

Diversity News

Spring 2015



The Diversity Trust is a not-for-profit consultancy working with organisations across the counties of the West of England to provide engagement, research and training. The Diversity Trust is a partner in the region's hate crime services. Also, the Diversity Trust is working on a Police and Crime Commissioner (PCC) funded project to improve access to domestic abuse services.

We'll expand and explain these projects in our newsletters, so please subscribe to learn more.

Berkeley Wilde, Director of the Diversity Trust



Welcome to our first Diversity Trust newsletter.

The Diversity Trust is three years old. We've come a long way and we've set the foundations in supporting organisations to have better equality, diversity and inclusion outcomes as our communities become more and more diverse. We'll issue our newsletters quarterly and each newsletter will focus on a key theme within 'Equality, Diversity and Inclusion' while still covering our other news.

You'll see how organisations consult us on improving and updating their equality and diversity policies and practices. We've researched, published reports, created tool kits and trained staff teams, so there's a better outcome for everyone. We've done this across the counties covering: Bath & North East Somerset, Bristol, Devon, North Somerset, Somerset and South Gloucestershire.

Our work includes domestic violence and abuse, hate crime, substance misuse, LGBTQ, Black and Ethnic Minority, working with young people, and so on, and the list is growing. We can't squeeze everything in our first newsletter, but you'll get an idea how you can use us. Your 'Equality, Diversity and Inclusion' best practice could also feature in our newsletters. So please subscribe and send us your feedback, so we can write a newsletter you can use and share.

Enjoy the spring!

**Russell Thomas, an
Associate of the Diversity
Trust and a Co-Director**



I met Berkeley in 2010 during Berkeley's LGBT+ Awareness Training. I loved Berkeley's energy, attention to detail, his unique ideas and how he captivated people.

I worked with Substance Misuse Service User Groups. I invited Berkeley to work with them to support them with inclusion.

Berkeley trained LGBT+ champions in organisations across Bristol. And he implemented an online survey with the community to see if drug and alcohol services met Lesbian, Gay, Bisexual and Trans needs.

As you can see The Diversity Trust mainly focussed on LGB and Trans equality. I noticed we could extend our Equality and Diversity practice into other areas, for example by working with;

- SARI's hate crime services
- Race Equalities Councils; and
- By expanding the service outside of Bristol.

I'll pinpoint the work I've done with Berkeley in the next newsletter, where we;

- Helped organisations become culturally competent;
- Trained officers in using their Equality and Diversity toolkit; and
- Included 'Domestic Violence and Abuse' in our 'equality and diversity' work.

Please subscribe to hear all this and more. If you have any requests and or questions please follow us on Facebook and Twitter and email: info@diversitytrust.org.uk

Training



Image by local filmmaker and photographer Hannah Lang at Button Media

As our communities become more diverse we need more accessible and inclusive services and employers. We can show you the way with our equality, diversity and inclusion training. Here's a list of training sessions we can offer you and your staff. Please visit: www.diversitytrust.org.uk for more information. You'll also see our flyers, which you can save, print and share.

Safeguarding: Sexual Orientation and Gender identity

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

Gender Awareness

What is meant by sex and gender? What is gender bias? Who does gender bias impact? We'll explore unconscious bias and its impact on recruitment, employment, management, staff retention and when serving customers.



Diversity in Practice

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

Equality, Diversity & Inclusion in Practice

Our course brings us together to learn about: - direct and indirect discrimination, harassment and victimisation, putting equalities into practice, cultural competence, intersectionality, and unconscious bias. We'll have a safe learning environment to explore attitudes, beliefs and values.

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

Quotes

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

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

Some Local History

Over 20 years ago we celebrated the then largest local Lesbian and Gay Pride Festival. Over 2,000 people crammed into the Watershed on 4 June 1994. Berkeley Wilde chaired the festival and its related meetings and events.

