

Diversity News

Issue 11

New Year 2018

About the Diversity Trust

The Diversity Trust is a Community Interest Company, delivering high quality, bespoke training and consultancy on equality, diversity and inclusion across the UK.

We work with diverse communities and partner organisations to;

- ★ research and engage;
- ★ tackle and prevent hate crime;

- ★ tackle and prevent domestic violence and abuse; and
- ★ reduce health inequalities and substance misuse

Across the South West and West of England and beyond.

To learn more about us, subscribe to our e-newsletter at:

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


The Diversity Trust
Influencing Social Change

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Welcome to Diversity News New Year 2018.

Welcome to our latest e-newsletter. In October 2017 we became a Community Interest Company known as a CIC. CIC's are companies with a social purpose and distribute any profits back into the communities they work with. In our case this is our work with equalities communities and groups across the South West and West of England. You can read more about us becoming a CIC and about our social impact in our future e-newsletters.

In this issue we're focussing on mental health and wellbeing, as well as increasing inclusion through activities and exercise.

We're continuing our work with South Gloucestershire Council, and others, to develop our Alphabets LGBTQ+ youth project and the South Gloucestershire LGBTQ+ Equality Network both in South Gloucestershire. The next event for the network will celebrate LGBTQ+ History Month in February with a focus on working with schools and the importance of LGBTQ+ role models.

Dave, our newsletter writer and editor, shares top tips on

how to use LinkedIn. I did a free course run by Cosmic, which is a social enterprise working in the region, about increasing digital inclusion. It was a really valuable course and I gained a lot of learning on the many applications available to support businesses and organisations like ours. Explore and book one of Cosmic's courses for you and your staff.

You can read more about the new Bristol Hate Crime and Discrimination Services, which launched at City Hall, Bristol in November. We've heard many high profile hate crime cases, including the case of Bijan Ebrahimi, which made the national news. This highlights the need for services such as Bristol Hate Crime and Discrimination Services led by our partner organisation SARL.

We're really excited about the support developing for LGBTQ+ refugee and asylum seekers, as well as Kiki, a new social space for Black and Minority Ethnic (BME) LGBTQ+ people, in Bristol.

Our partners at Curo tell us about their social prescribing service by including a new case study for our newsletter.

Our newsletter also covers the benefits of physical



activities and sport. We have a case study about Steve Morley's inclusive coaching work at Ifnotme Inclusive Coaching.

I made the 2017 Happy City List which highlights 26 people who are making a really positive difference to their community. You can read more in the Bristol Post here.

<http://www.bristolpost.co.uk/news/bristol-news/bristol-happy-list-26-people-1035183>

Happy New Year! Get ready for our collective and inclusive social impact in 2018.

News in Brief:

Send us your news

We launched our newsletter, Diversity News, in May 2015. It's a roundup of our news and social impact for making services fair and accessible for everybody, while creating a culturally competent workforce, which serves the whole community. This means everyone will get the timely and tailored help and support they need. Our newsletter is read by commissioners, managers and people working in local authorities, health and support services, the police and charities, so we believe your news and adverts will reach your intended audiences. Our newsletter is being increasingly read by the equalities communities and groups we help organisations to reach.

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 words along with your exciting images and logos. We 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, launching a service and so on.

Payment: Please send your cheques to: The Diversity Trust, PO Box 5189, Somerset BA6 0BN

You can also pay online by making a donation at: <http://www.diversitytrust.org.uk/donations/>

Telephone: 0844 800 4425
Email: info@diversitytrust.org.uk

Community Interest Company. Registered in England and Wales.
Company Number: 08141031

Trans Pride South West – Celebrating Gender Diversity

Bristol launched its first Trans Pride South West in September 2016. A team of people and organisations identified a need to celebrate over four days while raising trans, non-binary, intersex and gender variant visibility. The event encouraged awareness, openness and interaction.

After seeing so many people supporting gender diversity, Trans Pride South West returned from 24 to 26 November 2017. There were three days of conferences, entertainment, information sessions and social events. It began with the Trans Day of



Remembrance vigil at Bristol University.

Trans Pride South West costs money to run and has local organisations offering their guidance and resources. To get involved, and for more information, please visit:

<http://transpridesw.webs.com/>

News in Brief (continued):

Stonewall Rainbow laces campaign

Stonewall is running a campaign to make sport everyone's game. You, your friends, family and colleagues can buy rainbow laces to show your support.

