

Diversity News

Summer 2017

Connecting Communities

About the Diversity Trust

The Diversity Trust is a non-profit private limited company, which delivers high quality equality, diversity and inclusion training and consultancy across the UK. Our research and engagement work with equalities communities, and our work to tackle hate

crime, domestic abuse and substance misuse, covers the West of England and beyond.

To learn more, subscribe to our newsletter at:

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


The Diversity Trust
Influencing Social Change

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Our Summer 2017

Newsletter is here! In this issue, you'll see how our youth project in South Gloucestershire, called Alphabets, has worked with schools.

You'll learn how to empower your organisation with our equality, diversity and inclusion training, including specific training on domestic violence, hate crime, gender identity and LGBT+.

Our newsletter editor, Dave Sully, wrote some top tips on formatting your work for creating clear and accessible information.

With the public purse becoming tight, our diverse communities need volunteers offering their time and skills now more than ever. Read how we work with volunteers and the impact this has. For example, we trained volunteers for a new Trans+ Helpline, launched by Bristol and Taunton Mind. Our partners and LGBT+ community also offered their time and expertise in our Health Matters film. This film explored making our health services more inclusive for LGBT+ people.

While the Carer Support Centre are making care

services more LGBT+ friendly Bristol Zero Tolerance have an initiative which tackles gender-based harassment and violence. We're working with Bristol Zero Tolerance so the police and our hate crime services acknowledge gender-based harassment and violence as a hate crime. To get involved with our initiative read pages 15-16.

We've experienced awards at the Diversity Trust. I achieved an award for making an outstanding contribution in tackling domestic violence and abuse. I was truly shocked and humbled to receive my award from South Gloucestershire Council. It happened as a surprise during our South Gloucestershire LGBT+ Network launch on Monday 22 May 2017 at Kingswood Civic Centre.

As I write this, we're witnessing terrorist attacks and a very tragic fire at Grenfell Tower in London. It is now vital, more than ever, that our diverse communities come together, work together, and support each other at this critical time when so much healing is needed.



Enjoy the rest of the Summer, have a great summer break if you're having one, I look forward to working with you again soon!

Don't miss out. Follow us on:
Twitter <http://twitter.com/DiversityTrust>
Facebook: <https://www.facebook.com/DiversityTrust/>

As always you can find out how to book our training courses, either email info@diversitytrust.org.uk or you can visit our website to find out more www.diversitytrust.org.uk

Why not sign up to our newsletter: you can do this on our website home page by clicking on this link and heading to Newsletter Signup www.diversitytrust.org.uk

News in Brief:

Send us your news!

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

We'll support you in getting

your news out there, especially if it matches the equality, diversity and inclusion themes and key messages in our newsletters. You only need to send 300-500 words along with your exciting images and logos. However, we aim to follow the Writing in Plain English Guidelines as much as we can. Therefore, we're happy to edit what you send.

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

Compared to most community newsletters these are bargain prices, perfect for promoting your Annual General Meetings, your events and conferences, recruiting staff and volunteers and so on.

Payment: Please send your Purchase Orders and Cheques to:

The Diversity Trust, PO Box 5189, Somerset BA6 0BN
Telephone: 0844 800 4425
Email: info@diversitytrust.org.uk

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Company Number: 8141031

Bristol Pride

Get excited! Bristol Pride 2017 runs from Friday 30 June until Sunday 9 July, hosting an incredible 19 events across 11 days. Pride Day returns on Saturday 8 July 2017 at Millennium Square.

We'll celebrate our community while we stand up for our LGBT+ freedom and rights. It also shows the entire world that we won't tolerate LGBT+ discrimination and persecution. Bristol Pride is always free and accessible, but everyone's encouraged to pay a £3 donation. And you can buy a wrist band to show you support



Bristol Pride, while earning many discounts with your wrist band. Expect stalls, food and entertainment throughout the day. And there's plenty of Pride events leading up to Bristol Pride day. Check out the website, so you don't miss out:

<http://bristolpride.co.uk/>

News in Brief (continued):



Alphabets LGBTQ Youth Project

Since April 2015, LGBTQ young people have a youth group in Yate, South Gloucestershire, which offers them support, information, and a safe space for friendship and fun. The group enjoy meeting on the last Sunday of the month. It's called Alphabets and it has an active membership. The young people have starred on radio and in our 'Health Matters' films, they've featured on front pages of local newspapers and spoke at Full Council meetings. Last year they attended their first Pride in Bristol for promoting their group. We couldn't be more proud.

