

The Diversity Trust: influencing social change

Social Impact Report (2017-18)

Chair's Report, 2017-18

Usually annual reports focus on the finances, and rightly so. You will notice our finances are well managed. We delivered a vast number of events and activities at a very moderate cost by 31 March 2018.

We recorded other statistics, which reveal our social change influence for achieving a fairer and safer society. Our list of events and activities continues to grow, as well as the number and range of Clients and Partners we work with. This includes working with more young people's organisations and private and third-sector clients, while developing our work with our existing and long-standing partners in the public sector. The Diversity Trust can only influence the social change we need for a safer and fairer society through our new and existing partners, which we celebrate and value highly.

The list of clients and partners demonstrates the expanding reach of our work and benefits. It shows how we influence hundreds of people with our consultancy, training, research, and advocacy over the financial year.

We tribute the increasing reach and influence to the tireless work of our Director, Berkeley Wilde, and the generous support of our other directors and consultants. Together we're creating social change for a fair and safe society.

Berkeley achieved the Ann Wood Award from South Gloucestershire Partnership against Domestic Abuse. And the broadcast media in Bristol actively seeks Berkeley's expert advice and knowledge. This shows the appreciation, value and trust we have achieved with our partners and through our many activities. Berkeley also made Bristol's Happy List in 2017.

Thank you for being a part of our journey. Together we are creating a safer and fairer society.

Derek Froud, April 2018

Our Services

Alphabets LGBTQ Youth Project

Since April 2015, Lesbian, Gay, Bisexual, Transgender and Questioning + young people have their own youth group in South Gloucestershire called Alphabets LGBTQ. The group offers support, information, and a safe space for LGBTQ+ young people. Our youth group starred on local radio and in our 'LGBT Health Matters' film. Alphabets LGBTQ also made front-page news and spoke at Full Council meetings.

In July 2017, Alphabets LGBTQ joined their second Bristol Pride to promote the group. We couldn't be more proud!



South Gloucestershire Council commissioned the Diversity Trust to research and write an LGBT Health Needs Assessment report. A service for young people was identified, which secured funding from the same council and Merlin Housing. This meant the Diversity Trust could support young people to create a youth group where LGBTQ+ young people can connect and empower each other with support, information and friendship.

Alphabets LGBTQ has a closed group on Facebook, which young people can join:

<https://www.facebook.com/groups/LGBTQyate>

Alphabets also designed their own website:

<https://lgbtqsouthglos.org.uk>

South Gloucestershire Youth Partnership

We are part of a partnership of youth service providers in South Gloucestershire; led by the Creative Youth Network (CYN). The partners include: Krunch, Southern Brooks Community Partnership and Wickwar Youth Centre.

“The Diversity Trust has provided support and guidance for LGBTQ+ young people in South Gloucestershire and we are proud to work with them as part of the South Gloucestershire Youth Partnership. We know young people supported by the Trust have received the highest quality support and their groups allow young people to explore the issues they face in a supportive and confidential space; helping them to reach their potential.”

Sandy Hore-Ruthven, Chief Executive, Creative Youth Network

We may extend Alphabets LGBTQ+ youth and community work in other areas during 2018-19. Read our next Social Impact Report, which will have some exciting updates.

Alphabets Work in Schools

Alphabets LGBTQ led a week of assemblies at Brimsham Green School in Yate during March and May 2017. Sue Allen from FFLAG (Families and Friends of Lesbian and Gays) also joined us. About 1,500 pupils from Years 7-11, and their teachers, heard about being LGBTQ+ at school, coming out stories, how to get support, about Alphabets LGBTQ and the work we do.

Thank you to the Creative Youth Network, Merlin Housing, and South Gloucestershire Council. They're supporting our specialist LGBTQ+ youth work and our school assembly visits across South Gloucestershire, which we value highly.

“The groups allow young people to explore the issues they face in a supportive and confidential space; helping them to reach their potential”

This year, we also delivered staff training or assemblies at: Queen Elizabeth Hospital School (QEH) in Bristol, Bristol Grammar School, Kings School in Gloucester, Westhaven School in North Somerset, Bristol Cathedral School and Kingsdown School in Warminster.

South Gloucestershire LGBTQ Equality Network

We are working with our partners to establish an LGBTQ Equality Network for South Gloucestershire. Our partners include: SARI, South Gloucestershire Council, Curo, Merlin Housing, Avon & Somerset Police, the University of West of England and Southern Brooks Community Partnerships. We achieved a grant from the Health Inequalities Small Grants Scheme (2017-18) to establish the network and run public and stakeholder events. This shows our social impact for supporting South Gloucestershire in creating fairer and safer communities and services for its LGBTQ+ residents.

