

# Diversity News

Summer 2016

Substance Misuse Matters

## About the Diversity Trust

**The Diversity Trust is a non-profit organisation, which provides equality, diversity and inclusion training throughout the UK.**

We are a partner organisation 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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# News in Brief:

## Bristol Terrence Higgins Trust Curry and Quiz night

### Vindaloo and beers followed by a quiz in teams of six

was a perfect way to raise money for the HIV and sexual health charity, Terrence Higgins Trust Bristol, on Thursday 30 June. The Joy Raj Indian Restaurant supported our fundraising curry night. THT supports those living with HIV: it promotes sexual health, safer sex and having sexual health check-ups. Contact THT on: **0117 955 1000** to donate, join its fundraising events or if you, your client or service user, wish to volunteer.



## Open Doors and Unlocking Services



**GOLDEN KEY**

### Golden Key is an eight-year £10 million Big Lottery-funded project.

It looks at how services are put together and run in Bristol, so it can change services for people with multiple and complex needs. Some people have multiple needs, such as homelessness, drug misuse, mental health issues, and have criminal justice involvement. This means they face barriers to accessing mainstream services.

Because of efficiency requirements services are forced to serve the majority, so many Black and Minority Ethnic (BME), disabled people and women lose out.

Golden Key walks alongside its clients and maps what does and doesn't work. It's gathering evidence, which will help make services more accessible and inclusive, helping to unlock and open doors for more people.

[www.goldenkeybristol.org.uk](http://www.goldenkeybristol.org.uk)  
[@GoldKeyBristol](https://twitter.com/GoldKeyBristol)

## New Support Service Opens in Bristol

**LGBT+ people facing alcohol and drug problems in Bristol** can now access a FREE and confidential advice, information and support drop-in service every Monday from 5pm-8pm. Bristol Drugs Project launched its drop-in service on Monday 13 June, which is called Prism. A service user can refer themselves to the Bristol treatment service after using Prism.

There's a Needle Exchange and a Nursing Service on hand, which offers Hep B vaccinations, Hep C advice and referrals and advice about injecting injuries.

If you work with LGBT+ communities and / or in a Bristol health service, or simply wish to know more, please contact Prism on:

Email: [prism@bdp.org.uk](mailto:prism@bdp.org.uk)

Call: **07971 354 498**

Drop-in service address: **23-25 Midland Road, Bristol, BS2 0JT**



# Bristol Pride 2016!

Our Diversity Trust flew the rainbow flag and displayed our information in the community tent during Bristol Pride Day on Saturday 9 July.

This year the ten-day festival started on 1 July, which had a programme filled with events championing equality and tackling community issues.

Bristol's iconic Harbourside opened its doors to Pride Day this year on Saturday 9 July, stretching from Millennium Square to the Amphitheatre. We were dazzled by local art, heard music, ate local food and were entertained by cabaret acts.



Pride attracted over 31,000 people in 2015. It was named in the top three reasons why visitors came to Bristol in 2015, and brought more into the local economy than any other Festival.



# Diversity Trust Training

**Our Summer 2016 newsletter focuses on making drug and alcohol advice and support services more accessible for everyone.** You may be challenged to reach everyone who needs your service. Our training will show how to access hard-to-reach communities by making your services more inclusive and accessible for our diverse communities.

Explore our useful training options below and visit [www.diversitytrust.org.uk](http://www.diversitytrust.org.uk) for more information.

You can also save, print and share our flyers and posters, and book your 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 help you achieve cultural competence. Our course will analyse key themes and what they mean in practice. It will also include an overview of key equalities legislation. We'll look at the barriers faced by communities and then explore how we embed what we learn into practice.

[http://www.diversitytrust.org.uk/system/assets/155/original/culturalcompetencyflyer\\_feb16.pdf](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 legislation, local and national 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, unconscious privileges and bias. We'll create a safe learning environment to explore attitudes, beliefs and values.

[http://www.diversitytrust.org.uk/system/assets/146/original/EDI\\_jan16\\_1\\_.pdf](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 is gender

bias against? We'll explore **unconscious bias** and its **impact** on recruitment, employment, management, staff retention and when serving customers or working with clients.