Bristol Pride Today

We now have an annual Bristol Pride festival in the city, where celebrities such as 'Blue' and dance sensation 'Corona' perform to crowds of 28,000 thousand people. Because of dwindling funds and rising cost 'Bristol Pride Festival' launched a Crowdfunder initiative. Crowdfunder ask the community to pledge cash in return for rewards to sponsor the event. Here's more information, it seems a brilliant scheme, which you could use too.

Crowdfunder Video: <http://www.crowdfunder.co.uk/bristol-pride-2015>

Crowdfunding Video: https://youtu.be/Q8TDBaN3I_8



Case Study

Here's an example how organisations like yours have used us:

Addiction Recovery Agency – treatment, support, recovery

We asked the Diversity Trust to explore how well we serve different communities and groups. They asked around 80 people, who included service users, staff, volunteers, managers and our Trustees what they thought about our services through interviews, group discussions and surveys.

The Diversity Trust found most people scored us 4 out of 5. This means our service is doing really well in meeting the needs of different communities and groups. However, there's things we can do better. For example:

- Have leaflets in different community languages
- Have a crèche so parents and carers can use us more easily
- Make our buildings accessible for everybody
- Create specific and cultural services, for instance a drop-in for young people, women, LGBT+ people and so on
- Do some outreach events, so communities know about us
- Train our staff and volunteers on equality and diversity best practice
- Run workshops so service users, mentors and volunteers know about our different communities and how we support those communities and groups with addiction and recovery
- Feature a poster in our offices and reception areas, so people know our commitment in meeting the needs of different communities and groups

Peter Walker, Chief Executive at the Addiction Recovery Agency, said "The Diversity Trust has worked closely with us to undertake an Equality and Diversity review and then implement a package of training for all staff and volunteers which received a highly positive rating by all those who took part. While our service users scored us high on equality issues at the review we believed the changes we have made as a result of the Diversity Trust's input will make our services even more accessible."

To read the report visit: <http://www.diversitytrust.org.uk/services/research-development/overview/>

To read more about the Addiction Recovery Agency visit: <http://www.addictionrecovery.org.uk/>





Katie (second from the left) and her models

National News

Katie Piper Launches the UK's First Diversity Catwalk

You may have heard Katie Piper's story on Channel 4. Katie was an up and coming model and TV presenter in London. In 2008 her ex boyfriend arranged to have acid thrown in her face. Katie now supports other burn survivors through her 'Katie Piper Foundation' charity where Simon Cowell is a patron. Katie's also written books, presented documentaries, had her first child last year and is now engaged.

Katie recently hosted the UK's first Diversity Catwalk at the 'Ideal Home Show' last 20 March to 6 April. The catwalk challenges our ideas about what we see as beautiful by revealing models with visible differences. The catwalk shows we should all be proud of who we are.

Katie says "I am honoured to launch the UK's first Diversity Catwalk at the Ideal Home Show and proud to showcase the brave and dedicated models taking part".

To see photos visit the 'Mail Online':

<http://www.dailymail.co.uk/femail/article-3004195/Katie-Piper-invites-friends-foundation-including-lady-scars-burns-star-diversity-catwalk-models-visible-differences.html>

And here's a link to Katie's Foundation:

www.katiepiperfoundation.org.uk



© Getty Images

Did you see the Invictus Games last September?

Over 400 wounded, injured, and ill servicemen and women took part in our first international Invictus Games event last 14 September 2014 for 4 days. Crowds of 65,000 people packed each venue with millions more watching on TV. The games covered 9-adaptive sports which inspired recovery, support, rehabilitation, while generating understanding and respect for those who served their countries.

Prince Harry, The Royal Foundation of the Duke and Duchess of Cambridge and the Ministry of Defence supported and back this sporting event. Mark Cameron, Global Brand Experience Director at Jaguar Land Rover says “Jaguar Land Rover has been immensely proud to support the Invictus Games, and the concert is a spectacular conclusion to an exciting and inspiring week. The atmosphere and sporting achievements have been electrifying and we’d like to thank the competitors, their family and friends, and of course the public for their participation. We’re confident that the Invictus Games will leave a lasting legacy of opportunities for ex-Servicemen personnel.”