And now our young people at Alphabets are leading assemblies in local schools. They recently supported me in running several assemblies at Brimsham Green School and Lakers School in Gloucestershire. Sue Allen from FFLAG joined us in several of these assemblies. Around two thousand pupils from Years 7-11 and their teachers heard about being LGBTQ, coming out, getting support, about Alphabets and the work we do at the Diversity Trust.

We have a fantastic relationship with Merlin Housing, who supported our school assemblies. So, read my latest Blog, published on 30 May 2017.

<http://www.berkeleywilde.co.uk/2.html>

Alphabets has a closed group on Facebook, where young LGBTQ people can join us. <https://www.facebook.com/groups/LGBTQyate>

LGBT youth video

The young people at Alphabets have made a short film about being LGBTQ at school. Our Autumn 2017 newsletter will have an article about the film. In the meantime, you can watch the film below and read the reviews.

<https://youtu.be/8o1hthhfUPM>

Quotes

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

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

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

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

"Powerful film and fantastic role modelling by the young people sharing their experiences to support others." Debbie Geraghty, Plymouth Music Zone



News in Brief (continued):



IDAHOBIT Day.

We did it. We got soggy and wet marching around College Green, Bristol for International Family Equality Day (IFED); and International Day Against Homophobia, Biphobia and Transphobia (IDAHOT). Every year events happen across the world, and this year recognised that 'Love Makes a Family' as we celebrated all families in all shapes and sizes. In Bristol, we walked five laps around College Green, outside County Hall, while waving our Rainbow and Transgender flags. We gained further visibility by including #IFED2017 and #IDAHOT on Twitter.

Diversity Trust Training

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

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

Achieving Cultural Competence

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

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

Diversity in Practice

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

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

Equality, Diversity & Inclusion

Our course brings us together to learn about direct and indirect discrimination, harassment and victimisation, putting

equalities into practice, cultural competence and unconscious bias. We'll have a safe learning environment to explore our own and others' attitudes, beliefs and values.

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

Gender Awareness

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

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

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

Quotes

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

"Very informative session that has extended my knowledge."

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

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

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

Dave's Top Tips on Writing Clearly - Formatting

Here's some tips on formatting your written materials, so your staff and service users can access the information they need.

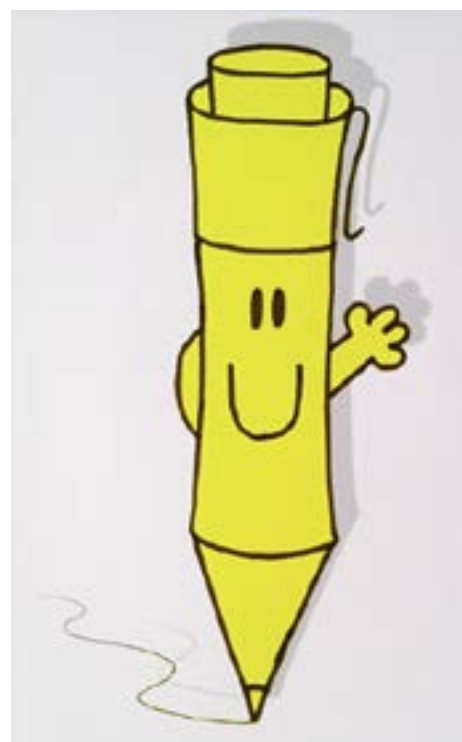
For highlighting words, use **bold** type, rather than underline, block capitals and italics, as people with reading difficulties will struggle with them. UPPER case letters are not recommended, it's the writing equivalent to "SHOUTING!!!" And it's difficult to read, because the words lose their individual shape.

Separate a new paragraph with double-line spacing rather than indenting. And use bullet points whenever possible, it's a good way to present information. Always use a 'left align' format, not 'justified', which creates uneven spacing between the words, which appears confusing and makes it more difficult for the eye to follow on naturally.

Finally, we recommend **Black Type** on white or off-white backgrounds. A coloured type or background will cause reading difficulties for people who are colour blind. And using a strong patterned background will also distract your readers.

Since July 2016 the Care Quality Commission (CQC) are assessing all health services in 'making your information accessible'. We're happy to organise your Easy Read training, simply contact us to arrange a date.

Happy writing



A Call for Volunteers.

VOLUNTEER



We volunteer our time, energy, skills and knowledge for many reasons. Volunteering can fill gaps in your skills and experience, which you may need for a dream career. You can influence a community project, a good cause or improve someone's life. And this gives us confidence through doing something meaningful while meeting other like-minded people.

While many organisations feel the pinch in reduced funding, volunteers are needed now more than ever for keeping services functioning.

