related Immune Deficiency. I was shocked, scared, and angry at the levels of ignorance and mistreatment. So, I continued my involvement in this work when I returned to the UK. For thirty years I worked for Aled Richards Trust and later Terrence Higgins Trust, as a counsellor and manager. During this time, I’ve seen great changes in the HIV field, medically and socially. However, ignorance and prejudice clearly remain for people living with HIV and AIDS as well as for LGBT+ communities.

Funding cuts this year meant that services for people living with HIV in Bristol were reduced and reshaped. So, I launched

my own psychotherapy, counselling and supervision practice. I offer a general service, while specialising with:

- ★ LGBT+ populations
- ★ sexuality
- ★ physical illnesses, including cancer and HIV
- ★ spiritual and transpersonal issues.

More general client issues include anxiety and stress, depression, self-esteem, relationships, loss, trauma, addictions, old patterns of behaviours, life stages and transitions.

I trained through The University of Bristol and the Psychosynthesis Trust and have been qualified for almost thirty years. My approach integrates different therapy methods, drawing on a variety of skills and techniques. Every client is unique. So, writing, drawing, keeping a journal, working with dreams and other creative methods may be part of the work. Developing a collaborative relationship, underpinned by empathic understanding, acceptance and genuineness, is key. I'm influenced by Carl Rogers, Carl Jung, Roberto Assagioli, Alice Miller, Viktor Frankl, mindfulness meditation, and contemporary trauma theorists.

Psychosynthesis is a specific type of psychotherapy. It aims to integrate and harmonise all aspects of the person, mind, body, feelings and spirit, to move towards more authentic and fulfilling ways of living. Psychosynthesis supports resolving internal struggles and draws from Western psychology as well as Eastern philosophies, including mindfulness and visualisation. It recognises the uniqueness of each person and does not require a particular belief system.

As well as counselling and psychotherapy, I

offer clinical and non-managerial supervision for counsellors, psychotherapists, managers, coordinators and others working in helping professions. Specialisms again include LGBT+ issues, sexual health, physical and mental health settings, and the not-for profit sector, as well as statutory services.

Clearly not everyone can afford private therapy. Some free or low-cost alternatives do exist in Bristol. However, it's surprising that a city of this size and diversity still doesn't have an LGBT+ Centre.

While we celebrate fifty years of decreasing prejudice and inequality, less direct but perhaps just as damaging discrimination remains for LGBT+ individuals and communities. By working with the Diversity Trust we can make sure LGBT+ people can access the right mental health support and therapies they need. This will help to reduce the higher numbers of LGBT+ people experiencing mental health issues compared to the general population.

For more information or to explore working together, please visit my website at www.peteconnorpsychotherapy.com or contact me on: 07391 251476.

Berkeley says: "I worked with Pete at the Aled Richards Trust and the Terrence Higgins Trust for almost 10 years in the 90's and 00's. Pete is an excellent counsellor and supported many of the people I worked with over the years. It's great reconnecting with Pete again. Please do consider referring your clients and service users to Pete."

Grant News

David, our copywriter, secured a small grant from Comic Relief Community Cash funding from the Quartet Community Foundation. This means David can buy fitness equipment for his group that delivers fitness classes for people identifying as LGBT+. The class runs every Monday from 7pm at Hamilton House, Stokes Croft, Bristol, BS1 3QY. The venue has a café / bar downstairs, perfect for socialising afterwards.

David only charges a small amount per class, so it's accessible for most people. CoExist, which manages Hamilton House, gives David a discount for hiring its dance studio on the second floor. The grant award means David won't charge extra for buying the equipment needed for meeting everyone's fitness goals. As the LGBT Fitness Class is a community group and not a charity, we are holding David's grant in our LGBT Bristol Forum charity bank account.

The LGBT Fitness Class offers another way for uniting LGBT+ people together through an interest in getting or being fit. We heard it's a very bonding experience, as everyone is experiencing and achieving getting fit and healthy together.