During the year we have implemented three events; these included:

- An event in May 2017, with a focus on mental health and wellbeing, at Kingswood Civic Centre.
- An event in October 2017, with a focus on the importance of LGBTQ role models also at Kingswood Civic Centre.
- An event in February 2018, to celebrate LGBT History Month with a range of speakers including authors, poets and historians, at Wallscourt Farm Academy.

The network is exploring LGBTQ+ life in South Gloucestershire. For example:

- Are local services, such as care homes, the police, health services and GP surgeries meeting LGBTQ+ peoples' needs?
- Are we feeling safe and accepted, as LGBTQ+ people, living and working in our South Gloucestershire communities?
- Do we need more LGBTQ+ social and support groups in the area, or are people happy to travel to other areas for this?

➔ Is there a high rate of LGBTQ+ people experiencing emotional distress in South Gloucestershire and what can we do about this?

We actively encourage the community and local services to join our meetings and events for improving LGBTQ+ life in South Gloucestershire.

- “This was great! I found it very interesting, inspiring and would like to continue being involved.”
- “Encouraging to hear of on-going work and commitment from South Gloucestershire Council.”
- “Great to hear the positive work being done. Feels like this network can work.”
- “Important to recognise and commit to act on the relative silence and invisibility of LGBT+ people in mainstream South Gloucestershire.”

LGBT History Month – February 2018

For LGBT History Month 2018, Wallscourt Farm Academy hosted our South Gloucestershire LGBTQ+ Equality Network. It focussed on LGBTQ+ education in schools. The keynote speakers highlighted the importance of being role models and our collective histories.

Our speakers included:

- ➔ Dr Edson Burton; poet, author and historian
- ➔ Sue Kelham; acting principal
- ➔ Cheryl Morgan; historian
- ➔ Anna Bianchi and Claire Banks; author and educator
- ➔ Alphabets LGBTQ youth project

South Gloucestershire Equalities Partnership

Our South Gloucestershire LGBTQ Equality Network has joined another equality partnership for local groups and

organisations in South Gloucestershire. The new partnership is led by CVS South Gloucestershire and includes: Age UK South Gloucestershire, Disability Equality Network, Race Equality Network, Over 50’s Forum and Southern Brooks Community Partnership. Read our social impact report next year, and you can follow our e-newsletter and social media for updates throughout the year.

“Without the support, skills and experience of the Diversity Trust I cannot see how South Gloucestershire Council would have made any serious progress in highlighting inequalities within our LGBTQ+ community, or taken any concrete actions to address them.

Over the last few years, The Diversity Trust has conducted vital research to establish the current needs of our LGBT+ population and then encouraged us and facilitated the South Gloucestershire LGBT+ Equality Network and the Alphabets LGBTQ Youth Café.

For the first time we are now developing a support network and voice for our LGBT+ residents who, while the majority of us may lead busy and fulfilling lives in the community, many still suffer from isolation and prejudice.”

Councillor Ian Boulton, Chair, South Gloucestershire LGBTQ Equality Network

Save the date: The new equalities partnership will launch on Thursday 27 September 2018, at Lyde Green Community Centre, from 1pm.

Support Group for LGBTQ Adults with Learning Disabilities

We worked with the Bristol City Council Public Health Team, Brandon Trust and SARSAS to trial a social and support group for LGBTQ+ adults with learning disabilities. The group met each month at St Stephens Café on St Stephen’s Street in Bristol. The group provided a space for people to meet and enjoy coffee and cake, in a safe and supportive space.

“Without the support, skills and experience of the Diversity Trust I cannot see how South Gloucestershire Council would have made any serious progress in highlighting inequalities within our LGBTQ+ community”

Our very own Easy Read trainer and consultant, Joyce Howarth, created Easy Read publicity to support launching the group for LGBTQ+ people with learning disabilities.

“This new group came about when a service user who has a learning disability and identifies as trans wanted to join a group where she would fit in. There didn’t seem to be any LGBTQ groups accessible to people with a learning disability in Bristol. So, we worked with Brandon Trust, The Diversity Trust and SARSAS (Somerset and Avon Rape and Sexual Abuse Support) to set up a meeting to see how we could make this happen and the first LGBTQ Learning Disabilities Group was born. Most importantly, the service user was involved from the start, by attending meetings and making decisions, which gave her a sense of belonging and the confidence to help facilitate the group, which we named “Shapes”. It would be great to have new members come along, we know they are out there, but are often hidden, and therefore unable to explore their gender and sexual identities.”

Tracy Smith, Bristol City Council Public Health.

If you would like more information about the group please contact Tracy on 07876 814592.



Learning Disabilities Day – Trinity Bristol

The Trinity Centre in Bristol promoted a range of services for adults with learning disabilities. We took part and even went on stage to increase awareness about our LGBTQ+ LD Social support group at this event.

Our Training and Consultancy

As well as our specialist services we also deliver high quality and tailored training and consultancy across the UK. We support our client and partner organisations in creating their inclusive services by reaching their diverse communities. We design, develop and measure how well businesses, organisations and services are meeting the needs of their customers and service users.