Our LGBT Bristol charity need an army of volunteers to help them reach and service the communities who need them. Hate crime is going up and specialist LGBT+ mental health services are in demand, but are not currently funded. Their volunteers work as Trustees by making key decisions for the charity. Volunteers can also train as Walking for Health leaders and work with its Hate Crime officer, so more LGBT+ service users experiencing hate crime are supported. LGBT Bristol is vital for influencing local services while identifying and meeting LGBT+ needs in Bristol. The Diversity Trust works with LGBT Bristol to support them in making Bristol equal, fair and inclusive

for all LGBT+ people. Please contact us if you or someone you know are interested in volunteering at LGBT Bristol.

We also supported training volunteers at Bristol and Taunton Mind, which launched a Trans+ helpline (a helpline for Transgender people and communities), so volunteers are confident in offering support over the telephone.

The Diversity Trust worked with SARI, South Gloucestershire Council, CURO, Merlin Housing and UWE Bristol and others to launch an LGBT+ Equality Network in South Gloucestershire on Monday 22 May 2017. The network will explore LGBT+ life in South Gloucestershire. For example, are local services, such as care homes, the police and GP clinics meeting LGBT+ peoples' needs? Are we feeling safe and accepted in our South Gloucestershire communities? Do we need more LGBT+ social and support groups in the county, or are people happy to travel to other places for this? Is there a high rate of LGBT+ people experiencing emotional distress in South Gloucestershire and what can we do about this? Only people volunteering their time in joining our meetings and helping to implement its activities will improve LGBT+ life in the county.

Catherine Coleman, recently joined Southern Brooks Community Partnerships as their Volunteers Co-ordinator. Catherine is looking at the recruitment and experiences of volunteers at Southern Brooks to optimise their training and mentoring. Southern Brooks have volunteer centres in Patchway, the Stokes and in Filton, which works with other local organisations to offer a wide range of volunteering opportunities. For more information contact:

Email: catherinecoleman@southernbrooks.org.uk

Call: 01454 868 570

If you or your service users meet the following ten reasons for volunteering then please get in touch. Our contact details are on the last page of this newsletter:

1. Give something back to the community
2. Learn new skills
3. Use my expertise for a good cause
4. Use my time in a meaningful way
5. Gain work experience
6. Meet like-minded, motivated, positive people
7. Meet people from different walks of life
8. Gain more confidence
9. Do something out of the norm
10. Improve someone's life

Mindline Trans+ Helpline picks up the call

Bristol is one of the most trans-friendly cities in the UK, but many trans-people in the city still face isolation. A new helpline aims to be the ear for a community that is often unheard. A safe place to turn two nights a week for trans, agender, genderfluid, and non-binary people.

For twenty-one years, Mindline has supported people in distress, and now Bristol and Taunton Mind have a new helpline for trans people.

Liz Sorapure, project coordinator at Bristol Mindline, explains, “Not all transgender people have poor mental health but worrying statistics prompted Mind to do something.”

We’ve lacked time and resources in meeting Trans health needs in mainstream services. However, the Trans helpline is now addressing this. Speaking to one of the volunteer

listeners, a transwoman herself, says why a trans helpline is needed: “Because the helpline is independent and anonymous. People at the beginning of their journeys feel able to discuss their identity without the fear of being assessed against criteria. We provide space and time to talk about their feelings.”

The helpline service is completely confidential and anonymous and callers self-refer. The listeners do not record or take details and they also remain anonymous.

“I have largely been taking the calls of those that have already transitioned and need mental health support. Some people face prejudice from colleagues. Some become cut off from their family, spouses or partners, and, in particular, children. It’s not uncommon to hear people say their parents won’t accept them because ‘we had a son and we don’t



A banner for the Mindline Trans+ Helpline. On the left is a line-art illustration of a telephone. The background is split into a light blue top half and a light pink bottom half. The text 'Mindline' is in large blue font on the blue background, and 'Trans+' is in large blue font on the pink background. In the top right corner is the Mind logo, which consists of a stylized starburst shape and the word 'mind' in lowercase, with 'for better mental health' written below it.

0300 330 5468

Open Monday & Friday 8pm-Midnight

We listen, support and provide information for those who identify as Trans, their Family and Friends.

www.Mindline.org

 Helplines
Partnership

MEMBER

Mindline Trans+ continued

want a daughter’,” explains one listener.

“Our focus is on empathy not sympathy. It’s about seeing the situation as they do, not as you do. We don’t give advice, we just allow people to express themselves in a way they may never have before,” the listener continued.

National Mind hosted an LGBT and Mental Health Conference in Bristol on 29 January 2016. The conference identified a lack of trans-specific mental health services. A consultation followed where the trans community highlighted recruiting Trans+ volunteers who callers would feel comfortable talking to.