David says "In an age of social media, people living longer and diverse cultures in Bristol - having LGBT+ community groups supports bringing people together. I read some research. It said people are more likely to keep exercising if they feel a sense of community, friendship and belonging, which we encourage. My vision is decreasing social isolation, supporting people in meeting their fitness goals, while allowing a space for friendships to form within our LGBT+ community."



South Gloucestershire LGBT+ Equalities Network.

Following CURO's small grant South Gloucestershire Council extended our funding until April 2018 for developing an LGBT+ Equalities Network in South Gloucestershire. We discovered South Gloucestershire needed an LGBT+ Equalities Network on 22 May 2016 during our hate crime workshops with SARI at Kingswood Civic Centre.

Before each LGBT+ Equalities Network public meeting we have a planning meeting, which includes:

- ★ Diversity Trust (as the lead)
- ★ SARI (Stand Against Racism and Inequality)
- ★ South Gloucestershire Council
- ★ CURO and Merlin Housing Society
- ★ CVS South Gloucestershire
- ★ University of the West of England (UWE)
- ★ Southern Brooks Community Partnerships

And we're encouraging more organisations and services to join us, so we truly represent South Gloucestershire.

We're making local services and organisations aware of Pride events and other LGBT+ events, such as International Coming Out Day on 11 October and the

Trans Day of Remembrance (TDoR) on 20 November. They could have a stall or endorse these events on social media, to show their support, which represents their LGBT+ friendly and welcoming services in South Gloucestershire. Our next LGBT+ Equalities Network public meeting is on Monday 9 October at Kingswood Civic Centre. It's an opportunity to highlight LGBT+ role models, mental health and wellbeing and LGBT+ best practice. For example, we'll invite speakers from the Police, NHS, local charities, businesses and schools and so on.

The public meeting will focus on coming out, positive mental health and creating a safe space within organisations for LGBT+ people. It's also a chance for us to launch our new South Gloucestershire LGBT+ web pages.

We'll update you about the meeting on Monday 9 October in our next newsletter. In the meantime, please contact us for more information and to get involved.

<https://www.eventbrite.co.uk/e/south-gloucestershire-lgbt-equality-network-tickets-37871246919>



Advertorial: A virtual support service

No matter what stage you're at. Annie will help you with your social impact.



Are you a service or business passionate about making a positive difference in the community? Annie Moon offers a full back office and sometimes front office service, which covers business planning, social media, Personal Assistant, webinars, event organising and so on. All delivered virtually. Annie runs a Virtual Assistant service called, Be The Difference. Her 25+ years of working for not-for-profit organisations inspired Annie to give you a tailored service where she can understand your business on a deeper level.

Starting from a young age, Annie has always volunteered, so supporting the voluntary sector is deeply ingrained in Annie's work. As soon as Annie qualified as a youth and community worker she spent over two decades in and around the third sector.

Annie did grassroots roles, eventually managing a volunteer programme right through to strategic partnership roles supporting the third sector infrastructure.



Annie connects at a deep level with people's passion and commitment to make a difference. Annie skilfully includes your passion into a business plan, which is fully functioning and sustainable. Annie's personal passion is supporting emotionally abused mums. She speaks from her personal experience and in the knowledge that it's often a taboo subject, hidden and poorly understood for many reasons. This unplanned part of Annie's life (the abuse) caused Annie to step back and review her



world. For five years, Annie chose to focus on developing her own successful virtual assistant business (online executive assistant with additional skills e.g. social media, event planning).

Annie's personal and professional experience gave Annie the tools for creating her Be the Difference Virtual Assistant business, which helps others to change the world for the better.

If you need help – from your business plan, social media to PA support – Annie can help you with:

- ★ Social impact strategies and delivery
- ★ Non Government Organisation (NGO) Expertise
- ★ Project Management
- ★ Events and Webinar
- ★ PA Support
- ★ Social Media
- ★ Research
- ★ Tech Savvy – forever learning!
- ★ And lots more...