We review, update and develop policies and create toolkits for implementing them, which impacts businesses, health and public services, schools, charities and community groups. Our guidance led the way in business services becoming accessible and inclusive for our communities, where everyone feels accepted, included and represented. We delivered 34 training events this year, on a wide-range of subjects, including: achieving cultural competence, equality, diversity and inclusion, hate crime awareness, LGBTQ+ awareness and Transgender awareness. Our training sessions focused on each organisation, its needs and the communities.

Equality & Diversity Training

We have two popular training courses, these are:

- ➔ Achieving Cultural Competence
- ➔ Equality, Diversity and Inclusion

They were booked eleven times this year, including by our new clients: GKN Aerospace, Linkage Bristol, House of Illustration, Stallcombe House and Willows, United Communities, South Devon UTC, Helping Hands Limited and by Gaia House.

- ➔ Mulberry Design Limited, Chilcompton, May 2017
- ➔ GKN Aerospace, Aztec West, July 2017
- ➔ Mulberry Design Limited, Chilcompton, August 2017
- ➔ Linkage Bristol, October 2017
- ➔ House of Illustration, London, November 2017
- ➔ Mulberry Design Limited, London, November 2017

We have delivered 34 training events this year!

- ➔ Stallcombe House and Willows, Exeter, November 2017
- ➔ United Communities, North Petherton, Bridgwater, December 2017
- ➔ South Devon UTC, Newton Abbott, Devon, January 2018
- ➔ Helping Hands Limited, Alcester, January 2018
- ➔ Gaia House, Newton Abbott, March 2018

LGBTQ Awareness Training

Our LGBTQ awareness course is also really popular. The course covers LGBTQ language and discrimination, accessibility of services, relevant legislation and the histories of the LGBTQ communities. We have delivered this course seven times this year, including to our new clients: Skanska UK, the Landscape Institute, Vinney Green, Conwy County Council and Victim Support.

- ➔ University of Bristol, Bristol Medical School, May 2017
- ➔ Skanska UK Limited, Hertfordshire, August 2017
- ➔ Landscape Institute, London, September 2017
- ➔ Vinney Green Secure Children's Home, South Gloucestershire, September 2017
- ➔ Conwy County Borough Council, Conwy, October 2017
- ➔ Bridging the Gap Together, CIC, November 2017
- ➔ Victim Support, Bristol, December 2017

Transgender Awareness - Working with the Trans Community

Our Transgender Awareness courses continue being very popular. They are delivered by three trans awareness trainers at the Diversity Trust. It's led by Cheryl Morgan, with Aaron Barnes and Harry Nutt. The trainers are supported by Pyxis Hardwick, who contributes their non-binary experience.

- ➔ University of Plymouth, April 2017
- ➔ University of Plymouth, June 2017
- ➔ University of Plymouth, July 2017
- ➔ St Mungo's, Bristol, August 2017
- ➔ Aviva, Bristol, September 2017
- ➔ Avon & Wiltshire Mental Health Partnership (AWP),

- Chippenham, November 2017
- ➔ University of Plymouth, December 2017
- ➔ University of Plymouth, March 2018
- ➔ Universities UK Student Mental Health Conference, London, March 2018

We have worked as consultants with SARI, helping to deliver trans awareness training to Bristol Mental Health and to Avon & Somerset Police.

We also advised Bath & North East Somerset Council on trans issues as consultants. We are doing school visits in 2018.

In January 2018, our Director, Cheryl Morgan, gave a guest lecture on trans issue to psychology students at Bath Spa University.

In March 2018, Cheryl took part in a panel about trans people in prison. Howard League for Penal Reform at the University of Bristol organised this event.

What People Have Said about Our Training

“Thank you so much. Presented beautifully. Thought provoking and so informative. Thank you.”

“Very informative session that has extended my knowledge.”

“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.”

Here's more information about our training and consultancy services.

<http://www.diversitytrust.org.uk/services/training-consultancy/overview>

“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.”

Our Films

LGBTQ in School: Film for Schools

We supported our Alphabets LGBTQ youth project to make a film about being LGBTQ+ at school, after Merlin Housing awarded the youth group a community grant. We used the short film in our school assemblies to challenge homophobic, biphobic and transphobic bullying. It also showcased the fantastic work Alphabets LGBTQ are doing across South Gloucestershire.

“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.”

Liz Jones, Lakers School.

“I couldn’t be more proud of what you have achieved. Positive, engaging and thought provoking. Well done to all! Merlin are better as an organisation for having you involved with us.”

Cam Kinsella, Merlin Housing.

“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.”