“Being non-judgmental is the key to the helpline. We appreciate that everyone is unique”, Liz added. “One advantage we had in the process was that while about 1% of population in UK identifies as trans, luckily Bristol has a large trans+ population so we were able to recruit easily. The next challenge is to make sure people, especially in rural communities across the South West, who may be isolated know that we are here to support them”.

The callers frequently say that depression is the main reason for calling. Nationally around 48% of trans+ people have attempted suicide. One listener told me that the fear of fitting in can be complex: “the image we see of trans+ people in the media is very narrow, and often people feel they don’t fit that. Some fear preconceptions will turn them from an individual to a label. Education is lacking, and that limits people’s understanding of the varied complexity of gender identity. It can get so bad, people can’t look in the mirror.”

Mindline Trans+ is open Mondays and Fridays from 8pm to 12am on 0300 330 5468. To book our Transgender Awareness training visit: http://www.diversitytrust.org.uk/system/assets/144/original/Healthwatch_Jan16_1_.pdf

We supported training volunteers at Bristol and Taunton Mind to run its Trans+ Helpline. Please read the comments below, so you know what to expect from our Transgender Awareness training.

“A very useful and informative morning. Plenty of opportunity to share experiences and learn new stuff.”

“A very informative and engaging course. It has really helped my understanding of the subject.”

This article was written by Bristol 24/7 and edited by the Diversity Trust for our newsletter.

To read the original article visit: <https://www.bristol247.com/news-and-features/lgbt/mindline-trans-picks-up-the-call/>



MindLine Trans +
0300 330 5468

Bristol Mind and Mind in Taunton & West Somerset have launched a **Transgender+ helpline** for the **South West of England**, including Wiltshire, Gloucestershire, Bristol Bath and North East Somerset, Dorset, Somerset, Devon and Cornwall.

The service is available on **Mondays + Fridays 8pm - midnight**. We are here to provide a non - judgemental, safe and confidential space for you to talk about your feelings. We have trained Trans volunteers to listen and support you.

MindLine Trans+ is an emotional, mental health support helpline and signposting service for people who identify as Trans, A Gender, Gender Fluid, Non-binary. Don't feel that you are isolated. It makes a real difference talking to someone about how you feel.

Calls to the MindLine Trans+ Helpline are charged at 3.5p a minute.



Our LGBT Health Matters Film for Health Care Professionals



Henry Poultney, Off the Record (Bristol), Jayden Boulton, Alphabets LGBTQ youth project Professor Mark Pietroni, Director of Public Health, South Gloucestershire Council, Berkeley Wilde, Diversity Trust, Lesley Mansell, North Bristol NHS Trust

We launched an LGBT Health Matters film, which guides health care professionals to work with Lesbian, Gay, Bisexual and Transgender (LGBT+) people. Our launch event at the Armadillo Youth Venue and Cafe in March 2017 involved everyone who made and starred in the film. Our film raises awareness in how LGBT+ people experience their health care, so health care becomes more accessible and tailored for our LGBT+ communities.

The film begins by exploring the current issues. We interviewed Professor Mark Pietroni, Director of Public Health at South Gloucestershire Council. Mark highlights we should educate whole teams so everyone's aware and supporting LGBT+ communities. Because, you may have a supportive, aware and understanding doctor or nurse, but

if the receptionist is not trained or vice versa, it can affect people's health seeking behaviour.

We then interviewed our LGBTQ young people in the Alphabets LGBTQ youth group. We heard the barriers young people felt when accessing sexual health services, which is often difficult if you are transgender. We also interviewed Dan, a Police Community Support Officer in Bristol, who felt frustrated when his GP referred to his partners as 'she'.

We then spoke to Dr Charlie Record, at Frome Valley Medical Centre, Bristol. Charlie says there's not enough education or information about LGBT+ health needs. We should work towards all communities having equal access to NHS services. Lily,

Our LGBT Health Matters Film continued

a student and LGBT+ activist, reiterated Dr Charlie Record's comments by saying, 'LGBT+ people are human, however they face many issues, because for every word we say there's a hundred words we're not saying. We should include workshops and training on LGBT+ issues at medical school and during a medical career.'

Our very own Trans Awareness trainer, Cheryl Morgan, at the Diversity Trust says "Although our training covers the legal and medical issues it actually gives people the opportunity to meet a transgender person and realise they're human, just like them." Henry Poultney at Off the Record says health professionals should develop a wide lens of knowledge by not presuming heterosexuality or gender identity. And Dr Laura Hinchcliffe at Hanham Surgery, Bristol, said there is a desire to make everyone feel welcome and included in their practice.

Our film concluded by addressing our unique and diverse communities. So, we must listen, support and improve services

for everyone. Healthcare professionals can take simple steps by knowing where gender clinics are for example. Keep learning, become aware and get involved with our LGBT+ communities, so we can keep creating inclusive health care services for everyone.