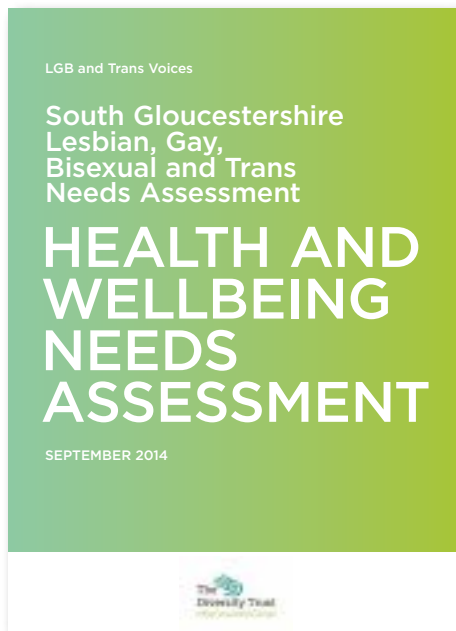
‘Invictus’ is Latin for ‘unconquered’, a word that embodies the fighting spirit of wounded, injured and ill Servicemen and women and what they can achieve, post injury.

Here’s the website, which has more information, news, photographs, videos and social media links:

<http://invictusgames.org/>

© Getty Images





Delivering Better Health and Wellbeing

We launched a “Lesbian, Gay, Bisexual and Trans” health and wellbeing needs assessment report for South Gloucestershire Council last October 2014. The council asked us to investigate if LGB and Trans people experienced health inequalities and discrimination in local services.

Dr Mark Pietroni, Director of Public Health for South Gloucestershire, said: “While consulting on South Gloucestershire Health & Wellbeing needs we heard concerns from LGB and Trans people living in South Gloucestershire. This report will help public services to improve their awareness and responsiveness”.

Will Bee, Equalities Coordinator at South Gloucestershire Council, said: “There’s positive messages about how settled and safe LGB and Trans people feel. However, the statistics around mental health is a concern. And it’s worrying to hear about people fearing going ‘back into the closet’ if they move into residential care. I hope all organisations check if they’re being open and welcoming to all LGB and Trans people.”

David Sully, who runs “LGBT Saturday Brunch” in Patchway used the statistics in our South Gloucestershire Council report to secure a small grant. He now has enough room hire budget at Coniston Community Centre, Patchway until 2018! We also used the evidence in the report to work with the Armadillo Youth Café to launch a monthly LGBTQ Youth Café in Yate. A young person LGBTQ person aged 14-19 can drop-in for advice, support and information while meeting other young people. It’s open on the last Sunday of the month from 7-9pm. We’ll keep collecting stories on how this report’s making a difference in South Gloucestershire, which you’ll see in our social media, website and our newsletters.

We did similar research in Bath and North East Somerset and in Somerset. This means our reports will feed into a growing body of evidence, which will inform our training programmes, so you and your organisation can best serve your communities.



In fact, we're doing our next Health and Wellbeing survey in Bristol as we speak. It's called the 'LGBTQ Community Health Survey for Bristol' and Healthwatch Bristol has grant-funded this.

Berkeley Wilde, Director of the Diversity Trust, said: "We are really pleased to be launching this survey. We have carried out similar health needs assessments in other local areas and we are mapping the health and wellbeing of LGBTQ people across the area. We plan to use the results to influence public policy and decision-making. We have found, for example, LGBTQ people have higher levels of anxiety and depression, suicidal thoughts and feelings and self-harm. We have also found that LGBTQ often experience barriers when accessing services even fearing discrimination. We want to gather evidence to make a real difference to the lives of LGBTQ people in our local communities."