Claire Willis, Merlin Housing

To watch our film for schools please visit:

<https://www.youtube.com/watch?v=8o1hthhfUPM>

New Services Launched

Helpline for Trans and Non-Binary People Launched

We supported training staff and volunteers at Bristol Mind and Taunton and West Somerset Mind to run a new Trans Plus Helpline. Despite Bristol being one of the most trans-friendly cities in the UK, many trans-people still felt isolated and / or experienced discrimination and harassment, sometimes on a daily basis. The helpline offers a safe and non-judgemental space two nights a week for trans, a-gender, gender fluid, and non-binary people to talk.

“The Diversity Trust’s training gave us a secure foundation of understanding to offer specific support to trans + callers. We have gone on to offer a quality service to those in distress, where call numbers are continuing to increase. Now at the end of the initial pilot period, we are committed to sourcing the funding to secure the continuation of this established and valuable helpline. The Diversity Trust have been a steady support throughout our work.”

Linda Ling, Mindline Project Leader, Mind in Taunton and West Somerset

Key stats -

- 1% of population in UK identifies as trans or gender variant, and Bristol has a large trans+ population.
- Nationally, around 48% of trans+ people have attempted suicide.

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

Non-Binary - A person whose gender isn’t wholly male or wholly female all of the time. They can be a combination of male and female, flow between these binaries, or have no gender at all. They may prefer a gender-neutral pronoun such as “they”, “their”, or simply use their name.



Jargon Busters

LGBTQ Mental Health Working Group

Since early 2016, we led an LGBTQ Mental Health Working Group, which supports Bristol's LGBT Manifesto. In times of political, economic and social change, the LGBT Manifesto aims to steer the ship in how we create LGBTQ+ friendly services. The working group explores mental health services in Bristol to see if current services are appropriate, available and meeting the needs of LGBTQ+ people.

The mental health working group includes members from:

- Bristol Clinical Commissioning Group (Bristol CCG)
- Bristol Mental Health
- Bristol Independent Mental Health Network (BIMHN)
- Community Access Support Services (CASS)
- Diversity Trust
- LGBT Bristol
- St Mungos

How amazing that these organisations are reviewing what's needed for our LGBTQ+ communities, which has a higher than average self-harm, suicide and mental health rate.



Jargon Busters

LGBT / LGBT+ / LGBTQ - initials which describe Lesbian, Gay, Bisexual, Trans and Questioning. Sometimes the "Q" stands for Queer used as a reclaimed word. The "+" symbol acknowledges the inclusion of a range of gender and sexual minority identities including: asexual, gender-fluid, intersex, non-binary and pansexual.

Our Research Reports and Consultations

Over recent years, we have researched and consulted local equality, diversity and inclusion issues and needs and then made recommendations to our clients and partners for improving services. These organisations included: Avon and Somerset Police and Crime Commissioner, local NHS, Bristol ROADS, Local HealthWatch and Local Authorities.

We have tackled all equality, diversity and inclusion issues. However, we are leaders in our field for researching and

engaging Lesbian, Gay, Bisexual, Trans and Questioning (LGBTQ+) communities.

Read our research reports at:

<http://www.diversitytrust.org.uk/news/research-reports/>

Other Services

Here are some amazing services we have supported with our equality, diversity and inclusion services.

Bristol Zero Tolerance

Bristol Zero Tolerance (BZT) is an initiative to free Bristol from gender-based violence, abuse, harassment and exploitation. Bristol is the first city in England to create a city-wide response to tackle this challenge, which we hope other cities will follow.

Key stats:

- Avon and Somerset Police recorded 16,892 domestic abuse offences and 9,463 domestic abuse incidents between 2016-17.
- Compared to other core cities in England, Bristol is ranked the third highest reported for sexual offences per thousand population.
- Estimates suggest that 43,340 women in Bristol are likely to have been raped or sexually abused at some point in their lifetime.
- Hollaback did an international survey on street harassment in 2014 with the highest number of reports coming from Bristol.

How we work with Bristol Zero Tolerance

We have worked with Bristol Zero Tolerance since the initiative began. Together we have raised the initiative with the police, and across our hate crime partnerships led by SARI. We made sure sexist and misogynist hate is seen as

a hate crime, which also needs monitoring while offering victims support.

Charlotte Gage for BZT and Berkeley Wilde worked with the police, and others in the criminal justice system, to raise awareness of the initiative at the Police Headquarters in Portishead.

“We are pleased to have worked in partnership with Diversity Trust, Avon and Somerset Police, SARI, and others, to bring in the new gender / misogyny hate crime category locally. We will continue to work together to ensure that gender-based violence is understood as an issue that all communities face. And we challenge attitudes to create a zero tolerance to these behaviours, as well as making sure that people can get the help and support they need.”

Charlotte Gage, Bristol Zero Tolerance

Bristol Zero Tolerance are promoting our specialist training, so local services recognise and understand domestic violence and abuse in LGBTQ+ and same-sex relationships. We continue working together on this very important initiative. So, please get involved however you can. You can contact Bristol Zero Tolerance direct.