Homophobia, biphobia and transphobia remain a problem in sport. The rainbow laces campaign shows your support for LGBTQ+ fans and players on and off the pitch, and it challenges anti-LGBTQ+ language.

72% of football fans have heard homophobic abuse

63% of people say more should happen to make LGBTQ+ people feel accepted in sport

Nobody should feel excluded or disadvantaged. Sport and physical activities brings people together and keeps you active and healthy.

<https://www.youtube.com/watch?v=oLg-27Mi0qk>

For more information, to get involved, and to order your rainbow laces visit:

http://www.stonewall.org.uk/our-work/campaigns/rainbow-laces?gclid=CjwKCAiAmb7RBRATEiwA7ks8VK67yQMqJhJj6jfxqWnIWtzkbwgMhk0Flni4tNkURm8N2vor1vl3UhoCyMIQAvD_BwE



Male Rape – Breaking the Silence



It's estimated one in six men are victims of rape, but only 10% of these men report it.

Three men told their story in a BBC Three documentary called 'Male Rape – Breaking the Silence'. The documentary shows many services lacking awareness and resources in supporting male rape victims, which can lead to shame, anger and destructive behaviour. However, services are changing. We wrote an article about Mike Steven leading a male rape and sexual abuse service at Avon and Somerset Police in our Winter 2015 issue. Mike featured in the documentary where he clearly spoke about the Somerset and Avon Rape and Sexual Abuse Support (SARSAS) charity. This charity can collect evidence, so if and when the victim feels ready they can report the crime to the police.



For more information visit:

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

<https://www.thisisnotanexcuse.org/>

The documentary was first shown on BBC Three on 10 December 2017. You have four months to watch the documentary at:

<https://www.bbc.co.uk/iplayer/episode/p05ncndj/male-rape-breaking-the-silence>

News in Brief (continued):



LGBTQ+ Equality Network

We're working with South Gloucestershire Council, SARI, CVS South Gloucestershire, Southern Brooks Community Partnerships and many others to implement LGBTQ+ public engagement events. Each event has a different theme.

The next event will celebrate LGBT History Month. And as we're hosting the event at Wallscourt Farm Academy we'll focus on LGBTQ+ education in schools. We're inviting speakers to talk about the importance of role models in schools and colleges. So, book Tuesday 27 February, from 5.30-8.30pm at Wallscourt Farm Academy, BS16 1GE in your diaries. Tickets will be on Eventbrite soon.

Subscribe to our YouTube Channel



We have a channel on YouTube, where you can watch our recently funded videos.

And please tell us what you'd like to see.

Please subscribe and share our videos. Not only will it spread the word, but advertisers may pay us if we start getting over a thousand views. This means an extra income for funding our work so we can benefit you and your organisation(s).

Subscribe to our YouTube Channel at.

https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAXYNMQ

Southern Brooks Annual Celebration 2017

Southern Brooks Community Partnerships (a charity that develops and empowers communities across South Gloucestershire) held its 2017 Annual Celebration event. It was held at Abbeywood Community School in Filton, on Wednesday 22 November, from 4-6pm. We enjoyed a red-carpet event which launched an anti-bullying film and song by Anti-Hate Crime Ambassadors at Patchway College and Abbeywood Community School. Southern Brooks facilitates the Anti-Hate Crime Ambassadors project with funding from the Home Office. We look forward to working with Southern Brooks to expand our assemblies in schools across South Gloucestershire, which addresses awareness in LGBTQ+ and hate crime.

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 your diverse communities with more tailored support. We have courses on creating Easy Read documents, Equality, Diversity and Inclusion, LGBTQ+, Transgender awareness, Gender awareness, Achieving Cultural Competence and so on.

Please explore our training menu below, so you can support and help more people.

You can also visit: www.diversitytrust.org.uk for more information.

And 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 help you 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 will 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 (LGBTQ+) 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."

"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 - Getting more active on LinkedIn

As a busy freelancing professional, staying ahead of the game can be tricky. Since buying my new Samsung Galaxy phone, I downloaded the LinkedIn App. This meant, I can learn on the go by reading some great information from my various LinkedIn networks. It also inspired me to update my LinkedIn profile and start sharing my information and expert advice. I love our LinkedIn business community where we can share our passion for what we do.

Any social media platform is like learning to drive a car, the more you do it the better you get. So, here's a few tips for getting the most out of LinkedIn:

Join a LinkedIn group

- ★ expand your reach and network by joining multiple groups
- ★ you can start your own LinkedIn group
- ★ the more active you are in these groups, the more exposure you get.