CVS South Gloucestershire commissioned the Diversity Trust to work with the Therapeutic Media Company to create our LGBT Health Matters film for healthcare professionals. South Gloucestershire Council Health Inequalities Small Grant Scheme and funding from the former South Gloucestershire LGBT Forum made our film possible.

Thank you to everyone involved, including the Director of Public Health, GPs and other healthcare workers. We're particularly grateful to the LGBT+ people who offered their personal experiences in our film.

To watch our film visit:
<https://www.youtube.com/watch?v=pD9MSNuhg0E>



LGBT HEALTH
MATTERS

Are you a carer?

Do you look after someone who couldn't manage without you?

A carer is someone who gives support to family and friends who couldn't manage without a carer. It could be a relative, partner or friend who is ill, frail, disabled, has mental health or substance misuse problems.

Anyone can be a carer. Carers are any age and come from all walks of life and from all cultures. Many feel they're simply doing what anyone else would in the same situation; looking after their parent, child, or a friend. Some carers don't choose to become carers, it just happens and they have to get on with it. If they didn't do it, who would?

Many people don't recognise themselves as carers. It can be difficult to see their caring role as separate from the relationship they have with the person they care for. You may be looking after a new baby with a disability, an elderly parent with dementia or a partner with a substance misuse or mental health problem. Despite these differing caring roles, all carers share some basic needs, such as access to information, financial support and breaks from caring.

Caring can have a big impact on your life and wellbeing, and this is only likely to increase as time goes by. Even if you're managing now, don't put off asking for help. Find the support you need and the support available, and don't wait until your situation reaches a crisis point.

Being a lesbian, gay, bisexual or trans (LGBT+) person and a carer can bring about extra barriers to support. Health professionals may assume and not recognise your role. You may worry that existing services to support you and the person you care for may not be LGBT+ friendly. You may feel uncomfortable about having to 'come out' to people who can help.

The Carers' Support Centre aims to improve the quality of life for all adult and young carers in Bristol and South Gloucestershire. We have a range of information and offer practical support, which includes the Carers' Emergency Card, individual support, groups, training and access to a carers assessment.

A carers' assessment looks at how caring impacts on your life and wellbeing. We'll tell you about the help and support available. You may be awarded a carers' direct payment to assist you in doing something for yourself and getting a break from your caring role. This could be for anything from a gym pass to paying for some complementary therapy sessions at home.

To find out more visit: www.carerssupportcentre.org.uk

Call Carersline : 0117 9652200

Email: carersline@carerssupportcentre.org.uk



Bristol Zero Tolerance

What is it?

Bristol Zero Tolerance is an initiative to free Bristol from gender-based violence, abuse, harassment and exploitation. Bristol is the first city in England to take on this challenge and we hope other cities will follow.

The initiative works with Bristol City Council and other organisations to tackle gender-based violence across the city. It encourages and supports a range of organisations to sign up and take action on this important issue. The initiative invites city leaders and major employers to sign a pledge and commit to at least one action. To get involved visit:

<https://www.bristolzerotolerance.com/take-action/>

Why do we need Bristol Zero Tolerance?

Bristol Women's Commission launched Bristol Zero Tolerance on International Women's Day 2015. Because gender-based violence has a high cost:

- ★ It costs lives;
- ★ restricts opportunities; and
- ★ causes inequality.

It affects everyone in Bristol, not only those directly affected, but their families, communities and our economy.

The evidence for the initiative is compelling. Based on a local population of over 400,000 (ONS 2012 Mid-Year Population Estimate), the Home Office estimates;

- ★ 14,273 women and girls aged 16-59 in Bristol have been a victim of domestic abuse in the past year.
- ★ The figure is much higher if we include women above 60 years old and men of any age.

- ★ Compared to other core cities in England, Bristol is ranked the third highest reported for sexual offences per thousand population.
- ★ Estimates suggest that 43,340 women in Bristol are likely to have been raped or sexually abused at some point in their lifetime.
- ★ Hollaback did an international survey on street harassment in 2014 with the highest number of responses in the UK coming from Bristol.

Bristol Zero Tolerance - Street Harassment Project

Bristol Zero Tolerance are leading a Bristol Street Harassment Project where everyone can take part. The project is looking at tackling street harassment locally. Over 80% of women worldwide and many LGBTQ people experience street harassment. 64% of women experienced unwanted sexual harassment in public places (UK ERAW). Misogyny and sexist hate crime is on the rise. So, we must find better ways in getting to the root cause and then find a solution. We need your help to gather evidence and raise awareness of the issue!