Work packages

Packages are designed to make sure

that you, the philanthropist or social entrepreneur, can realistically achieve what you'd like to do. We'll work together to break this down into a manageable work flow. Both the 5 and 10-hour packages are designed around your current goals. We'll review these together on a monthly basis and update the agreed tasks accordingly.

Here are two sample packages to give you an idea of what your package may include. Of course, your specific needs may be different to this.

Sample Package 1 (5 hours/month) - £200

- ★ 2 hours – research 3 best practice case studies
- ★ 1 hour – list 5 ideas for blog posts
- ★ 1 hour – review / set up your social impact strategy
- ★ 1 hour – diary management to set up meetings with key industry players

Sample Package 2 (10 hours/month) - £350

- ★ 2 hours – research 3 best practice case studies for achieving your business / service goals
- ★ 2 hours – list 5 ideas for blog posts, draft 1 blog post
- ★ 1 hour – review / set up your social impact strategy
- ★ 1 hour – diary management to set up meetings with key industry players
- ★ 3 hours – 1 stage planning for webinar
- ★ 1 hour – updating your LinkedIn profile to achieve your business / service goals

For tailor made and one-off packages, please get in touch to discuss your perfect package.

Laura Riley, CEO - Mums in Need (www.mumsinneed.com) says

“Annie has been a very involved and committed volunteer with Mums in Need (an ambitious, start-up community-based

organisation supporting mums who've been emotionally abused). All her input has been conducted virtually which has been incredible as she's been able to create real impact for Mums in Need (MIN).

“Her focus has been on both strategic and practical input. On the strategic front, she's helped shape MIN's aspirations to effect change at a national level through establishing a network of key influencers e.g. the CEO of Women's Aid.

“On the practical front, she has used her extensive not-for-profit expertise to develop a sound organisational infrastructure to ensure that MIN can develop sustainably. As a start-up, she's been able to use her experience to offer appropriate support, advice and encouragement to both myself, key volunteers and the Trustees.”

For more information contact Annie Moon on:

Email: hello@BeTheDifferenceVA.com

Website: BeTheDifferenceVA.com

Twitter: [@TheDifferenceVA](https://twitter.com/TheDifferenceVA)

Facebook: <https://www.facebook.com/BeTheDifferenceVA/>

Are you a man 65+ years?

Do you identify as gay or bisexual?

Are you currently single or living alone?

How do you stay connected to others?

What advice could you give to other men about tackling loneliness?

We'd like to hear from you if you are interested in talking to us about staying connected to others and combating loneliness in later life. We are seeking to interview men (65+) who **identify as gay or bisexual and are single or living alone.**

If you are interested in taking part in a one-off research interview please contact us. We can travel to you and meet at a time convenient to you. We offer a **£20 store voucher** to say thank you. We want to better understand the formal and informal ways in which older men (65+ years) from different groups maintain social connections in later life and combat loneliness.

Please contact for us for more information:

By phone: 0117 3310 640 (to speak to Paul)