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

Our training costs from £350 to £700. Visit: [www.diversitytrust.org.uk](http://www.diversitytrust.org.uk) to see our rates and to book your training. You can also call us on: 0844 800 4425 or email [info@diversitytrust.org.uk](mailto:info@diversitytrust.org.uk). You can also tweet us [@DiversityTrust](https://twitter.com/DiversityTrust)

## 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.'

**continued over...**





# Clear communication

**Below is a Writing in Plain English tip from David Sully, which may give you ideas in how you can make your information more accessible.**

Read the following paragraph.

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

Now breathe!

A sentence is a statement, question or command and normally has at least one verb (doing word).

When communicating to your reader/s say exactly what you mean, using the simplest words, which fit. This doesn't mean only using simple words, just words that your reader/s understand.

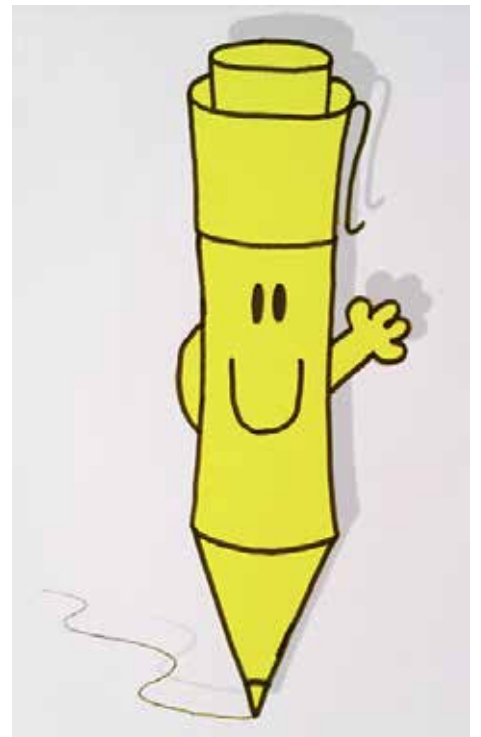
Avoid old fashioned language like aforesaid, notwithstanding, heretofore, because they're often misunderstood and make your writing sound stiff and heavy.

Choose familiar words. They're good at describing complicated systems and procedures. Unusual words may sound impressive but they may hide weak ideas. Therefore, 'what' you say should impress your reader/s, and not the 'complex way you say it'.



Keep your sentences short, an average of 15 to 20 words, and a maximum of 25 to 30 words if you have a lot to say. So aim for one main idea per sentence, plus perhaps one other related point. You can break up most sentences over 30 words in some way; using bullet points is a great technique to achieve this.

Happy writing!



**If your work in Bristol involves supporting people with substance misuse we can help you reach the people who need you.**

We work with 'Bristol Recovery Orientated Alcohol and Drug Service' (Bristol ROADS) and we support Bristol City Council and other services dealing with substance misuse. Our project includes:

- ★ a training event;
- ★ a look at your training needs; and
- ★ some special reports to help you improve access for anyone who needs your drug and alcohol support.

For example, last year in July 2015 we created a Step-by-Step Guide: Reaching the Equalities Standard. I wrote the guide with my Diversity Trust Co-Director, Russell Thomas.

The booklet has Indicators of Cultural Competence. I'll explain what I mean by Cultural Competence in a Drug and Alcohol support service. To support your service user there are four areas in their life to consider:

- ★ Social: support from and obligations to family, partners, children, friends and peers.
- ★ Physical: finances and safe accommodation.
- ★ Human: skills, mental and physical health, a job.
- ★ Cultural: values, beliefs and attitudes held by the individual.

So it's important your service has the cultural competence and flexibility to support someone based on their cultural background and identity. We must consider their gender identity, religion, sexual orientation, and so on; by understanding their identity and community we can best support them. Our booklet also covers

performance areas, such as mapping and gapping.

Take a look at the booklet by visiting: [http://www.diversitytrust.org.uk/system/assets/129/original/Resource\\_final\\_draft\(PPT\).pdf](http://www.diversitytrust.org.uk/system/assets/129/original/Resource_final_draft(PPT).pdf)

And contact us if you need further cultural competence training.

We also wrote a report about 'the Bristol ROADS diversity training needs'. It analysed the equality, diversity and inclusion training needs for staff during 2015-16. Our report considered the service outcomes, so we can paint a picture about how the service currently works. We mainly focussed on disability, gender and race in our report.