For more information visit:

<https://www.bristolzerotolerance.com/>



Jargon Busters

SARI - (Stand Against Racism & Inequality). The charity supporting and empowering victims of hate crime and Anti-Social Behaviour known as ASB.

Misogynist - a person who dislikes, despises, or is strongly prejudiced against women.

BZT - Bristol Zero Tolerance

Network Supporting Male Survivors (NSMS)

We supported Mike Steven, from Avon & Somerset Police, with setting up a network of organisations, which aims to end the abuse of men and boys (and support male survivors). The network involves a range of agencies supporting victims of crime, including rape and sexual assault support services as well as domestic violence and abuse support services.

The network includes: Barnardos, The Bridge, The Green House, Kinergy, Mankind Initiative, SafeLink, Southmead Project, SARSAS, Terrence Higgins Trust, Victim Support and Bristol Drugs Project.

“We’re proud to have launched a collaborative team called Network Supporting Male Survivors for the Avon and Somerset area. The team includes police and partner agencies involved in providing services to male victims of rape, sexual assault and domestic abuse. The Diversity Trust is a key and valued member of this network providing crucial expertise and experience in helping us to deliver the highest standards in investigation, welfare and support. Male victims too often feel they don’t have a voice and we want victims to know that if they do want to speak to the police we will listen to them, they will be believed and most importantly, we’ll respect them as an individual. If they don’t want to speak to the police, we would urge them to seek support and expert advice from one of the many excellent charities and organisations we work with on a daily basis.”

Mike Steven, Avon & Somerset Police

Every Victim Matters

We are working with Stand Against Racism and Inequality (SARI) and Compass Disability to deliver hate crime awareness training and community empowerment sessions. We are implementing the training across Bath & North East Somerset, North Somerset and Somerset. It is part of a 5-year Big Lottery-funded programme called ‘Every Victim Matters’. Every year we deliver a number of training and

“The Diversity Trust provides crucial expertise and experience in helping us to deliver the highest standards in investigation, welfare and support”

“The Diversity Trust has been a fantastic ally to us in our quest for tackling hate crime – promoting cultural competency and addressing inequalities in general.”

empowerment sessions across the region. This year we have co-delivered, with our partners, 11 training and 3 community empowerment sessions.

Hate Crime Awareness Training

- ➔ Bath and North East Somerset Council, Guildhall, Bath, April 2017
- ➔ Bridgwater and Taunton College, Taunton, April 2017
- ➔ PLUSS Employment Services, Bridgwater, April 2017
- ➔ North Somerset Council, July 2017
- ➔ Citizens Advice Witness Services, Bristol, August 2017
- ➔ Citizens Advice Witness Services, Taunton, August 2017
- ➔ Taunton & West Somerset Mind, Taunton, October 2017
- ➔ Lighthouse Bridgwater, November 2017
- ➔ University of Bath, November 2017
- ➔ St Martin’s Garden Children Centre, Bath, February 2018
- ➔ SARSAS, Bristol, March 2018

Community Empowerment Sessions

- ➔ University of Bath, July 2017
- ➔ Positive Empathy Group (PEGS), Taunton, November 2017
- ➔ Space LGBTQ YP, Off the Record Bath, December 2017

“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, Somerset and South Gloucestershire hate crime services bringing expertise into our new services, which respond to homophobic, biphobic and transphobic abuse faced by LGBT communities.”

Alex Raikes MBE, Strategic Director, SARI

Hate Crime and Antisocial Behaviour events:

- ➔ In April 2017, we attended the Hate Crime Force Delivery Group at Police Headquarters in Portishead.
- ➔ In July 2017, we took part in a special meeting looking at hate crime in the night-time economy.
- ➔ In July 2017, we took part in a special meeting looking at hate crime in our night-time economy.
- ➔ In July 2017, we supported SARI at Weston-Super-Mare Pride.
- ➔ In November 2017, we attended the launch event of the new expanded service supporting SARI and LGBT Bristol.
- ➔ In February 2018, we attended SARI’s Annual General Meeting.



Partners we work with

Merlin Housing Society

Merlin Housing Society strives to be a world-class housing association, where every customer comes first. Merlin Housing works closely with the Diversity Trust so nobody is disadvantaged, excluded or treated unfairly.

In 2017, we supported Alphabets LGBTQ+ youth group in South Gloucestershire to apply for Merlin's new Communities Grant. It enables community groups to bid for up to £3,000 to improve where they live. Alphabets achieved their funding for developing a film to educate schools and challenge homophobic, biphobic and transphobic bullying.

