

Diversity News

Spring 2016

Disability Matters

About the Diversity Trust

The Diversity Trust is a non-profit business, which offers equality, diversity and inclusion training across the UK. We work across the West of England. We implement research and engagement and we are a

partner in domestic abuse; hate crime and substance misuse services.

To learn more, subscribe to our newsletter at: <http://www.diversitytrust.org.uk/>


The Diversity Trust
Influencing Social Change

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**Welcome to Diversity News
Spring 2016.**

This issue focuses on disability equality. You'll see our disability equality trainers' and consultants' profiles. You'll also read about updating your policies and documents so they meet the Accessible Information Standards, which comes out in July 2016. The Care Quality Commission (CQC) will check you're complying.

As always you'll see our Equality, Diversity and Inclusion training options, including: Achieving Cultural Competence; LGBTQ awareness workshops; and embedding the Accessible Information Standard in your service. To book your training visit:

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

We have several new publications coming out. For instance, as well as this newsletter we also published a magazine for gay and bisexual men. It features our work in Somerset with local councils. We're also very excited about launching a new report called Improving Access to Domestic Abuse Services for LGBT+. It shows how we're working with Next Link Housing to explore reaching LGBT+ communities with Domestic Violence and Abuse services.

Coming Soon is our new reports on health inequalities and substance misuse services.



Sign up to Diversity News via our website home page: <http://www.diversitytrust.org.uk/> and or follow us on social media to guarantee getting our reports once finished and published.

Enjoy the Spring and reading our newsletter. We will catch up soon.

Berkeley Wilde, Director of the Diversity Trust

News in Brief:

Hate Crime Training



Beat bullying in schools. Hate crime appears in our schools as well as on our streets.

Young people who are gay, trans, ethnic minority, disabled, and so on could face bullying and hate crime. This is why Southern Brooks Community Partnership Trust have launched an Anti-Hate Crime Ambassador Programme. This means young people in Years Eight, Nine and Ten are trained to peer support those who are being bullied. They campaign for their rights while supporting and empowering them. Southern Brooks is based in Patchway and works across South Gloucestershire. Your staff can also do this training, so they know how to deal with equality and diversity issues with young people, staff and parents. Contact Kate Donovan-Adekanmbi on: 01454 868 570 or email: katieda@southernbrooks.org.uk

SEOG Magazine

Men in Somerset were asked what it's like living in Somerset as a gay or bi man. This time, rather than creating a report we wrote a four-page magazine. It shows what was said, what's already happening and what will happen to make life great for Gay and Bisexual men in Somerset.



Visit: http://www.diversitytrust.org.uk/.../152/original/SEOG3_7.pdf to read our magazine

National Conference: LGBT + and Suicide Prevention



A range of services and organisations came together to talk about suicide prevention in the LGBT+ community.

It started with a recorded message from Stephen Fry followed by, Paul Ward, Chief Officer at Mind introducing and chairing the event. We then heard keynote presentations from MindOut, Rethink, Lancaster University, from us The Diversity Trust and from Owen Jones (author and political activist). We enjoyed a succulent lunch before choosing an LGBT+ suicide workshop. We ended the event by dancing to ABBA, hearing a few more presentations from Time to Change, Brighton University, MindOut and by networking. The event generated some great actions, which covered:

- ★ Making LGBT+ inclusion more visible in promotional materials
- ★ Developing peer support for LGBT+ people
- ★ Improving online support, especially for LGBT+ young people
- ★ Requesting LGBT+ training
- ★ Making a website more LGBT+ inclusive
- ★ Having LGBT+ leaflets and resources available at a therapeutic practice


For more information about this event please contact Alessandro Storer, Equality Improvement Manager on: a.storer@mind.org.uk / 020 8215 2225

Deadline: July 2016 for making your information accessible – we can help

Your service users will start expecting easy access and to understand the information you have about them after July 2016. So, having communication standards, guidelines and policies will help. For example, a disabled person, including those with impairment or sensory loss, should easily have and understand the information they need, and have communication support if needed.

We'll help you develop a plan, which will help you meet the new Accessible Information Standards set by NHS England.

To book Visit: http://www.diversitytrust.org.uk/system/assets/170/original/accessible_2_.pdf



easy read

Making health and social care information accessible

Update July 2015 – accessible information standard approved

Summary

The new Accessible Information Standard was agreed on 24th June 2015.

All organisations that provide NHS or adult social care must follow the Accessible Information Standard by law.

Organisations must follow the standard in full by 31st July 2016.

There are also some things they must do before then.