Our report proposed the following recommendations:

- ★ ROADS services effectively engage with equality, diversity and inclusion training, especially staff training and awareness sessions to make sure there's effective engagement and collection of equality monitoring data.
- ★ Make sure Bristol ROADS, Substance Misuse Team and Joint Commissioning Group have consistency in equality monitoring and data collection
- ★ Focus group service users on equality monitoring
- ★ Make sure gender balance in the service reflects the local population and people using the treatment service.
- ★ Women at ROADS becoming gender aware and mindful about why men access treatment.
- ★ Explore the demographic of people working and using the ROAD services.
- ★ Explored the decline and lack BME staff retention.
- ★ Use consistent systems, such as the



Disability 'Two-Tick' system (it supports a service user to tick their disability and meeting the criteria for using a ROADS service)

- ★ Bristol City Council - Substance Misuse Team consider including the 'Two-Tick' system when re-commissioning services.
- ★ ROADS services have the right 'adjustments' for disabled staff, including how sickness and absences are captured and recorded.

Our report highlighted staff needing extra support by having our equality, diversity and inclusion training, especially LGBT+ training and some staff needing our gender identity / trans awareness training. It would help them support the whole community more effectively.

Interestingly, many people said they didn't need extra equality training. However, our survey told a different story. Staff may not be aware what it takes to become and remain culturally aware and competent.

Here's a few quotes from staff who received Equality, Diversity and Inclusion and Cultural Competence training.

'Made me more aware of different issues affecting different cultures when working with clients from other ethnicities.'

'Gained a better ability to convey empathy, better understand and support clients' needs from LGBTQ and minority backgrounds.'

You can read our full report here [http://www.diversitytrust.org.uk/system/assets/176/original/ROADS\\_may16\\_4.pdf](http://www.diversitytrust.org.uk/system/assets/176/original/ROADS_may16_4.pdf)

# IDAHOBIT Day (International Day Against Homophobia, Biphobia and Transphobia)

**Every year we have an International Day against Homophobia, Biphobia and Transphobia (IDAHOBIT).** Created in 2004, IDAHOBIT draws the attention to policymakers, opinion leaders, social movements, the public and the media of the violence and discrimination experienced by LGBT+ people throughout the world.

It's about achieving a safe and welcoming world for anyone identifying as Lesbian, Gay, Bisexual, Trans and so on. For instance, many same-sex couples feel unable to hold hands or show affection for each other in public - fearing discrimination or even violence. It creates an unequal society when opposite-sex couples don't fear the same discrimination.

Many national and international institutions are showing their support for IDAHOBIT. Even search engine giant, Google, mentioned IDAHOBIT on its home page for the world to see. So it's really becoming a day of action for gender and sexual minorities' rights leading towards more inclusive, happy and diverse communities where everyone's safe and respected.

On 17 May a small and perfectly formed crowd marked IDAHOBIT in Bristol with the Lord Mayor raising the Trans and (LGBT+) rainbow flag at City Hall followed by a purple picnic on College Green. Bristol Pride sold rainbow ribbons at the event to raise money for Bivisible and Micro Rainbow International. Bristol City Council Rainbow Group, LGBT+ Health Forum, Bristol Pride, Queer Vision, Equal Youth and Freedom Youth also joined us.

Mental health was the theme this year, which is often treated as a stigma and can be hidden. We know LGBT+ people are



at least four times as likely to suffer poor mental health than their cisgender and heterosexual peers. This isn't surprising when seventy-one countries still criminalise same-sex relationships. That's 40% of the world population (or 2.8 billion people) who are not free to choose whom they love. Millions of LGBT+ people live in a constant state of fear. Although many IDAHOBIT events around the world were successful, 15% of IDAHOBIT initiatives were hidden in advance for fear of triggering hostility. This figure increased from last year, which shows an opposition to gender and sexual diversity growing across the globe.

We also see hate on our own doorstep here in Bristol. So IDAHOBIT reminds us that our LGBT+ communities still need everyone's support, solidarity and protection.

However, don't leave it until next year's IDAHOBIT to take action. The Diversity Trust has everything you need to make your staff culturally competent, so both staff and

service users are treated fairly, equally and with respect in your inclusive service. We're only a call, email or tweet away after you've read our newsletter and explored our menu of training options. So next year you can celebrate being an exemplar of Best Practice on IDAHOBIT Day.