Some quick ideas for posting on LinkedIn:

- ★ teach us something
- ★ share a project
- ★ take us somewhere – a grand opening
- ★ go behind the scenes
- ★ be the expert by responding to other people's posts / actively take part in group discussions.

And make sure you ask and send recommendations. It proves you can do the job.

Happy networking!

<https://www.linkedin.com/in/diversitytrust/>



Bristol Hate Crime and Discrimination Services Launched



Alex Raikes, Strategic Director for SARI with Vision BME

We proudly took part in launching our Bristol Hate Crime and Discrimination Services on Thursday 30 November 2017, at Bristol City Hall. This was made possible by working with Stand Against Racism & Inequality SARI (as the lead partner), Brandon Trust, Avon and Bristol Law Centre, Bristol Mind, LGBT Bristol and Bristol Mediation.

Local organisations and people browsed stalls, enjoyed refreshments and heard speeches to learn about their local hate crime and discrimination services. The partnership offers:

- ★ free and confidential casework
- ★ mediation and restorative justice
- ★ guidance and advice
- ★ training, awareness and empowerment sessions

We celebrated the launch with music, spoken word and performances. And it was a chance to hear further ideas for the service.

Alexandra Denham, interim chair at LGBT Bristol, says “As a former service user I know how hate crime affects a survivor’s life and how the support from this service helps. I’m pleased this essential service is not only continuing, but also expanding.”

For more information

Freephone: 0800 171 2272

Email: sari@sariweb.org.uk.

Website: <https://www.bhcds.org.uk/>

LGBT Bristol Annual General Meeting: Covering 2016-17



LGBT Bristol held its Annual General Meeting on Thursday 16 November 2017 at the Unitarian Chapel, St Pauls. For five years, I was voted as Chair of LGBT Bristol by its members. I feel very proud in representing our members, so local services and policies are fair and equal for LGBTQ+ people in Bristol. I'm ready to 'pass on the baton' by giving someone else this fantastic opportunity. Alexandra Denham, known as Lexi, is now our interim Chair until we confirm the position in 2018.

Here's a summary of my Chair's report covering our LGBT Bristol 2016-17 activities.

We got a large increase in calls for advice and support. In particular, more LGBTQ+ refugee and asylum seekers were contacting us. Therefore, we supported Pride Without Borders, a new group for LGBTQ+ refugee and asylum seekers, hosted by local charities including Bristol Refugee Rights and Refugee Action.

With funding cuts, we're educating our

commissioners that not everyone in the LGBTQ+ community is resilient and able to navigate the many social and support groups out there. Many in our communities are vulnerable, there are higher levels of anxiety and depression, mental health challenges, substance misuse, suicidal ideation and self-harm within the LGBTQ+ communities. And despite this there is still mistrust with accessing mainstream services. Like other forum groups, LGBT Bristol is needed for advocacy, voice and influence.

Events and Meetings

In 2016, we supported Bristol Pride by marching and then hosting a large stall in the community tent. We were joined by our staff, trustees and volunteers.

Our Trustee, Alexandra, supported the first Trans Pride South West with a team of volunteers. We had meetings with Trans Matters, which created a sub-group to research what Trans people need. We worked with Bristol Pride to celebrate LGBTQ+ History Month in February 2017, which attracted over a hundred people. We also actively supported the IDAHOT events during May 2016, which is a yearly international event for standing against Transphobia, Biphobia and Homophobia.

We met and worked with many homeless, drugs and alcohol and mental health organisations and groups that support LGBTQ+ people.

Consultations

A very important part of our core work is taking part in consultations, mainly for Bristol City Council and other public organisations. In 2016, we took part in the following consultations:

- ★ Bristol Impact Fund
- ★ Budget Cuts
- ★ LGBTQ+ Manifesto
- ★ Bristol Arena
- ★ Local Enterprise Partnership

Thank you LGBT Bristol. Together we're making Bristol not only fair and equal, but LGBTQ+ friendly and welcoming, where discrimination isn't tolerated for LGBTQ+ people. I'll remain as a Trustee and support the new Chair with their important and exciting responsibilities.

The LGBT Bristol door is always open if you need them, so please get in touch:

<http://LGBTbristol.org.uk/>



Pride without Borders have had a busy few months.