1

The infographic includes several illustrations: a thumbs-up gesture next to a calendar for June 2015 with the 24th circled; a person in a suit holding a document next to a book titled 'Accessible Information Standard'; a group of diverse people holding a document next to a calendar for July 2016 with the 31st circled; and hands using a pen to mark a checklist on a document.

Diversity Trust Training

You may struggle to reach everyone who needs you. Our training shows you how to access them by making your organisation more inclusive and accessible while celebrating diversity.

Explore our exciting list of training options below and visit: www.diversitytrust.org.uk for more information.

You can also 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 the key equality, diversity and inclusion themes, but we'll apply these themes in your organisation to achieve cultural competences. Therefore, our course analyses the key themes and what they mean in practice. It also includes an overview of key equalities legislation. We'll look at the barriers faced by equalities communities and then explore embedding what we learn into practise.

<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+) people? Our course explores key legislations, local research, barriers, best practice, monitoring and supporting sexual orientation and gender identity.

<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 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

An Achieving Cultural Competences course attendee from Bristol Community Health said; "Enjoyable day which went very quickly – made you think of your own service and ways to improve or redesign."

A Trans Awareness Workshop attendee from Healthwatch Devon said; "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."

Ian



For over twenty-five years I've promoted inclusion by developing social care and health services. I'm also a father, a partner, a musician, a lover of food and a radio four listener.

Being blind throughout my life hasn't defined me, but it significantly shaped my experience.

I originally worked in homeless and mental health voluntary services and then briefly as a social worker during the 1980s. My interest in equality, diversity and inclusion moved me away from working with individuals to local authority policy development. This included disability employment. From 2003 I was a joint Mental Health Commissioner and then from 2011 I commissioned services for people with dementia.

My work developed my understanding of other people and my own experience of illness and disability within our social and economic environment. My new understanding around the collective rather than the individual is crucial for inclusion.

I offer consultancy and training, which helps organisations, services, teams and commissioners to talk and think together. They also explore, design, develop and measure their services with disabled and older people.

I encourage thinking beyond the symptoms,



diagnosis, and 'service user' and 'carer' identity, by helping you understand how your approach can either help or hinder inclusion.

If we don't consider families, friends, neighbourhoods, communities and so on - social care and health services could limit and disadvantage the very people who use them. A collective rather than an individual approach maintains or reconnects people with everything they need.

Kieran Bright



I'm an active member of the disability community on a local and national level. I sit on various disability boards where I share the issues and concerns facing disabled people in the South West. I also hear what the Government's doing that might affect disabled people.

My own disability attracted bullying and intimidation at school and work. I'm determined the next generation of disabled people won't experience the same discrimination.

Direct action was seen as the only way to get heard. However, delivering disability awareness training to influence change is where I see the impact of my work. It has an immediate and long-lasting affect.

I've influenced disability movements in the UK as a director for a disability charity and while coordinating a network of over 100 disability groups. This influenced an All Party Parliament Group on disability at the House of Lords.

I'm invited to do disability equality training for community groups, local authorities and health services. This led to supporting a group of adults with learning disabilities. We're currently creating a training package, which we'll offer in the Social Enterprise they set up.

I can deliver training alone, but I'm often seen in the training room with a number of colleagues, often adults with learning disabilities, who help reinforce and then challenge preserved ideas about disability.

At times, we challenge an audience who often have the right intentions. For example, accepting that a man living with Autism may need some extra support in the workplace, yet do not address his behaviour if he's homophobic or sexist.

I've supported a number of projects, which includes:

- ★ groups for adults with learning disabilities,
- ★ a group for autistic teenagers,
- ★ a drama club for disabled people,
- ★ I co-ordinated an Experts by Experience project; and
- ★ I helped facilitate creating a number of groups and charities that are run and managed by disabled people.

I now manage a database of 137 adults with learning disabilities who feel excluded and isolated in Bristol following the demise of the only independent advocacy service in 2014.

I believe in making information accessible. I've worked with a number of organisations to translate their information into Easy Read with pictures. I trained staff on easy read techniques in-house. I've also delivered IT skills training to staff and reworked my training materials so adults with learning disabilities can access the information. Recently, I translated an organisation's policy documents into Easy Read, which was then used by all its staff.

I love public speaking from travelling around the UK to raise funds for a disability organisation. I spoke to staff in factories, town halls and even nuclear power stations.

If you Google me, you'll find me listed as a producer for a disability film company called 'Freshly Starched Shorts'. We supported Nora Fry's research about disability and sexuality, which was called 'Secret Love, Hidden Lives'.