Henry Poultney, LGBT+ Youth Work and Developer at Off the Record (Bristol) says, 'IDAHOBIT matters both locally, nationally and internationally. It is a celebration and call to action to challenge and stand against hatred on the basis of gender and sexuality around the world. This year we did further work on the day at Freedom Youth by chatting to the LGBT+ young people about the day - its history and purpose. We had lots of interesting discussions alongside celebrating the event itself'.

Michelle McMorrow, Bristol City Council LGBT+ Youth and Community Worker, says 'As a youth and community worker... one of the most important things for me is to acknowledge and mark events such as IDAHOBIT as part of the LGBT+ calendar. Working with the wider community and young people to represent and be part of a globally recognised 'moment', connects us to the Homo/Bi/Trans phobic experiences of LGBT+ people'.





# Chemsex Film Night

by our Newsletter Copywriter, David Sully.



## **The Men's Group at the Terrence Higgins Trust in Bristol hosted a Chemsex film and discussion night supported with bowls of popcorn on 30 March 2016.**

Before anticipating and attending the event we joked about having Chemsex in Bristol Bear Bar afterwards. After watching the film none of us were laughing. The film showed what could be the biggest health crisis among gay men in thirty-years. There's a new urban scene of multi-partner sex combined with needle-use drugs, often inviting HIV positive men to engage in risky sex.

The problem has become so big special clinics have opened in some sexual health services.

The film revealed social media and Hookup sites enabling Chemsex activities and group gatherings. There's a shocking scene showing a guy having Chemsex while scrolling through his gay phone app, Grindr, to look for his next hookup. Some interviewees said they'd rather die than not have Chemsex again. Many social

media sites call injecting drugs 'slamming' to make it sound acceptable and exciting. We heard the story of a professional man lose everything and continue funding his Chemsex habit through escorting. The subjects in the film are clearly trying to find a way to explain the situation to other people and to themselves. It's as if sex education hadn't prepared them for adult life as it focussed on opposite-sex couples. The questions remain: what exactly is the scale of the problem and how many people are affected?

The film may have exaggerated Chemsex compared to larger issues of homophobia or inequality. Well, for me, the film highlights a worrying trend, which is growing in our cities.

Chemsex is documented by William Fairman and Max Gogarty, which deals with the growing use of illegal psychoactive drugs during sex in our cities. Contact THT Bristol for more information on: **0117 955 1000** or email: [info@tht.org.uk](mailto:info@tht.org.uk)

# Under-reported Male Rape and Sexual Assault

## Avon and Somerset Police



**In our Winter 2015 newsletter we wrote about an Avon and Somerset Police male rape and sexual assault campaign.** The campaign encourages men to come forward and highlights the support they'll have.

Jason Tye, Founder and Director at Tantra for Gay Men, says

'I began counselling inmates at HMP Prison in Bristol, which focussed on sexual abuse and rape. I discovered most clients had an abusive history, which led to escaping the torment through their drug habits. They committed crimes to feed this drug habit. Once arrested they faced years behind bars.'

Figures from the National Crime Survey show around 75,000 men a year suffer sexual assault or attempted sexual assault. But, only 700 men reported the crimes.

Avon and Somerset Police want to encourage all male victims of rape, sexual assault or attempted sexual assault to have the confidence to come forward and report it.

Our message is clear – if you've been a victim, you will be listened to, you will be believed and you will always be respected. If you want to follow the campaign, please

follow [@ASPMikeSteven](https://twitter.com/ASPMikeSteven) on Twitter or visit the following website:  
[www.thisisnotanexcuse.org](http://www.thisisnotanexcuse.org)



### Questions about male rape and reporting.

**I feel as if it's my fault. I should have been able to stop it or fight them off**

Forcing someone to take part in sexual activity against their will is about power, control and violence. It has nothing to do with sexual desire, love or passion. All sex without consent is rape and the victim is never to blame.

### Rape and sexual assault only happens to gay men

Any man or boy can be sexually assaulted or raped, regardless of size, strength, appearance or sexual orientation. Being raped or sexually assaulted will not change your sexual orientation so that you now become gay or become straight.

People who commit sexual assault can be any gender and they can be of any sexual orientation.

### People will blame me because I was drinking or took drugs

Whatever the situation – whatever your relationship with the person, wherever you were or whatever you were drinking or taking – you did not ask to be raped or sexually assaulted and it wasn't your fault.