Refugees and asylum seekers fleeing LGBTQ+ persecution now have a safe and supportive group in Bristol called Bristol Pride without Borders. It's somewhere they can meet, tell their stories, chat with others in the same situation, talk about legal issues and feel proud about being LGBTQ+. They learn about LGBTQ+ life in the UK and about other groups they can join.

The group has grown. They've recruited volunteers who contribute amazing work from building a website, staffing a stall, sharing their moving and witty poems, arranging extra events and generally connecting and actively listening.

So far, Pride without Borders have helped a few members achieve their refugee status. This was difficult. Proving 'needing protection against LGBTQ+ persecution' is hard to evidence and win. So, the group offers a space to talk about wellbeing, mental health, being resilient and positive. The group has valuable conversations about gender identity and sexual orientation within the context of religion and traditional values.

Tom Daly, from Bristol Refugee Rights, says "Thanks to the members who have

stuck with us and made it such a lovely and welcoming place to be, and to the new members who have joined us and brought fresh energy." Tom continues by saying "Thanks also to the organisations who have been sending new members – referrals have really picked up."

A Pride without Borders member said, "This group is my family, and now it's a big family."

Despite coming a long way, the group now needs a funding boost. A bigger group means more needs, more people who are struggling with trauma from the past and with seeking asylum.

If you:

- ★ are able to help with fundraising;
- ★ have fundraising ideas;
- ★ are able to signpost and refer; or
- ★ need more information,

then please contact Tom on:

Mobile: 07856 672351

Email: tom@bristolrefugeerights.org

Web: <https://pridewithoutborders.wixsite.com/pride>



Kiki – LGBTQ+ People of Colour

Kiki started in 1960s New York as an underground social gathering for LGBTQ+ people of colour. You could express yourself through fashion, dance, music and competitions. A celebration of being LGBTQ+ and a person of colour. It was ideal for anyone feeling repressed and disconnected from their communities to be themselves for that night. Kiki started and continued during a time when homophobia, biphobia and transphobia was still rife, impacted by the HIV and AIDS pandemic. So, celebrating gender identity and sexual orientation was very limited.

In August 2017 Bristol started its own Kiki once a month! The evening is divided into three-parts:

- ★ Socialising and eating food while receiving name badges with pronouns identifying a member's identity. A very chilled and relaxed start to the evening.
- ★ This is followed by an open mic session for singing, dancing and speaking.
- ★ The final part is playing tunes and more dancing.

The second Kiki happened in October 2017. One member recited the spoken word off by heart. A queer South Asian woman expressed how society sees her and in stereotypical ways. The first Kiki event attracted ten to fifteen people, which increase to over thirty people at the second Kiki event.

The Kiki organisers emailed local universities and colleges in Bristol, as well as contacting local organisations and LGBTQ+ services to reach the people who need them. Bristol 24/7, Outstories, Gayper and Diva published articles about Kiki. And Kiki has its own Facebook group and Twitter account.

Volunteers ask for donations, and Kiki is



submitting funding applications to pay for the venue, so everyone can access Kiki without any financial barriers.

Sharifa James, a Kiki organiser, says “Kiki is a vibrant mix and an international space that prioritise queer, transgendered and non-binary folk of colour.” Sharifa then says, “it’s a party including good music and friends. It’s for the express purpose of calming nerves, reducing anxiety and stress and fighting negative energy. Let’s have a Kiki!”

For more information:

Email: kiki100@outlook.com

Facebook: [kiki/social/LGBTPoC](https://www.facebook.com/kiki/social/LGBTPoC)

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

Partners we work with

CURO: Social Prescribing



For many reasons, people can become socially inactive, lonely and isolated. This can lead to poor mental health, suicidal thoughts, physical ill health and in extreme cases early death. Curo's Community Connectors service is working in communities to develop the idea of 'Social Prescriptions.' They have a team of Wellbeing Workers in South Gloucestershire. They work with individuals to identify the triggers that cause their isolation and loneliness and then help people find ways to re-engage with the things they're interested in. This may involve helping a person to join a local community group or activity, help with accessing volunteering or the relevant health support. The Wellbeing Workers work with GP surgeries in their area, therefore you can get a GP referral, but you can also

refer yourself to your GPs local Wellbeing Worker. The Community Connectors service implements the Five-Ways to Wellbeing by supporting people in:

- ★ Being Connected - join a group
- ★ Being active - take up an activity
- ★ Taking notice - get involved in local issues, or notice the things around you
- ★ Keeping learning - take up a new hobby
- ★ Giving - volunteer your time

Each person is different. The Five Ways to Wellbeing are used for creating an individual plan, which moves away from a medical prescription. Instead, it empowers a person to re-engage with their skills and interests through a 'social prescription.'