So there's more to me than my disability; I am foreigner, a gay man, a father, a lover, a Star Wars fan and most upsetting of all, I'm bald!

Thank you for reading my biography. I look forward to meeting you in our disability awareness training courses.

Sarah Howard

I'm an experienced and versatile trainer, with a background in the arts, drama, youth work and disability rights. I currently work with Bristol Hate Crime Service (a collaboration between Brandon Trust, SARI, Bristol Mind, LGBT Bristol which is supported by the Diversity Trust). I also work as a freelance trainer in disability hate crime and disability equality.

In addition, I'm an advisor for Bristol Disability Equality Forum and a member of the Disability Independent Advisory Group (DIAG), for the Avon and Somerset Police.

My journey began while working as an actor in London, when increased pain from a long-term condition meant giving up a job I loved. I had never considered myself as a disabled person. I was introduced to Graeae Theatre Company during this transition in my life, who were auditioning disabled women actors. I wrote a piece exploring the themes of disability and identity, based on my experiences, and subsequently toured nationally with Graeae. This led to more work in disability performance and my involvement in disability rights.

After moving to Bristol, I worked at West of England Centre for Inclusive Living (WECIL). I helped develop several projects, including a young disabled people's forum group and a disability hate crime service. Working with a group of young disabled people, I produced two films about bullying and harassment. The films were used nationally as training tools, and one film won an award from RADAR.

I recently had funding to implement hate crime workshops for people with learning difficulties, working alongside two actors with learning difficulties. This led to training



the police and performances at conferences, which were issue-based.

I am passionate about using creative ways to explore difficult issues. By drawing on my background in performance and working with other disabled people, I've developed an approach to training, presentation and workshops that engages and involves people. My aim is to make training and learning more accessible, inclusive, memorable and even... fun!



Youth Café, Yate

**Are you Lesbian, Gay,
Bisexual, Trans or
Questioning (LGBTQ)?**

Are you aged 13-19?

**We are running an LGBTQ youth café in Yate
on the last Sunday of every month from 7-9pm.**

Come along and find out more.

Contact

Phone 01454 869 441

Email info@yatearmadillo.co.uk

Facebook www.facebook.com/groups/LGBTQyate

Domestic Abuse Services the West Country

What stops LGBT+ people using Domestic Violence and Abuse services? We've worked vigorously with Next Link to improve access to domestic abuse services. Our research covered Bath and North East Somerset, Bristol, North Somerset, Somerset and South Gloucestershire to implement;

- ★ reviewing existing policies and services;
- ★ staff awareness training;
- ★ focus groups discussions; and
- ★ a campaign to increase DVA reporting and referrals.

Our research was made possible by a Community Safety grant awarded to Next Link by the Safer Bristol Partnership. Safer Bristol was allocated this money from Avon and Somerset Police and Crime Commissioner in 2014-15.

<http://www.diversitytrust.org.uk/news/2016/03/08/new-report-on-lgbt-and-domestic-violence-and-abuse/>

Barriers to seeking help

We explored why LGBT+ people struggle seeking DVA help. We need to understand these barriers so we can shape and create DVA services, which reaches LGBT+ communities. For example, there's minimum domestic abuse in same-sex relationship awareness in our services. We noticed there's a lack in LGBT+ outreach. People fear discrimination and gender and or sexual orientation assumptions. A women only / men only approach may not suit trans, intersex and other gender variant people. Young LGBT+ people may face their families rejecting them and finding emergency shelter for trans people is more difficult.

Based on the project's findings we recommend:

- ★ Commissioning independent advisors in domestic and sexual violence, but with

a remit to support LGBT+ survivors and victims.

- ★ Train new staff in Domestic Violence and Abuse agencies, as well as staff in other agencies, so they can identify, support and protect LGBT+ survivors of DVA.
- ★ Encourage our services to nominate an LGBT+ champion, so they can lead on LGBT+ issues.
- ★ Increase monitoring gender identity and sexual orientation in all services.
- ★ Develop resources for campaigns, which gives LGBT+ victims a voice via a wide range of media.



- ★ Use LGBT+ people and same-sex relationship images in promotion materials and in safe house accommodation, so LGBT+ victims and survivors are reflected in local DVA services.
- ★ Encourage advertising in LGBT+ scene venues, such as bars, clubs, saunas and in sexual health clinics.
- ★ Use local radio, such as Ujima Radio and ShoutOut Radio, to get the message across, especially to LGBT+ people living in remote areas and to non-scene users.
- ★ Use social media and digital resources to reach all LGBT+ communities.
- ★ Develop an online resource, so LGBT+ people experiencing domestic violence and abuse can access support.
- ★ Create LGBT+ safe spaces where self-defence classes are available.
- ★ Commission further research addressing all LGBT+ victims of DVA, particularly for Trans women and men, non-binary, and gay and bisexual men.