### What will happen if I call the police – will I be taken seriously?

Police take all reports of rape and sexual assault very seriously. You will be treated with respect and not judged. Above all, you will be believed.

Your welfare is top priority, with specially

trained officers and staff working around the clock to offer advice and support. Police also work alongside teams of Independent Sexual Violence Advisors (ISVAs). ISVAs work one-to-one with people who have experienced rape or sexual assault to provide advice and practical support throughout any police investigation, including if your case goes to court.

### **Will my report be kept confidential - who will know?**

Police treat all reports in the strictest of confidence. Information will not be disclosed to family members or your employer, and officers will be discreet and sensitive when contacting you with any updates about an investigation.

If the case is heard in court, the law protects you and gives you anonymity for the rest of your life. This means that no information, such as your name, address, where you work, who your family and friends are, can be published by the media or on social media.

### **All the support seems to be for women who are raped by men. What services are available for me?**

There are organisations that provide help and support specifically for men, as well as services which are available to all genders. Visit our help and support page for more information: [www.thisisnotanexcuse.org](http://www.thisisnotanexcuse.org)



# Orlando Vigil

Bringing our LGBT+ community, friends, family and allies together

**We were shocked and devastated by the loss of fifty lives**, taken by gunman Omar Mateen inside the Orlando, Florida LGBT+ nightclub Pulse on Sunday 12th June. It was the worst terror attack in America since 9/11, and it targeted the Latinx LGBT+ community. Vigils were held across the world uniting our LGBT+ community along with our families, friends and allies. We held a vigil on College Green, outside City Hall, Bristol on Tuesday 14th June from 6pm where rainbow flags were flying at half-mast.

It took just half an hour for over 2000 people to stand together in solidarity against acts of hate. The cathedral opened late for people to pray, reflect, and to light a candle for those who lost their lives.

We worked with SARI, Out Bristol, Bristol Pride, LGBT Bristol and others to run a social media campaign. The campaign brought all services and communities together to mourn and pay our respects. Our vigil honoured the people whose lives were cut short, who loved, were loved, who had families, friends and dreams.

Bristol Mayor, Marvin Rees, opened our vigil along with the Police Chief Constable, Andy Marsh. We then heard speeches from Bristol Pride, SARI / Bristol Hate Crime Services, Out Bristol and the previous Lord Mayor, Peter Main, and the Council of Bristol Mosques.

As Director of the Diversity Trust and Chair of LGBT Bristol I made a stand against hate by kissing my partner on stage.

Many different communities came together – Lesbian, Gay, Bisexual, Trans – we all stood shoulder to shoulder to hear speeches, to wave flags and celebrate who we are. We heard songs from choir Sing Out Bristol and Weston-Super-Mare singer Kelly Suretti.



Local and regional TV and radio stations reported live from our vigil allowing both the public and key note speakers to reflect and have their say against all hate crime.

One passer-by said, ‘shocking, absolutely shocking, you wouldn’t imagine such a thing could happen in these modern times, so it’s hard to believe it still is.’

Daryn Carter, Bristol Pride organiser, said on Points West ‘As a community we’re resilient, we’ve been through a lot, so this won’t scare us, it won’t frighten us back into the closet, we’re going to be here and we’ll carry on fighting.’

The Muslim community condemned the shooting. Arif Khan, the Chair of Council of Bristol Mosques, said, ‘We’re here tonight to stand shoulder-to-shoulder with everybody. We’re a multi-faith, multi-cultural community – don’t let anybody spoil it for us.’

**Love Wins!**

# Our LGBT Bristol health report

## **We asked four hundred LGBT+ Bristolians about their experience in accessing health services across Bristol.**

Another one hundred staff working in health services attended our training, which we ran from July 2014 to July 2015 with support from Healthwatch Bristol. We'll add this data to the data we already collected across Bath & North East Somerset, Somerset and South Gloucestershire to build a bigger picture about what's happening in health services for LGBT+ people.

Our research shows mental health in our LGBT+ communities is not looking good compared with the general public. 61% sought help for anxiety or depression and sadly 59% considered, or attempted, suicide. An enormous 68% felt their gender identity and / or sexual orientation was discriminated against. People feared discrimination and prejudice, or a lack of understanding, from healthcare professionals. This arose from concerns about health workers lacking LGBT+ awareness, making assumptions and stereotyping. For example, 'what about your (opposite sex) husband / wife?' These assumptions may prevent same-sex partners from comforting each other. This leads to an unfair and unequal service. However, things are changing.