Bristol Zero Tolerance are gathering people's stories and testimonies in the form of videos and written accounts to create a picture of the problem in Bristol. Please tell us your experiences or an incident you witnessed for gathering the evidence we need for addressing street harassment. It will support working towards a fair and equal society free of gender base violence and harassment.

You can:

1. Fill in a short survey. It should take 10-15 mins and anonymously if you wish. <https://tinyurl.com/lj9qw7t>
2. Use a mapping tool online or on a

Bristol Zero Tolerance continued

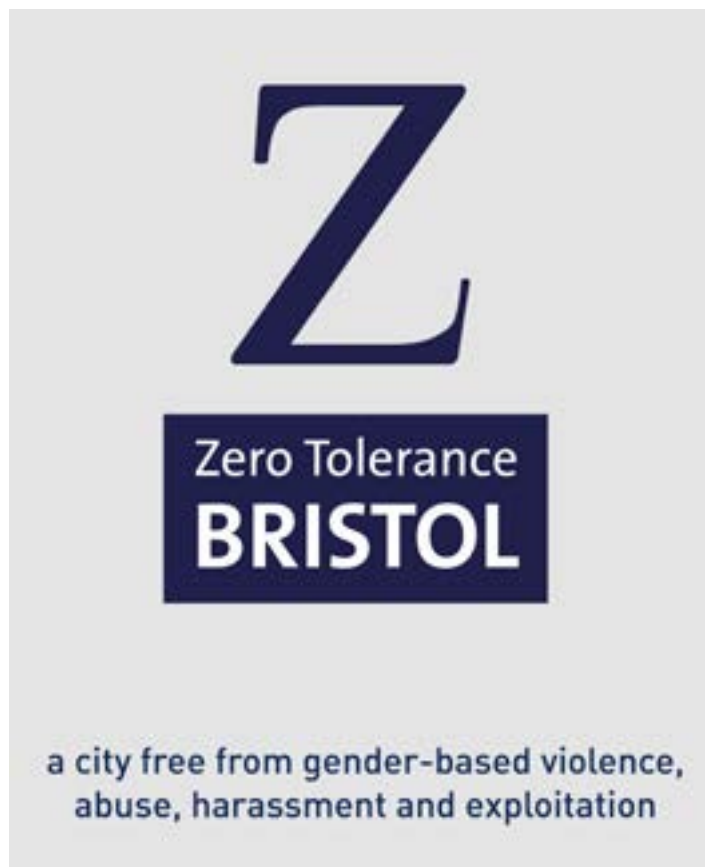
smartphone. This means you have the power to record any incidents of street harassment. It will feed into our 'community safety audit'.

<https://bristolstreetharassmentproject.usahidi.io>

3. Meet our experienced researcher to share your story in an interview. We'll arrange the most convenient and comfortable location, and keep you anonymous if preferred. Any actions from your interview will be done with your consent. For more information and to arrange an interview write to: research@bristolwomensvoice.org.uk

There's an option to take part in a film at the end of the survey or interview. You'll be asked for your full consent to anything we use in the film. You can also upload your own film online. For instructions on how to do this visit:

<https://www.bristolzerotolerance.com/get-involved/bristol-street-harassment-project/>



How we work with Bristol Zero Tolerance

I've worked with Charlotte Gage at Bristol Zero Tolerance since the initiative began. Together we've raised the initiative with the police, and across our hate crime partnerships led by SARI. We made sure sexist and misogynist hate is seen as a hate crime, which also needs monitoring while offering victims support.

I've published research and trained many organisations on domestic violence and abuse. There was a Domestic Homicide Review, where I raised awareness about LGBT and same-sex relationships / domestic violence and abuse as an expert witness on the review panel. I recommended that all services should have specialist training and support in preventing violence and abuse in relationships and untimely deaths. Bristol Zero Tolerance are promoting our specialist training in understanding domestic violence and abuse in LGBT and same-sex relationships.

Charlotte and I worked with the police, and others in the criminal justice system, to raise awareness of the initiative at Police Headquarters. I also took part in their Making Respectful Men conference, which was hosted in Bristol in March 2017.

And we'll continue working together on this very important initiative. So, please get involved however you can. Either contact Bristol Zero Tolerance or the Diversity Trust.