Please read Emily Moreton's brilliant blog. She is a PHD researcher and one of our trainers and consultants. It'll help you develop your LGBT+ friendly services by putting the information above into context.

<http://www.bristolzerotolerance.com/including-same-sex-victims-and-survivors/>

We've now launched our DVA campaign and resources. To see the entire report, posters, leaflets and stickers visit our website at:

<http://www.diversitytrust.org.uk/news/2016/03/08/new-report-on-lgbt-and-domestic-violence-and-abuse/>

Case Study

My story from Hannah Jaine, Equality Manager at HMP Ashfield

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

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

So what is Equality within HMP Ashfield?

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

So keep reading Diversity News. Each newsletter will show how each HMP Equality Forum works. You'll gain insight about our equalities practice, giving you food for thought about your Equalities, Diversity and Inclusion training, development, research and how you can use the Equality Act 2010.

Here's our Disability Forum.

Disability Forum

Our Disability Forum has two aims;

- ★ Supporting prisoners with their disability; and
- ★ promoting disability awareness.



Our monthly drop-in sessions for all prisoners allows them to interact and raise issues.

Often these issues effect many prisoners. For example, cell heating, collecting medication, arranging social care, cell adaption or aids for prisoners were typical concerns.

Our drop-in sessions have specific theme, such as 'hearing impairment', 'learning difficulties' or 'physical disabilities'. Because it raises awareness each month.

Once a year we hold a Disability Sports Day for all prisoners, so they know how difficulty life can be for disabled people.



Organisations we work with

Stand Against Racism and Inequality



Stand Against Racism and Inequality (SARI) arranged a workshop with us for services across South Gloucestershire on Thursday 3 March 2016.

We explored tackling Homophobic, Biphobic and Transphobic hate crime in the South Gloucestershire area.

Our workshop covered;

- ★ the nature and extent of hate crime nationally and locally;
- ★ how to raise reporting;
- ★ how to respond; and
- ★ exploring the gaps and needs in South Gloucestershire.

SARI worked with us, South Gloucestershire Council and our LGBTQ Youth Café to

arrange our workshop. However, everyone in the workshop was considered as partners for tackling LGBT+ hate crime in South Gloucestershire. These services ranged from housing associations, charities, public services to community group facilitators. We hope to run a further workshop for the general public.

The workshop followed SARI's afternoon workshop, which covered disability hate crime in South Gloucestershire for the same services and agencies.

For more information and to get involve contact SARI via:

<http://www.sariweb.org.uk/news-information/contact-sari/>

South Gloucestershire has a Dementia Action Alliance.



Businesses, schools, community and faith groups across South Gloucestershire are becoming dementia friendly with its FREE South Gloucestershire Dementia Action Alliance (SGDAA) membership. As a member you'll access its resources to help you implement a dementia-friendly activity and / or service.

This could involve a school hosting an assembly on dementia awareness. Churches

checking its building's fully accessible. Community groups inviting a guest speaker from SGDAA to explore becoming dementia friendly and welcoming.

SGDAA was launched in January 2015, commissioned by South Gloucestershire Council and the Clinical Commissioning Group. It followed a successful two-year pilot project in Patchway, which was funded by the Prime Minister's Dementia Challenge Fund in 2013/14.

The Dementia Alliance supports making all communities more dementia aware and inclusive. So we look at different cultures to see if people with dementia are treated fairly and have access to everything they need.

To get involved:

Write: dementia@southernbrooks.org.uk
Call: 01454 868 570

Diversity in Practice: Working with Lesbian, Gay, Bisexual & Trans (LGBT+) Communities

Course Overview

This course is by the Diversity Trust. It's aimed for those working in the public, social purpose, voluntary and community sectors and is relevant to both practitioners and managers.

Our aim is to help you improve the services you deliver for Lesbian, Gay, Bisexual and Transgender people.

The course includes:

- an overview of key legislation relevant to sexual orientation and gender identity
- research exploring LGBT+ experiences and the barriers they face in accessing services
- best practice guidelines to help you deliver services for LGBT+ people
- practical ideas on other issues including how to support LGBT+ staff, and when and how to monitor sexual orientation and gender identity

The course is aimed at people who develop and implement strategy: commissioners, service managers and operational staff. It's also useful for those working in the health sector (particularly mental health), children and young people's services, and to a wide range of voluntary and community sector settings.