You said our health services often assume your gender and / or sexual orientation and their attitudes are left unchallenged. So our diversity training, with a focus on working with LGBT+ patients, may help shift these attitudes. We can also monitor gender identity and sexual orientation, so staff are aware how diverse their patients are, which may encourage them to adapt to everyone's needs, such as supporting same-sex couples to show each other affection when they need comforting. You could rate your service and say what must improve. A good starting point is making LGBT+ people



visible and represented in health services. For example, featuring same-sex couples in posters, web pages and social media sites, and have LGBT+ information in GP surgeries, reception areas and waiting rooms.

We can support the health service with the above actions by having an equalities statement, which encourages all staff to treat everyone equally and fairly. Having an LGBT+ champion at every level of a service – from management to front line staff – could support upholding their equalities statement.

There's so much more in our LGBT Health Needs Assessment report.

You'll see the full report in our next newsletter. However, simply call, email or tweet us if you can't wait until then.

If you feel your service needs our LGBT+ cultural competence and awareness training and / or consultancy, please browse through this page of our website:

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

# Case Study – Different part

## 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 some 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 our 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 Faith Forum.

The Faith Forum at HMP Ashfield is a forum run by and for prisoners. The forum oversees all faith groups and those with no faith are treated equally, fairly and get

what they need. We run and promote interfaith events, advocate for our diverse faith community needs and we look at new ways to encourage understanding and mutual respect between faith groups.



Like all communities we live together, work together and we respond to the needs of the community. I would, however, argue that creating tolerance and understanding in prison is challenging. In a bubble of four hundred people, we have fourteen different faith groups, plus those identifying as atheist or agnostic. We have an obligation to work with each other to improve our prison environment.

None of us wants to be here, but we share a determination to improve our lives and return to the community a better person.





# Southern Brooks Community Partnership

## Trust Family Fun Day

**Every July Patchway brings its community together with a fair followed by a two-week festival.** We're seeing Patchway becoming more diverse with over twenty-six languages spoken in its primary schools. And Patchway is growing with the Charlton Hayes 2,500-property housing development. There's an explosion of community groups, services and businesses servicing the interest and needs for people in the Patchway area. So, the festival offers a chance for these services to reach out to the people who need them. This is why Southern Brooks Community Partnership Trust is working with Coniston Community Centre to run a Family Fun Day on Wednesday 20 July from 3pm-5pm.

This year we'll see activities ranging from face painting,

music, craft and information stalls and activities, a bouncy castle, a magician, dance and martial arts workshops and much, much more.



The main purpose of the Family Fun Day is raising awareness about what's happening in Patchway, identify gaps in services and see how we can improve the community. We will circulate consultations cards, so local people feel they have a say about their community. If you wish to run an information stall and chat with North Bristol / South Gloucestershire residents, please contact Nigel on:

Telephone: **01454 868570/07800857093**

Email: [nigeljordan@southernbrooks.org.uk](mailto:nigeljordan@southernbrooks.org.uk)



# South Gloucestershire Race Equalities Network

**We're a network of organisations, which represents the needs of Black and Minority Ethnic (BME) residents and communities living, working or studying in South Gloucestershire.** We enable BME communities to have a say in local decisions to make sure we have culturally-sensitive services with fair access.

## Our Aims

- ★ To represent BME communities in South Gloucestershire
- ★ To work with and support BME families
- ★ To represent BME communities in local decision-making and in political structure.
- ★ To communicate and publicise the achievements, aspirations, needs and challenges faced by BME communities
- ★ To promote fair access and the range of health services to BME people
- ★ To promote cultural competences, so local services understand the needs of our diverse communities
- ★ Make sure policy changes and service developments are relevant for BME communities
- ★ Have all services across South Gloucestershire understanding the benefits in having accessible, fair and culturally sensitive services for all BME communities.

With SARI's support we ran four open meetings during 2014-15. We focussed on;

- ★ Police;
- ★ Health and wellbeing;
- ★ Education; and
- ★ Housing and neighbourhoods where race equality needs addressing.