Launching a new LGBT+ Equality Network in South Gloucestershire

We supported hate crime charity, Stand Against Racism and Inequality (SARI), in running LGBT+ and a disability hate crime workshop in March 2016 at Kingswood Civic Centre. We heard loud and clear that we need an LGBT+ Equality Network in South Gloucestershire to address the issues raised. So, on Monday 22 May 2017 we successfully launched a new LGBT+ Equality Network for South Gloucestershire with a small grant CURO awarded us from its Social Prescribing Commission. Please read our Spring 2017 newsletter, which covers CURO's Community Connectors service on page 13-14

Link: http://www.diversitytrust.org.uk/system/assets/217/original/DN_Spring17_3.pdf

Councillor Ian Boulton, who actively supports LGBT+ initiatives as a councillor and openly-gay man living in Staple Hill, chaired the event and introduced its purpose. The event explored the experiences, needs and the health and safety issues of LGBT+ people across South Gloucestershire. And it started a conversation between local services and LGBT+ people.

Before the event truly began, Rich Capp from South Gloucestershire Safer Communities suddenly appeared with a bouquet of flowers and an award. I was totally surprised and shocked to receive an Ann Wood award for tackling domestic abuse in South Gloucestershire. Please read my blog, which explains how I achieved this outstanding award and what it means for us and our service users.

<http://www.berkeleywilde.co.uk/2.html>

Our guest, Jessica James, Client Account Manager from Stonewall, took the stage to give an update on Stonewall's work.

The presentation covered, empowering individuals, changing hearts and minds, transforming institutions and changing laws. They work with local communities to address everyday discrimination faced by LGBT+ people, which may include a local service assuming your gender identity and / or sexual orientation. Visit Stonewall's website for more information: <http://www.stonewall.org.uk/>

Our youth group called, Alphabets LGBTQ, then presented slides about their youth group at the Armidillo Café in Yate. The slides included our research showing the need for a specific LGBTQ youth group in South Gloucestershire. So, we created Alphabets LGBTQ with Yate Town Council and Merlin Housing's support and with funding from South Gloucestershire Council in April 2015. Stonewall's 'School Report 2017' and 'Teachers Report 2014' found words such as "poof", "dyke" and "faggot" used in negative ways and against LGBTQ young people. Both reports gave further evidence to create a safe space for socialising and support for LGBTQ young people in Yate. For more information visit: Diversity Trust report (2015) http://www.diversitytrust.org.uk/system/assets/199/original/SG_LGBTyouth3.pdf

Stonewall Schools Report (2017) http://www.stonewall.org.uk/sites/default/files/the_school_report_2017.pdf

Stonewall Teachers Report (2014) http://www.stonewall.org.uk/sites/default/files/teachers_report_2014.pdf

We then heard hate crime updates from Alex Raikes, Strategic Director at SARI and then Steve Spiers, from Public Health, Jack Bailey, from Curo, and Cam Kinsella, from Merlin Housing, covered Mental Health and Wellbeing from their organisations. We also welcomed Lauren Kirby from Crossroads,

who opened our eyes to the needs and issues facing Trans people in South Gloucestershire. Everyone broke into four workshops, which were:

- ★ Mental Health and Wellbeing
- ★ Hate Crime
- ★ LGBTQ young people
- ★ Trans issues

The workshops generally identified a need for LGBT+ awareness training and toolkits for local schools, businesses, services and community groups. This will support LGBT+ people in receiving appropriate, tailored and non-judgmental services and attitudes where everyone feels accepted and represented. To achieve this Public Health could work with primary and secondary health care services for identifying the gaps and then investing in LGBT+ friendly services.

The workshops also covered supporting LGBT+ people with multiple needs and families. For example, elderly parents may need support to embrace their child 'coming out' later in life.

Keeping LGBT+ people safe from hate crime is also a priority. All services from the police, council and NHS need to promote their LGBT+ friendly services, so local people feel they can report a hate crime or discrimination. Creating LGBT+ staff forums and equality networks in local services may help. However, in the meantime, there's nothing stopping key services from taking part in Bristol Pride and other LGBT+ events to show their support. And from revising policy documents.

The event concluded that it's a launch event, and not a one-off, it's the start of a journey. So, it's important that local services and people meet as a forum regularly to keep identifying the issues for creating the

changes we need for LGBT+ people in South Gloucestershire.

Everyone gave top scores in the event evaluation, and here's some quotes from those who joined us;

"This was great! I found it very interesting, inspiring and would like to continue being involved"

"Encouraging to hear of on-going work & commitment from South Glos Council"

"Great to hear the positive work being done. Feels like this network can work"

"Important to recognise and commit to act on the relative silence and invisibility of LGBT+ people in mainstream South Glos."

Report Overview and Key Stats

LGBT Health and Inequality Research Reports – 2012-2017

We've done LGBT+ health and wellbeing reports for Bath and Northeast Somerset, Bristol, Somerset and South Gloucestershire from 2012 to 2017. Our research reports explore how LGBT+ people experience a range of services from health, education, local government and police services. You can read the full reports on our Diversity Trust website, but here's a sample of our key statistics mainly relating to trans issues, for our Summer 2017 newsletter.