To find out more or book a place...

T: 0844 800 4425

E: info@diversitytrust.org.uk

W: www.diversitytrust.org.uk

A: PO Box 5189, Somerset BA6 0BN



Focus on good visual communication

How clear design can help your organisation reach its public

Hello there! My name is Frank Duffy and I'm proud to be a director of the Diversity Trust. I'm also an experienced graphic designer and have created clear and exciting visual communications for all manner of organisations, many of whom are in the third sector. Previous clients include the NHS, Trans organisations, research bodies, the National Museums Wales group, conservation charities and high-profile arts centres.



I'm going to talk a little bit about what good design is and how it can improve your relationship with your clients. We humans are usually visual creatures and if we like the look of something we are more likely to pay attention to it!

What does a graphic designer do?

A graphic designer takes a message and creates a coherent visual aspect to it, so that the looks of the message match the content.

For example, I might be given photos and a word document to make up a brochure. I would consider who the brochure was aimed at and the message of the word document and choose fonts, colours and a layout that made the brochure flow and feel appropriate.

What makes good design?

Understanding how to present a clear and engaging visual message takes study, experience and intuition.

A good design will be easy to follow, easy to read (do consider the needs of your visually-

impaired readers), and interesting. It will fit well with the content and be designed with its audience in mind.

I would design a museum activity trail for children differently from a research publication, which would be different in turn from a brochure for a five-star hotel or a magazine for IT leaders.

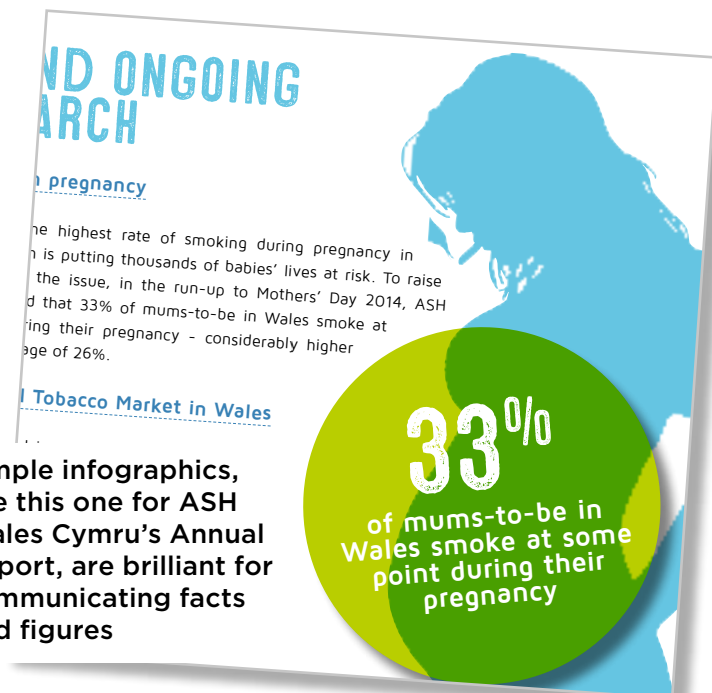
What you can do to help

It's not only about what the designer does - you can improve your communications by giving the designer an excellent structure to work with.

Consider:

- ★ using short paragraphs
- ★ breaking the text up with sub headings and pull-quotes (snippets pulled from the text that are highlighted on the page in order to draw the reader in).
- ★ Creating lists of facts
- ★ using beautiful infographics and charts
- ★ writing real-life case-studies with photographs to add human interest.

If you're choosing imagery make sure to include a diverse range of people - work



Simple infographics, like this one for ASH Wales Cymru's Annual Report, are brilliant for communicating facts and figures

done by the Diversity Trust suggests minorities are much more likely to read a publication if they see that it's aimed at them, too. Photography is important - it can really lift up a design.

If I'm on a shoe-string budget!

If you need to create the design yourself, here are a few tips:

- 👉 Use limited fonts - one for the main text and one or two for headings
- 👉 Use limited colours, perhaps from your logo
- 👉 Think about different levels of headings for clarity - a main heading, a sub heading
- 👉 Use bullet points, lists and pull-quotes
- 👉 Consider using columns - narrower blocks of text are easier to read
- 👉 Line things up - it's easier on the eye
- 👉 Have a look at professionally-designed publications that you like and try to work out how the designer has created that look and feel
- 👉 Make sure you take lots of photos at events so you have some appropriate imagery.