“Merlin started work with the Alphabets recognising the diversity of our colleagues and communities. After looking into how happy our people were, we could see there were a percentage who identified as LGBTQ+ who were less happy with the services we were providing to them. We are an organisation who values who people are and how they feel, which meant we wanted to further understand this data to enable us to improve it...and that we did! We did outreach work, attended events, collected insight and as a team with the Alphabets. It's resulted in our people being happier and everyone understands we are an organisation committed to giving people the best experience for both colleagues or customers. We will continue to work with this bright, passionate and engaging bunch of young people, because they support us to support others. I look forward to future developments.”

Cameron Kinsella, Leader for Diversity, Equality, Inclusion & Partnerships, Merlin Housing Society

Contract with Local HealthWatch

Since 2012, we have researched the health needs of LGBTQ+ people in our local communities. We found evidence to support national findings in relation to Trans and Non-Binary people's experiences.

This sparked further investigation, in particular exploring Trans and Non-Binary experiences of inequality locally.

We threw the net wider, by working with Local Healthwatch, across: Bath & North East Somerset, Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire to identify the specific health needs, and inequalities, for Trans and Non-Binary people.

Throughout the project we gathered stories and patient experiences. This means local health services, including the NHS, commissioners and Healthwatch will know how Trans and Non-Binary people experience their health services through our research project.

During 2017-18, we did a Trans Plus Health Survey to research trans and non-binary people's health and wellbeing and experience of health care.

We were also interested in hearing from people who may not identify as trans, but have difficulties accessing health services because of their gender identity.

Eileen Jaques, Chief Officer of Healthwatch North Somerset said: “This is an important piece of work, which seeks to identify the health inequalities experienced by the local transgender community. Healthwatch North Somerset is very pleased to support the project.”

Morgan Daly, Director of Communities at the Care Forum said: “The Care Forum is committed to reaching out to as wide a range of local people as possible. We are delighted to be able to work with the Diversity Trust again, in order to better understand the health needs of trans people. We believe that everyone in society deserves NHS services that are responsive to them and that are tailored to their individual needs. We look forward to reading the research findings and working with local decision-makers to ensure that any

learning is embedded into how services work in future.”

Key Stats – from our research report

- 57% of participants had self-harmed or self-injured themselves
- 71% of participants had thought about suicide
- 40% of participants had planned suicide
- 16% of participants frequently used alcohol
- 5% of participants felt they used alcohol too much
- 1 in 5 participants said they felt unsafe
- 1/3 feel unsafe in some situations
- 60% of participants had been called names on the street

<http://www.diversitytrust.org.uk/news/recent-news/2018/04/05/trans-health-research-report-launched/>

We also created a media project by working with media students at the University of Bournemouth, which complemented the report and the entire project.

Diversity Trust - In The News

BBC Radio Bristol with Dr Phil Hammond

Our Director, Berkeley Wilde, was a guest speaker on BBC Radio Bristol on Saturday 26 November 2017, with Tom Renhard, from Bristol Independent Mental Health Network. Dr. Phil asked questions about LGBTQ+ mental Health support in Bristol.

Berkeley presented our research, which shows an increase in LGBTQ+ people experiencing mental health issues compared to the general population.

For example, we are up to 80 times more likely to self-harm if we are LGBTQ+. Why?

- Most LGBTQ+ grow up in a society where their gender identity and sexual orientation isn't accepted, and this can impact our mental health and wellbeing detrimentally.
- Many people fear discrimination when accessing mainstream and public services.

We aim to train services about the issues effecting LGBTQ+ people, as well as facilitating service redesign, so nobody is disadvantaged and everyone's included.

In July 2017, Berkeley featured again on BBC Radio Bristol with Co-Director, and our Trans Lead, Cheryl Morgan. It gave us an opportunity to talk about our work, discuss Trans issues and dispel myths about Trans people.

Made in Bristol TV

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

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

Points West

In November 2017, Cheryl featured on BBC Points West. Cheryl talked about how life has changed for trans people in Bristol, and since the days of pioneering trans-woman and city councillor, Rosalind Mitchell.



Our Social Impact Around the World

Programme for the Wellbeing of Children (PWC)

In July 2017, Roberto Kabaka, Founder and Director at Programme for Wellbeing of Children in South Africa approached the Diversity Trust. We discussed a joint campaign to raise awareness about HIV and AIDS, stigma and discrimination, and how it affects LGBTQ+ youth both in the UK and in Africa. We are exploring funding opportunities with PWC and we supported them to apply for a project with the International HIV and AIDS Alliance.

Roberto says, “our collaboration with the UK-based Diversity Trust is going well as we are in contact with the Director, Berkeley Wilde, who has helped us to write bids for various projects. Berkeley has recently helped as a referee for an organisation based in Washington DC, which we hope will support our project for the benefit of victims of gender-based violence in the Democratic Republic of Congo (DRC). We will continue working with the Diversity Trust in order to alleviate the plight of marginalised communities here in Africa”.