You can complete and share our survey below:

<https://www.surveymonkey.com/r/healthwatchlgbtgsurvey>

For more information and to read our LGB and Trans health and wellbeing reports visit: <http://www.diversitytrust.org.uk/news/>

Thank you for reading our first newsletter. Our next newsletter will further explore 'Cultural Competence'.



1. South Gloucestershire LGB and Trans Health and Wellbeing Needs

- Over 50% had sought medical help for anxiety or depression
- Over 30% self-harmed or self-injured
- Under 50% had thought about suicide or tried to injure themselves

2. LGBTQ Young People in South Gloucestershire

- 74% experienced name-calling
- 45% have been harassed, threatened or intimidated
- 56% have self-harmed
- 23% have attempted suicide
- Substance misuse is 2.5 times higher than the general population of young people

3. Substance Misuse

- Up to one in three LGBT people will suffer alcohol or drug addictions



Quiz

Send us your definition for;

1. Stigma
2. Discrimination
3. Oppression

To email: info@diversitytrust.org.uk

We regularly hear these words, but do we take time to think about what these words mean, especially in our work. The winner of the best three-definitions will win a 20% discount when you book your next 'Equality and Diversity' training.

Facebook and Twitter:

Hear what we've said recently:

April 26

Tonight is our first #LGBTQyouth cafe in #Yate and we have young people in the cafe, playing pool and putting down some tracks on the decks!

April 24

It was great speaking on Ujima Radio yesterday about our LGBTQ health survey for Bristol Healthwatch

March 8

We are running a women only focus group for #LGBT women, Tuesday 10 March, Bristol. Exploring same-sex domestic abuse

March 4

Delivering our #LGBT domestic abuse training course with @NextLinkHousing in Taunton today for @AandSPCC

March 3

Great feedback from participants at the Priory Hospital today in Bristol. Here's one participants quote: "I particularly appreciated the enthusiasm, knowledge and energy of the facilitator. There was a lot of information but it was paced so that everyone was clear about what they were learning."

March 2

Read our latest article "Engaging Better with LGB and Trans Communities" here <http://www.diversitytrust.org.uk/news/2015/03/02/engaging-better-with-lesbian-gay-bisexual-and-trans-communities/>



February 23

Coming up this week meeting @StrodeCollege to progress film project and with @LGBTBristol plus running focus group on health and inequality

February 20

Looking forward to meeting today with Somerset Equality Officers Group @SomersetCouncil to discuss our latest report <http://www.diversitytrust.org.uk/news/2015/02/18/new-research-with-older-gay-and-bisexual-men-living-in-rural-communities/>

February 18

We are meeting today to plan training coming up in South Gloucestershire in March for South Gloucestershire Council and the Public Health team. Read our latest research report into the experiences of LGBTQ young people in the area <http://www.diversitytrust.org.uk/news/2015/01/29/lgbtq-young-people-in-south-gloucestershire/>

February 18

Read our latest research report into the experiences of older gay and bisexual men living in rural communities <http://www.diversitytrust.org.uk/news/2015/02/18/new-research-with-older-gay-and-bisexual-men-living-in-rural-communities/>

Credits

Our newsletter was:

Written by David Sully -
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www.carolineduffy.co.uk

Jargon Busters

B&NES - Bath and North East Somerset

BME - Black and Ethnic Minority

CAMHS - Children and Adolescent Mental Health Services

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

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

Inclusion - Giving everyone equal access and opportunities and removing barriers, discrimination and intolerance.

Healthwatch - A consumer champion hosted by the 'Care Forum' to ensure your voice is heard by those who buy, deliver and monitor health and care services.

Invictus - Latin for 'unconquered'

LGB and Trans - Lesbian, Gay, Bisexual and Trans

LGBTQ - Lesbian, Gay, Bisexual, Trans and Questioning

South Glos - South Gloucestershire

SARI - Stand Against Racism and Inequality

Our Services

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

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

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



For more Information:

Call: 0844 800 4425

Visit: www.diversitytrust.org.uk

Email: info@diversitytrust.org.uk

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

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