If you have a small budget you may want to consider asking a designer to help you choose typefaces and colours, and perhaps creating a template for you to overwrite.

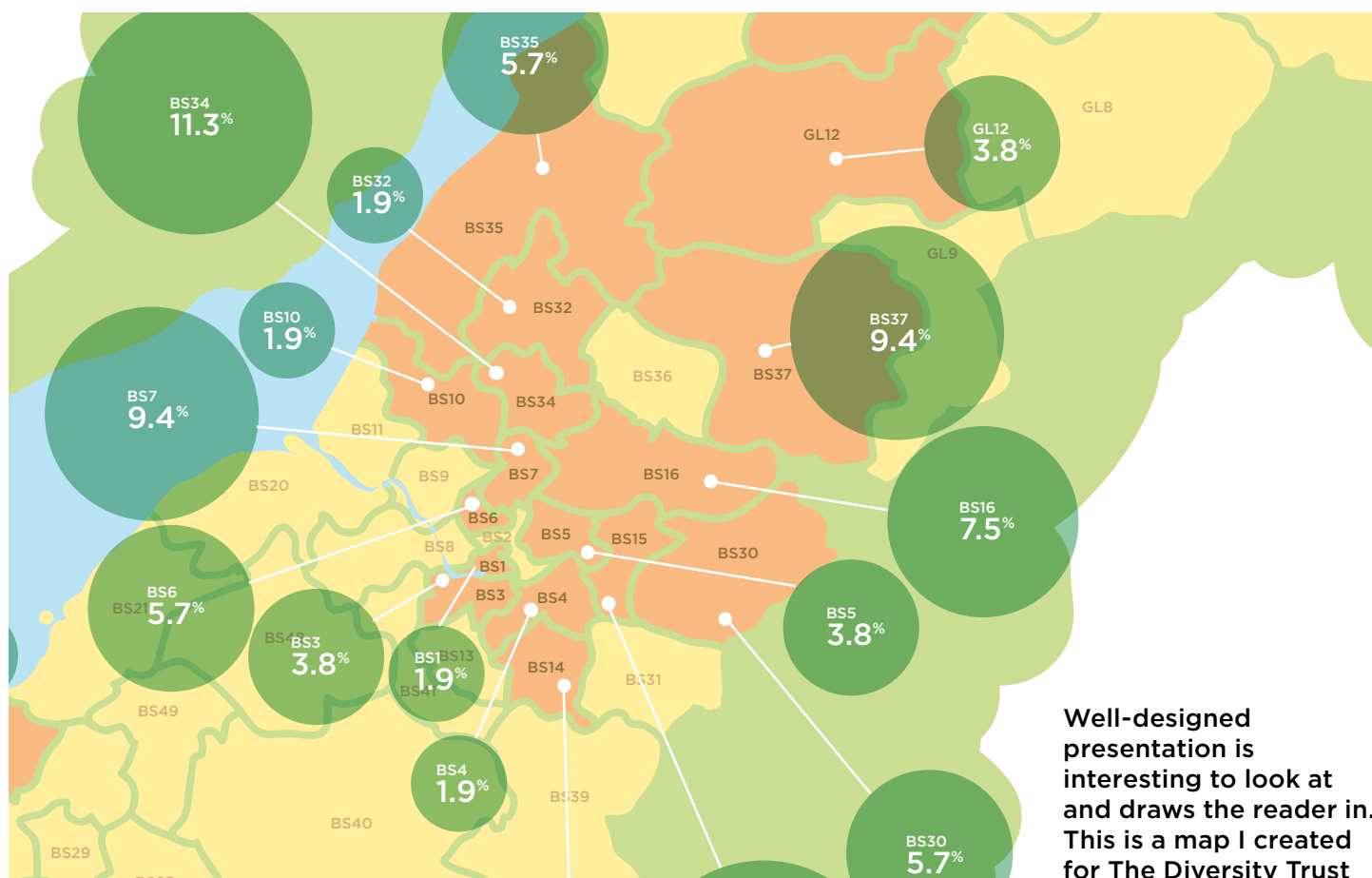
If you do it right

Good design will improve your standing with your clients and peers. Aim for clear, consistent, professional and approachable. If your organisation communicates with its audience in a measured, thoughtful, clear, appropriate and engaging way your message will be easier to understand and more trusted and you will notice the difference with your clients.

If you'd like more advice I'm happy to answer questions and to cast my expert eye over your organisation's communication materials; I can also provide a no-obligation quote.