For more information about PWC please visit: <https://programwca.org>



Reykjavik’s Human Rights Office

We are sharing our Diversity Trust resources with colleagues in Reykjavik, Iceland. Because they are developing their own programme for tackling domestic violence and abuse while supporting LGBTQ+ victims and survivors.

Subscribe to our e-newsletter to follow our story with Reykjavik <http://www.diversitytrust.org.uk/>

University, Western Australia

We received lovely feedback from an academic researcher

based in Perth in Western Australia.

“Your website, resources and the work you undertake is outstanding.”

Dr Jude Comfort, Curtin University, Western Australia



Awards

In March 2017 our Director Berkeley Wilde was totally surprised and delighted to receive the Ann Wood Award for an Outstanding Contribution to Tackling Domestic Abuse in South Gloucestershire.

The award says:

“Berkeley has worked tirelessly throughout South Gloucestershire ensuring that LGBT+ individuals who experience domestic violence are able to access specialist support. Berkeley is committed to partnership working and is an ambassador in the field for ensuring that agencies look internally at their organisations and ensure that they can meet the needs of individuals experiencing abuse within a same sex relationship. Berkeley’s specialist knowledge has enabled him to be an expert panelist on domestic homicide reviews ensuring that victim’s voices are heard and lessons learnt. Berkeley has also been involved in South West and National network meetings regarding domestic abuse and LGBT+ so that best practice across the country can be replicated in our local areas. Berkeley is a pleasure to work with. His commitment and passion to domestic abuse is incredibly valued by Survive and other specialist domestic abuse services. He is a very humble person and wouldn’t fully appreciate or recognise the impact he has made in the field. He has delivered training, produced needs assessments and maintains vital support groups in South Gloucestershire for the LGBT+ community. In 2016 Berkeley worked in partnership with a range of academic and specialist agencies to produce the research report ‘Improving access to domestic abuse services across Avon and Somerset’. This pioneering research explored experiences of Lesbian, Gay, Bisexual and Trans victims of domestic abuse and their thoughts and ideas on how we can improve their access to specialist services.”

Thank you to Professor Mark Pietroni, Director of Public Health South Gloucestershire, and the Chair of the South Gloucestershire Partnership Against Domestic Abuse. To Sarah Telford, Chief Executive of Survive DV. Special thanks also to my colleagues Emily Moreton and Lesley Welch at the Diversity Trust for all their support and input. And



Pommy Harmar from Next Link.

You can read the research report, on improving access to domestic abuse services here:

http://www.diversitytrust.org.uk/system/assets/195/original/MA4362_LGBT_Report_March2016_2

In September 2017, our Director and Trans Lead, Cheryl Morgan, was recognised by Bath & North East Somerset Council for her contribution in supporting them achieve 'first place' in the Stonewall Education Equality Index.

Happy List Bristol

Happy City is a Bristol based charity, which works across the UK to improve how cities work from a wellbeing approach. Does wealth and consumption drive wellbeing and happiness or is it about our connections and relationships? For more information visit:

<http://www.happycity.org.uk/our-mission/>

Every year, the charity has a HappyList for Bristol, where local people are nominated.

Diversity Trust Director, Berkeley Wilde, made the Happy List in 2017.

Founder and Director of the Diversity Trust, Berkeley has been on a mission to influence social change to achieve a fairer and safer society for over two decades. Reducing inequality through community cohesion, development, empowerment and leadership is a hugely significant part of making a happier city. Berkeley's a true happiness hero.

To read more information about the Happy List for Bristol, visit:

<http://www.happycity.org.uk/campaigns/happy-list/bristols-happylist-2017/>

Our Social Media

[E-Newsletter](#): 2379 readers

[Twitter](#): 1870 followers

[LinkedIn](#): 1096 followers

[Facebook](#): 412 followers

We have introduced new social media accounts this year on [Instagram](#) and [YouTube](#). We'll update you next year on how well these new social media accounts are doing.

All figures correct at 31st March 2018.

Our Board of Directors

Derek Froud, Chair

Berkeley Wilde, Secretary

Frank Duffy

Cheryl Morgan

Russell Thomas

Gary Austin (Resigned March 2017)

Our Associates

David Sully, Lou Hart, Aaron Barnes, Harry Nutt, Joyce Howarth and Patricia Rose.

Our Youth Workers and Volunteers

Jayden Boulton, June Yeoman and Pyxis Hardwick.