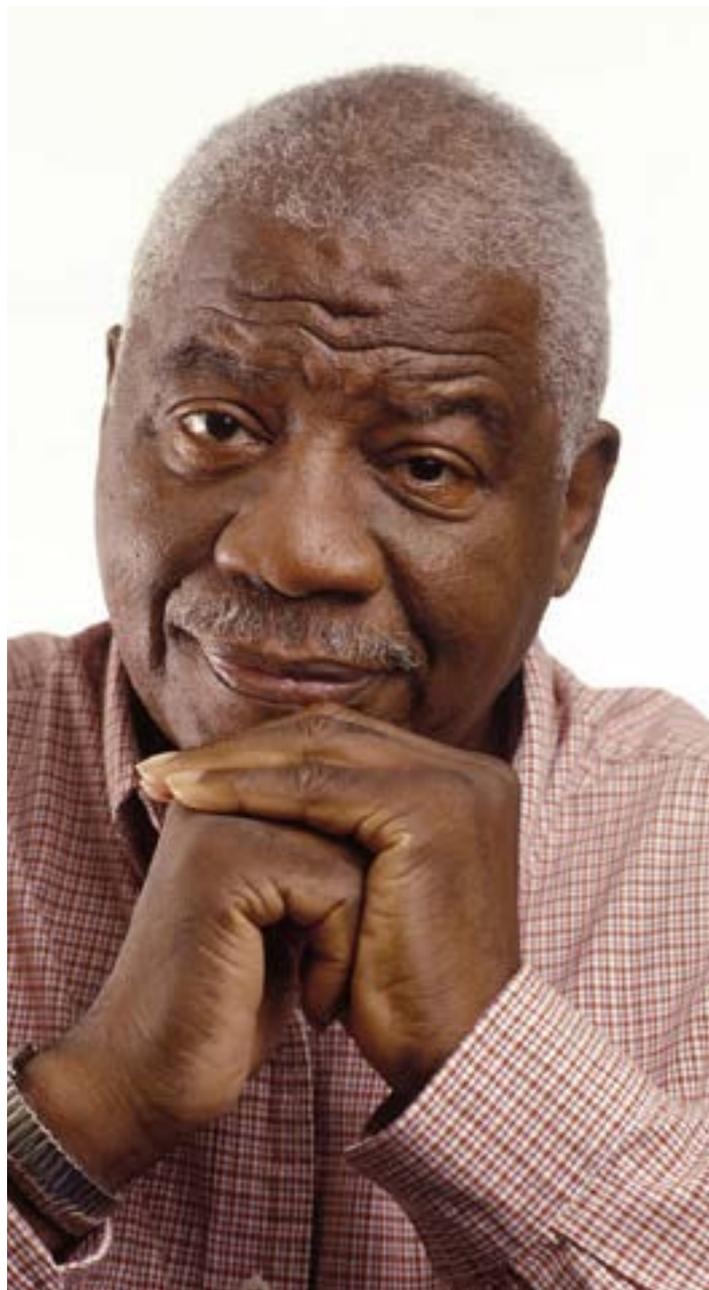
By email: omam-project@bristol.ac.uk

By post: Paul Willis c/o OMAM project, 8 Priory Road Bristol BS8 1TZ

Older men's experiences of seeking social engagement and combating loneliness in later life.

A research project at the University of Bristol

Funded by the NIHR School for Social Care Research



Report Overview and Key Statistics

Our reports – LGBTQ+ Youth

Each newsletter gives you a Diversity Trust research report insight. Below highlights our LGBTQ+ young people findings. To read the full reports please click on the links below.

LGBTQ Young People in South Gloucestershire Report – February 2015

CVS South Gloucestershire, Merlin Housing Society and South Gloucestershire Council supported our research about LGBTQ+ young people in South Gloucestershire.

By February 2015 we reported:

- ★ 74% of LGBTQ young people have experienced name-calling;
- ★ 45% have been harassed, threatened or intimidated;
- ★ 56% have deliberately harmed themselves, known as self-harm;
- ★ 23% have attempted suicide;
- ★ Substance misuse is 2.5 times higher than the general population of young people.

Similar to the national picture, the report highlighted an urgent need for further work to support LGBTQ+ young people in respect of bullying and mental health. Since the report we've launched an LGBTQ+ youth group called Alphabets. Rolled out LGBTQ+ school assemblies, where we spoke with 2000 young people in Years 7-11, and recently launched an LGBTQ+ Equalities Network, as well as creating LGBTQ+ health and schools films. We're still working with our partner organisations to expand our exciting work, so South Gloucestershire is really fair and equal for every LGBTQ+ community member in the area. Keep reading our newsletter for updates about our on-going work.

Berkeley says: "This research explored the

experiences of LGBTQ young people living in South Gloucestershire, highlighting areas where current policies and practices may be improved. We are particularly keen that issues such as ensuring staff in education receive LGBTQ awareness training to ensure young people are treated with dignity and respect whilst in school and college."