Do give me a ring on 01363 877 388 or email hello@frankduffy.co.uk.

You can view my work at www.frankduffy.co.uk.



Well-designed presentation is interesting to look at and draws the reader in. This is a map I created for The Diversity Trust

Dates for your diary

Event: LGBT+ Awareness Workshop for Health Professionals (South Gloucestershire)

Date: Wednesday 4 May, 9.30am – 12.30pm

Venue: Poole Court, Yate

Why you should go? If you're a health professional, you'll get a FREE briefing session from us and Healthwatch South Gloucestershire. You'll learn about the Lesbian, Gay, Bisexual and Trans (LGBT+) population in your area and what they need from your service.

The session will cover: Local research / Best practice guidelines / Practical ideas and tips. Refreshments: Tea and Coffee

To Book: Visit: <http://www.thecareforum.org/pagesouth-glos-transgender-awareness-workshop-working-with-the-trans-community-4-may-2016.html>

Event: Gender Identity Workshops in Bath, Bristol and South Gloucestershire

Date: Various dates throughout April, May and June 2016

Venue: Various location in Bath, Bristol and South Gloucestershire

Why you should go? If you work as an administrator, manager or practitioner our half-day course will explore gender identity in the office and with your service users. Our course mainly targets public, social purpose, voluntary and community sectors.

The course will cover: Improving services so transgender people have a better experience where their needs are met.

To Book: Visit: <http://www.thecareforum.org/events>

Event: LGBTQ Youth Cafe

Date: Every last Sunday of the month. The next three dates are: Sunday 24th April, Sunday 29th May and Sunday 26th June.

Venue: Yate. For the exact location see our contacts below.

Time: 7pm till 9pm

Why you should go? If you're 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/>

Event: Bristol Transcaf

Where: In cafes around Bristol

When: Monthly, but visit our Facebook group for details: <https://www.facebook.com/groups/transcaf>

Why you should go? Creating a safe and social space for anyone who identifies as trans, questioning their gender, non-binary, agender, and general gender rebels. Think of it as the trans-family of terms and everyone's welcome.

To contact us: write to: bristoltranscaf@gmail.com

Event: Somerset Lesbian Network - Annual General Meeting

When: Sunday 24th April 2016

Time: 11.00 – 12:00

Where: The Basement room, Temple Methodist Church, Upper High Street, Taunton, TA1 3PY

Why you should go? It's for all members, supporters and partner organisations. We'll confirm our next committee. You'll hear about our past year and we'll share ideas for the future.

Access: There's plenty of free car parking. But this venue is mainly accessed via some stairs. However, other access is available. To join us on the day - ring the bell at the side of the entrance door or text 07599 070755

Members: Please bring lunch for sharing, as our usual drop-in will happen after our AGM.

Transfigurations

Summer Break for Trans Children/Youth and their Parents

Transfigurations is pleased to be able to offer transgender children and their parents the opportunity to take part in a summer break in the beautiful coastal resort of Torquay in South Devon.

This will be a long weekend commencing on Friday 19th August 2016 and departing on Monday 22nd August 2016.

Further information is available on our website at:-

<http://transfigurations.org.uk/summer-break/>
or email us at transkids@transfigurations.org.uk



Research

LGBT+ and Pets



There's little insight about how LGBT+ people experience the world compared to cisgender and heterosexual people. Catherine Donavon (University of Sunderland) and Professor Marianne Hester (University of Bristol) have led research in the UK on LGBT+, and particularly same-sex partner abuse.

Catherine's research will help better understand the value and meaning that LGBT+ people have with their pets. Do human / animal companionship impact on wellbeing? Is there abuse and violence aimed at animals?

This research doesn't assume LGBT+ people are more likely to abuse their pets than cisgender and heterosexual people. However, it covers a gap in research.

You can take part in Catherine's survey, which is collecting data across the globe as we speak. Full details about the survey are on the opening screen of the survey.

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

Copies of the report will feature in Diversity News, on our website and in our social media.

Follow us on Twitter <https://twitter.com/DiversityTrust>

Find us on Facebook <https://www.facebook.com/DiversityTrust/>

Find us on LinkedIn <https://www.linkedin.com/in/diversitytrust>

How well do our health services serve the local LGBT community?

Improve your local health services by taking part our Somerset Clinical Commissioning research. Patients and carers living in Somerset can take part. We're particularly keen to hear from LGBT+ communities in Somerset. Our Needs Assessment reports reveal many LGB and Trans people in Somerset can feel isolated in their communities and do not feel safe when using their local health services. You can share your experience anonymously or otherwise. Your feedback will help us influence the improvements and changes we need in your health sector.