Our meetings were joined by BME people and key services. Each meeting included excellent panel discussions and resulted in action planning. Those actions were then

followed and closed off.

Our key note speakers were Shiv Sama, Chair, Jackie Freeman, Vice Chair, Alex Raikes MBE, Director at SARI. Alex introduced our network and summarised some key facts and statistics relating each topic to BME communities in South Gloucestershire.

We see good progress being made in our schools, health, police and housing services. For instance, Southern Brooks Community Partnership Trust runs a project which makes local services and community group dementia inclusive and accessible. There's a focus on BME communities in this project. CVS South Gloucestershire updated its BME equalities, diversity and inclusion information for Children and Young Peoples' services and schools. However, there's still a long way to go. There's a lack of data, stats and processes addressing BME needs, which makes our involvement even more urgent.

Shiv Sama, Chair of SGREN, says, 'Come and join the debate and help to make a difference. SGREN is a long time coming and is to be the voice of South Gloucestershire's Black and Minority Ethnic Communities'.

For more information and to get involved contact:

Shiv Sama at: [sgren@live.co.uk](mailto:sgren@live.co.uk) or call Alex Raikes MBE, Director at SARI on: **01179 420060**

SGREN is supported by SARI (Stand Against Racism and Inequality) and funded by South Gloucestershire Council.

# Dates for your diary

## **Event: LGBTQ Youth Cafe**

**Date:** Every last Sunday of the month.

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

**Time:** 7pm till 9pm

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

**To contact us:** write: [info@yatearmadillo.co.uk](mailto: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, gender questioning, non-binary, agender. Think of it as the trans-family of terms and everyone's welcome.

**To contact us:** write to: [bristoltranscaf@gmail.com](mailto:bristoltranscaf@gmail.com)







## Our Key Facts and Figures

On page 8-9 we wrote about Bristol ROADS diversity training needs. We asked 140 staff what training they undertook within six months. 105 responded and 91 had some diversity training. Here's a breakdown of what 91 staff members attended:

- ★ 37 - Had been on cultural tours.
- ★ 22 - In-house training on own services' equalities policy, procedures and diversity issues.
- ★ 19 - Regular EDI discussion and exploration through Supervision.
- ★ 18 - Regular EDI discussion and exploration through Team Meetings.
- ★ 17 - Cultural Awareness / Cultural Competence Training.
- ★ 10 - LGBTQ training.
- ★ 10 - Other Training delivered by the Diversity Trust and / or SARI.

When asked how well the training met their 'Cultural Competency Needs', they said:

- ★ 94.8% said - 'well' or 'very well'

A high percent of staff benefitted from Equality, Diversity and Inclusion training, so they can serve the public and work together better. This indicates our mission to get more staff EDI trained, so all communities have access to services while promoting fairness in our diverse communities.





## Twitter

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

### June 21

Thank you to @DiversityTrust for writing an Easy Read version of our Transformation Plan for Children and Young People's Services!

### June 17

#EdforAll is @stonewalluk's conference on tackling homophobic, biphobic and transphobic bullying in England <http://stonewall.org.uk/edconf>

### June 17

#FF FOLLOWFRIDAY to our new followers we are influencing #socialchange to achieve a fairer, safer society <http://buff.ly/1clyHI9> #socent

### June 16

Tonight's Orlando Vigil show is now available as a podcast from [http://Shoutouradio.lgbt/shows/2016-06- ...](http://Shoutouradio.lgbt/shows/2016-06-...) @wearefest @DiversityTrust @equalityfl

### June 15

PC Alison Holver BPA with colleagues at #Bristol Rainbow #Vigil for Pulse in #Orlando. We stand together.

# Credits

## Our newsletter was:



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**Design and layout** by Frank Duffy – designer and illustrator. Check out my beautiful new website!

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# 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, Transsexual, 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

**ROADS** - Bristol Recovery Orientated

Alcohol and Drug Service

**Cisgender** - people who have a gender identity / gender expression, which matches their assigned sex at birth. This is considered the opposite to Transgender.

**Chemsex** - using drugs to facilitate sex.

# Our Services

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

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

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

## For more Information:



**Call:** 0844 800 4425

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

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

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

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

If you would like to submit an article about your group, project or service please email us at [info@diversitytrust.org.uk](mailto:info@diversitytrust.org.uk)

We cannot guarantee to publish every article we receive but we will try to publish what we can.