To read the report visit:

http://www.diversitytrust.org.uk/system/assets/199/original/SG_LGBTyouth3.pdf

Our other reports since 2014

LGBTQ+ Young People: Review of Sexual Health Services in Somerset report – January 2015

- ★ We found that LGBTQ+ young people are more likely to experience anxiety, depression, self-harm, suicidal ideation and have higher levels of smoking, alcohol use and substance misuse. This is likely to be linked to stress from isolation, bullying and harassment. Homophobic, biphobic and transphobic bullying is common in schools across the area and can be aimed at anyone who does not conform to a gender or sexual identity norm (whether they are 'out' or not).
- ★ There's no data on chlamydia diagnoses among LGBTQ+ people aged 15-24. However, men who have sex with men are 11 times more likely to have chlamydia than their heterosexual peers, which suggests that chlamydia rates may be higher among young gay and bisexual men. Around half of lesbian and bisexual women have never had a sexual health screening, which again suggests that they may be at higher risk of late diagnosis of chlamydia.

Recommendations:

- ★ We recommend schools and colleges have sex and relationship education, which includes positive and supportive discussion on gender identity, sexual orientation, same-sex relationships and sexual health.
- ★ Make sure school and college websites have sexual health information pages with links to local providers including CASH Clinics, GU Medicine, Terrence Higgins Trust, 2BU Somerset and pages on both gender identity and sexual orientation information.

http://www.diversitytrust.org.uk/system/assets/200/original/SP_2.pdf

LGBT+ Health and Wellbeing in Bath and North East Somerset report – November 2014

- ★ Young people (aged 16-24) were significantly more likely to have sought medical help for anxiety and depression than older adults
- ★ Younger LGBT+ people (aged 16-24) were more likely to have injured themselves than older adults. Those identifying with minority sexualities, such as bisexual and pansexual participants, and lesbians appear more likely to self-harm than gay men.
- ★ Some young people at school reported disapproval from some teachers and school nurses as well as from some of their peers. Several young people reported that the professionals who were supposed to support them in challenging bullying thought they were responsible.

Recommendations:

- ★ We recommend training for teachers, school nurses, health and social workers who have regular contact with young people, so they're able to support LGB and Trans young people effectively.

http://www.diversitytrust.org.uk/system/assets/202/original/BANES_report_8.pdf

Evidence for Change report - September 2016

This report aims to improve LGBT+ access to health services in Bristol. The programme was funded through the Healthwatch Community Pot, and the Diversity Trust were commissioned to do a Health Needs Assessment, focusing on the specific health inequalities experienced by LGBT+ people.

Recommendations:

- ★ We recommend enabling schools to challenge homophobic, biphobic and transphobic bullying, harassment and victimisation
- ★ Support schools to engage with LGBT+ services, particularly local LGBT+ youth services
- ★ Increased support and services for Trans young people, for parents of Trans youth and for youth with a Trans parent
- ★ Increase homelessness agencies awareness that LGBT+ young people can experience homelessness following coming out to their families

http://www.diversitytrust.org.uk/system/assets/189/original/Diversity_Trust_Report_2016.pdf

Dates for your diary

Event: LGBTQ Youth Cafe

Date: Every last Sunday of the month. Next dates Sunday 24 September, Sunday 29 October 2017 and Sunday 26 November

Venue: Yate. For the exact location please contact us.

Time: 7pm till 9pm

Why you should go? If you're age 13 to 19 and LGBTQ we have an LGBTQ youth café for you. We meet for peer support, information and socialising.

To contact us: write: info@yatearmadillo.co.uk call: **01454 869 441** and or join our closed Facebook group <https://www.facebook.com/groups/LGBTQyate/> More information <http://www.diversitytrust.org.uk/events/lgbtq-youth-cafe-open-in-yate/>



Event: New Social and Support Group in Bristol for LGBT People with Learning Disabilities

Date/Time: Please contact for information

Venue: Watershed Media Centre, Canon's Road, Bristol City Centre

Why you should go? The group is an opportunity to meet old and new friends in the LGBTQ community for information, support and friendship. It's for people with learning disabilities who live, work or go to college in Bristol.