Accountant

Steve Leather, FRS

Financial Report

Detailed Income and Expenditure Account for The Year Ended 31 March 2018

| | | 2018 | | 2017 |
|---|--------|-------------|--------|-------------|
| | £ | £ | £ | £ |
| TURNOVER | | | | |
| Sales | | 34,343 | | 23,906 |
| Grant income | | 3,200 | | 3,000 |
| Donations received | | 2 | | - |
| | | <hr/> | | <hr/> |
| | | 37,545 | | 26,906 |
| COST OF SALES | | | | |
| Materials | 19 | | 763 | |
| Subcontractor costs | 27,967 | | 17,143 | |
| | <hr/> | | <hr/> | |
| | | (27,986) | | (17,906) |
| GROSS SURPLUS | | <hr/> | | <hr/> |
| | | 9,559 | | 9,000 |
| Administrative Expenses | | | | |
| Travel expenses | 5,334 | | 4,963 | |
| Venue hire | 796 | | 947 | |
| Insurance | 398 | | 336 | |
| Printing, postage and stationery | - | | 288 | |
| Training seminars and workshops | 60 | | - | |
| Promotional costs | 2,092 | | 1,726 | |
| Accountancy fees | 500 | | 500 | |
| Subscriptions | 120 | | 125 | |
| Depreciation | 90 | | 119 | |
| Sundry expenses | 259 | | 115 | |
| | <hr/> | | <hr/> | |
| | | (9,649) | | (9,119) |
| OPERATING DEFICIT AND DEFICIT FOR THE FINANCIAL YEAR | | <hr/> | | <hr/> |
| | | (90) | | (119) |
| | | <hr/> <hr/> | | <hr/> <hr/> |

Our Happy Clients and Partners

38 Degrees, Activate Learning, Addiction Recovery Agency, Advocacy in Somerset, Aerospace GKN, Age UK, Avon & Bristol Law Centre (ABLC), Avon & Somerset Constabulary, Avon & Somerset Police and Crime Commissioner, Avon & Wiltshire Mental Health Partnership NHS Trust, Bath & North East Somerset Council, Bath Spa University, Bournemouth University, Brandon Trust, Bridging the Gap Together, Brigstowe Project, Bristol City Council, Bristol Community Health, Bristol Drugs Project, Bristol Grammar School, Bristol Medical School, Bristol Mind, Bristol School for the Deaf, Bristol Social Services and Health, Bristol Specialist Drug and Alcohol Service, Bristol Steiner Academy, Canterbury College, The Care Forum, City of Bristol College, Community Access Support Services, Companies House, Conwy County Borough Council, Contact the Elderly, Creative Youth Network, CVS South Gloucestershire, Doorway Project, Elmfield School, Healthwatch Bath & North East Somerset, Healthwatch Bristol, Healthwatch Devon, Healthwatch North Somerset, Healthwatch Somerset, Healthwatch South Gloucestershire, Healthwatch Swindon, Healthwatch Wiltshire, Helping Hands Limited, House of Illustration, Inner North West London Primary Care Trust, Isle of Man Government, Junction Project, Julian House, Kent Youth Service, Kings School, Gloucester, Lakers School, Gloucestershire, Landscape Institute, LGBT Bristol, Linkage Bristol, Logos House, Loughborough College, Merlin Housing Society, Milestone Trust, Mulberry Company Design Ltd, NHS South of England, North Bristol NHS Trust, North Somerset Clinical Commissioning Group, Off the Record, One25, Priory Group, Queen Elizabeth Hospital School, Relate Avon, Salvation Army, Silva Care Limited, Skanska UK Limited, Somerset Clinical Commissioning Group, Somerset College, Somerset County Council, Somerset Partnership NHS Foundation Trust, South Devon UTC, South Gloucestershire Clinical Commissioning Group (CCG), South Gloucestershire Council, South West Commissioning Support Unit, Southern Brooks Community Partnership, Sovereign Housing Association, Steiner Academy Bristol, Strode College, Stallcombe House, Stand Against Racism and Inequality (S.A.R.I.), SWMAS Limited, Taunton & West Somerset Mind, Teenage Parents Project, The Bridge, TLC Care Homes, University of Bristol, University of Exeter, University of Plymouth, University of Plymouth Students

Union, University of the West of England, Victim Support, Vinney Green Secure Children's Home, Virgin Care Limited, Westhaven School, Whitespace-Productions, Womankind

Our Supporters

We want to say a big "Thank You" to the Creative Youth Network, Curo, CVS South Gloucestershire, Merlin Housing Society, and South Gloucestershire Council, for continuing to support our work in South Gloucestershire.

Thank you SARI for supporting our work, and working with us for educating and reducing hate crime while empowering communities in Bath & North East Somerset, Somerset and North Somerset. And thank you to our Local Healthwatch for supporting our community-based research across the region.

A special thank you to Merlin Housing Society for helping us produce this Social Impact Report.

Thank you Vado UK for hosting our annual Board meetings; to our director, Frank Duffy, for designing excellent reports, e-newsletters and publicity; to David Sully for producing our e-newsletters; to S-J for creating our digital media, so we can work with our clients and partners; and our board of Directors who steer the Diversity Trust ship.

Get excited, for our next Social Impact Report in 2018-19. Please contact the Diversity Trust, together we will create a Safer and Fairer society for everybody.





Contact Us

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