Bath and Northeast Somerset.

- ★ LGB and Trans people are more likely to self-harm / think about or attempt suicide compared to cisgender and heterosexual people.

South Gloucestershire

- ★ The majority of respondents, over 53%, haven't experienced hate crime in South Gloucestershire. However, 37%, experienced a hate crime, and only 10% reported it to the police.

Bristol

- ★ Many trans respondents feared health professionals don't understand their issues.

To create a health service fit for trans patients we recommend:

- ★ Educating and training health care professionals to work with trans patients
- ★ Improving knowledge and awareness of gender identity
- ★ Provide better facial hair removal for Male to Female (MtF) patients
- ★ Create a better trans referral pathway from GPs to Gender Identity Clinics
- ★ Keep gender identity confidential when GP or other Healthcare appointments are

booked

- ★ Keep patients confidential to avoid 'outing' trans people
- ★ Increase awareness and understanding of the specific health needs of non-binary and intersex patients
- ★ Make GPs aware of the long-term prescriptions for Trans patients after they're discharged from a Gender Identity Clinic

Please read our reports for further information, and contact us to explore any Diversity Trust consulting, research or training you may need:

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

We're doing further research with trans people. You can read more about this new study on our website

<http://www.diversitytrust.org.uk/news/recent-news/2017/04/04/trans-health-matters/>

Research

Here's a useful study on sexual health from Birmingham City University.

If you identify as a man who has sex with men and would like to take part by completing a short survey, please follow this link:

<https://bcu.onlinesurveys.ac.uk/peer-group-identification-and-sexual-behaviour-in-men-who>

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 call: **01454 869 441** and or join our closed Facebook group <https://www.facebook.com/groups/LGBTQyate/>

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

Where: Community of Saint Stephen's, 21 St Stephens St, Bristol

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

Telephone: 0844 800 4425 Text: 07747 752 454

Twitter

June 8

Delighted to be at @QEHSchool to deliver LGBT+ awareness training with @DiversityTrust

June 2

The young people at our Alphabets #LGBTQ youth project have produced a powerful short film on being #LGBTQ at school

May 31

Thank you @MulberryEngland for inviting us back to deliver more staff training on #equality #diversity #inclusion

May 30

Read my latest blog post on working with Alphabets #LGBTQ youth project. <http://www.berkeleywilde.co.uk/2.html>

May 23

Visit <https://www.sariweb.org.uk/news-information/encountering-and-reporting-hate-crime/> ... for tips on tackling #hatecrime in the wake of the #ManchesterBombing #WeStandTogether

May 23

Shout out for the fantastic work @TellMamaUK do on countering and challenging #islamophobia please report any hate incidents and keep safe

May 22

Exciting times ahead for our newly launched South Gloucestershire #LGBTQ Network with @sgloscouncil @SARlcharity @Curo_Group @MerlinHousing

May 22

I am humbled and delighted to have been given an Outstanding Achievement Award by @sgloscouncil thank you for nominating me @SurviveDV #LGBT



Donations to the Diversity Trust

Your donation will help us in our work to:

- ★ stop hate crime
- ★ end discrimination
- ★ tackle inequality
- ★ improve the lives of vulnerable adults and young people

To donate visit: <http://www.diversitytrust.org.uk/donations/>

Credits

Our newsletter was:



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

Web: Coming very soon

Email: mrpencontent@outlook.com

Facebook: Search Mr Pen – Content Specialist

Twitter: Search Mr_Pen_Content

Design and layout by Frank Duffy – designer and illustrator.



Web: www.frankduffy.co.uk

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Facebook: www.facebook.com/frankduffy.co.uk

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

Jargon Busters

Gender-based violence - includes domestic and sexual violence and abuse of adults and children, sexual exploitation, female genital mutilation (FGM), forced marriage, 'honour' based violence, sexual harassment and hate crime. When one gender asserts power, control, violence and harassment over another gender. Reports are higher among female victims of gender-based violence.

IDAHOBIT - it's a yearly International Day Against Homophobia, Transphobia and Biphobia, usually held in May.

LGB and Trans - Lesbian, Gay, Bisexual and Trans

LGBTQ - Lesbian, Gay, Bisexual, Trans and Questioning

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

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

SARI - (Stand Against Racism & Inequality) steps in. The charity supporting and empowering victims of Hate Crime and Anti-Social Behaviour.

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

Intersex - is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

Non-binary - any gender that is not exclusively male or female

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

Our Services

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

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

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

For more Information:

Visit: www.diversitytrust.org.uk

Call: 0844 800 4425

Media Enquiries: 07747 752 454

Email: info@diversitytrust.org.uk

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

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