Somerset Clinical Commissioning assess and then choose which hospital, community health and mental health services to publically fund across Somerset. Therefore, from hearing your experiences SCC will see if it's investing in the right services by understanding the challenges and barriers you face. For example, we already know many staff in the health sector are not as aware of LGBT+ issues as they could be. So, it wants to learn lessons from your experience and then take action to make things better.

To find out more write to Jill Downey, Patient, Public and Carer Involvement Manager at the Somerset Clinical Commissioning Group on: jill.downey@somersetccg.nhs.uk



Western Boys began in 2002 with four trans guys getting together for mutual support in the West Country and South Wales. We soon had fifteen people join us. By 2007 we saw around seventy people.

You can find Female to Male, FTM, information and resources on our WesternBoys website: <http://www.westernboys.org/index.html>





Domestic Violence and Abuse

- ★ 1 in 4 people identifying as Lesbian, Gay, Bisexual or Trans will experience Domestic Abuse at some point in their lives. This is the same rate as in domestic abuse against heterosexual women
- ★ Domestic violence covers almost a ¼ of all violent crime. (British Crime Survey England & Wales 2000)
- ★ There's over 7000 reported domestic abuse incidences reported to the police in Bristol in 2013-14. Two-thirds go unreported.
- ★ 64% of transgender people experienced domestic violence and abuse (Browne, K, 2007 "Count Me in Too: Domestic Violence and Abuse and LGBT Lives" University of Brighton and Spectrum)

Our Quiz!

Email your definition for **Cultural Competence**. The best definition wins a £25 M&S gift voucher. Email your answer, name and address to:

info@diversitytrust.org.uk





Twitter

Hear what we've said and heard recently on Twitterscape:

March 2

We are cohosting an event next week with @NextLinkHousing @AandSPCC on #LGBT and domestic abuse <http://www.diversitytrust.org.uk/events/improving-access-to-domestic-violence-and-abuse-services-for-lgbt-victims-and-survivors/> ...

March 2

Another great session today on achieving cultural competence with @BrisComHealth http://www.diversitytrust.org.uk/system/assets/155/original/culturalcompetencyflyer_feb16.pdf ...

February 29

Read our update on work with gay and bisexual men here in Somerset with @SomersetCouncil http://www.diversitytrust.org.uk/system/assets/152/original/SEOG3_7_.pdf ... with @DiversityTrust and @HWatchSomerset

February 26

@DiversityTrust @NextLinkHousing GREAT JOB improving access to domestic abuse services for #LGBT <http://www.diversitytrust.org.uk/events/improvi>

Credits

Our newsletter was:



Written and edited by David Sully at Mr Pen – Content Management

Web: Will relaunch this April 2016

Email: mrpencontent@outlook.com

Facebook: Search Mr Pen – Content Specialist

Twitter: Search Mr_Pen_Content

Design and layout by Frank Duffy – designer and illustrator extraordinaire!



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

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

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

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

LGB and Trans - Lesbian, Gay, Bisexual and Trans

LGBTQ - Lesbian, Gay, Bisexual, Trans and Questioning

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

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

SARI - Stand Against Racism and Inequality

DVA - Domestic and Violence Abuse

IDVA - Independent Domestic Violence

Advisors. Their main purpose is addressing

the safety of victims at high risk of harm from intimate partners, ex-partners or family members to secure their safety and the safety of their children.

ISVA - Independent Sexual Domestic Violence Advisors

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>

Achieving Cultural Competence

Course Overview

The course explores the key themes of equality, diversity and inclusion with a focus on achieving cultural competence. It will include analysis of these key themes and what they mean in practice. It will include an overview of key equalities legislation, explore the barriers faced by equalities communities and provide an opportunity to embed the course themes into practice.

Learning Objectives

- An increased understanding of inclusive approaches and cultural competence.
- An increase of effective approaches to achieving equality diversity and inclusion.
- Explore barriers and considerations to equalities communities improving outcomes.
- Explore ethical and value issues in working within diversity and inclusion.
- Share the importance of good practice working across diverse communities.

Who should attend

The course is aimed at people who develop and implement strategy: commissioners, service managers and operational staff. It will be useful to those working in a wide range of sectors, and to a wide range of voluntary and community sector settings.

How to Book

E: info@diversitytrust.org.uk

T: 0844 800 4425

W: www.diversitytrust.org.uk

🐦 Find us on Twitter [@DiversityTrust](https://twitter.com/DiversityTrust)