Telephone: Tracy 07876 814592 to find out more

More information <http://www.diversitytrust.org.uk/events/social-and-support-group-in-bristol-for-lgbt-people-with-learning-disabilities/>

Event: South Gloucestershire LGBTQ+ Equalities Network public meeting

Date: Monday 9 October 2017

Time: 5.30 - 8.30pm (evening)

Venue: Kingswood Civic Centre, High St, Bristol BS15 9TR

Why you should go? Let's work together to improve access to local services for LGBTQ+ people in South Gloucestershire.

Contact: Tel: 0844 800 4425 Text: 07747 752 454 Email: info@diversitytrust.org.uk

More information: <https://www.eventbrite.co.uk/e/south-gloucestershire-lgbt-equality-network-tickets-37871246919>

Twitter

August 15

Great to be working with colleagues from the Brandon Trust and Stand Against Racism and Inequality (SARI) today training volunteers from Citizens Advice on hate crime awareness.

August 1

Great to be working with Skanska UK LGBT Staff Network today. Supporting them to be great active listeners.

July 29

Lovely being at Weston Super Mare Pride with good friends at Stand Against Racism and Inequality and CURO

July 29

Our Directors Berkeley Wilde and Cheryl Morgan are on BBC Radio Bristol this morning talking about our work. Have a listen at 9.45am.

July 24

Take our Trans Plus Health Survey now. Have your say on making health services inclusive.

<https://www.surveymonkey.co.uk/r/transplus>

July 18

Save the date! South Gloucestershire LGBT+ Equality Network event on Monday 9th October 2017 from 5.30-8.30pm. <http://www.diversitytrust.org.uk/.../south-gloucestershire-l.../>

July 15

We are campaigning to raise awareness of same-sex and LGBT domestic violence and abuse. Encouraging people to seek help and support.

<https://youtu.be/o8yIZdkLFxQ>

July 13

Thank you to South Gloucestershire Council for awarding us a grant to develop an LGBT+ Equality Network for the area.

July 5

Great awareness raising training session, with Stand Against Racism and Inequality and Compass Disability, for our Every Victim Matters Hate Crime Services at North Somerset Council today.



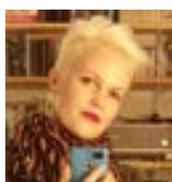
Credits

Our newsletter was:



Written and edited by David Sully at Mr Pen – Content Specialist
Email: mrpencontent@outlook.com

Telephone 0781 440 3123



Design and layout by Frank Duffy – designer and illustrator.
Web: www.frankduffy.co.uk
Email: hello@frankduffy.co.uk
Facebook: www.facebook.com/frankduffy.co.uk

frankduffy.co.uk

Twitter: [@MxFrankDuffy](https://twitter.com/MxFrankDuffy)

Jargon Busters

LGB and Trans – Lesbian, Gay, Bisexual and Trans

LGBTQ – Lesbian, Gay, Bisexual, Trans and Questioning

LGBT+ – Lesbian, Gay, Bisexual, Trans, 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 & Inequality). The charity supporting and empowering victims of hate crime and Anti-Social Behaviour known as ASB.

Apartheid – a system of institutionalised racial segregation and discrimination in South Africa between 1948 and 1991.

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

Diversity – 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 removing barriers, discrimination and intolerance.

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, diversity and inclusion’ on film. You can choose a web ready format or a full DVD package. For more information visit our film page on our website <http://www.diversitytrust.org.uk/services/filmmaking/>
Subscribe to our YouTube Channel https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ



For more Information:

Visit: www.diversitytrust.org.uk

Call: 0844 800 4425

Media Enquiries: 07747 752 454

Email: info@diversitytrust.org.uk

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

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