Curo Group is leading the project, with funding from South Gloucestershire Council, and it's part of the Better Care South Gloucestershire programme. The programme is for improving and enhancing health and care services in South Gloucestershire. It's run by the NHS and the local authority, but it involves the whole community. You can imagine some people and communities are difficult to reach, so The Diversity Trust is supporting Curo's social prescription project with our Equality, Diversity and Inclusion guidance. For example, by not assuming someone's gender or sexual orientation, using appropriate images and good practice guidance in equalities monitoring and so on.

The case study below shows how the social prescription service works.

Jo experienced severe mental health problems and homelessness after Jo's partner evicted him. Jo's from Birmingham and had been living with his partner for eighteen months. Jo also had problems with his benefits, which added more pressure. Jo didn't feel he was getting the help he needed. Jo's housing situation made him feel isolated and lonely. It was difficult to see his daughter, which impacted his depression and sense of self-worth.

Action:

- ★ Unfortunately, Jo was not entitled to housing with South Gloucestershire Council. Curo supported Jo in accessing a loan through the benefits system, so Jo had a deposit for private rented accommodation.
- ★ We improved Jo's confidence and wellbeing, by exploring possible future goals and outcomes. We explored different housing options, such as local flats and room shares in the area and

made step-by-step actions to contacting some places.

After three-months the following results were recorded:

- ★ Jo's moving from his temporary accommodation into more permanent housing near his daughter. This means Jo's in contact with his daughter and seeing her regularly. Jo now has a regular income since sorting out his benefits, so he's able to move forward and become more positive. Therefore, Jo appeared happier and interested in doing voluntary work to engage with his community.

Jo says

"You really helped me to believe in myself."

"You made me realise how I have the power to get things done myself."

"You really listened to me and didn't judge my situation, helping me to feel valued as a person."

For more information and to get involved visit:

<https://www.curo-group.co.uk/independent-lives/whats-on-in-your-community/south-glos-community-connectors/>

Case Study

Equality, Diversity, Inclusion, Sport and me!

Before beginning physical activities, we need to assess any restrictions we have, so we can fully take part and benefit. Physical activities can improve your physical and mental health. So, it's important to include everyone.

My name is Steve Morley. I am an inclusion coach. So, what exactly is an inclusion coach?

It's someone who is passionate about Inclusion. The definition of inclusion is: the action or state of including or of being included within a group or structure. In many parts of our society people are simply not included. Some people are constantly subjected to various forms of inequality or discrimination. Some people become marginalised or victimised owing to their physicality, race, gender or sexual orientation. This inequality permeates our world, affecting everything from day-to-day living through to our businesses, commerce and government. We seem to be living in a "Me First" society where community and common good has given way to "what's in it for me?"

From an early age I had two great interests, Sport and Business, and was moderately successful at both. I wanted to be a top sports star and I wanted to be rich. I had a very blinkered view of the world, I was very selfish and very competitive. However, financial problems and family health issues began to change my attitude to life. When I had a heart attack in 2010 it felt like the metamorphosis was complete. I can't pretend to have had an epiphany, but I did start to see the world in a different way. I took early retirement and began working for local charities, coaching and

providing inclusive and adapted sports for children with disabilities. Since then my "job description" as an inclusion coach has evolved.

Last year I formed a business called "Ifnotme - Inclusion Coaching" and, for me, being an inclusion coach means being an educator, a trainer and a facilitator. I use my experience in the sporting world to create opportunities for people to be "Included" and, working with companies and organisations, I try to help people reflect on these issues, to live a balanced life, and to become more authentic human beings.

I do my very best to practise what I preach and try to, as the quote says, "Be the change you want to see in the World"

For more information please contact the Diversity Trust.

The Diversity Trust offers Disability equality, inclusion and diversity training. Our Spring 2016 newsletter has more information about our trainers. Please contact us if you need our help in making your organisation / service disability accessible and inclusive.

http://www.diversitytrust.org.uk/system/assets/174/original/DN_Spring16_7.pdf



Our Research: Mental Health and Wellbeing

We've done many LGBTQ+ research reports since 2012, which mainly questioned if local health services are accessible for their LGBTQ+ populations. Below are three reports highlighting our mental health and wellbeing recommendations for LGBTQ+ communities in the South West.

Evidence for Change – Bristol Lesbian, Gay, Bisexual and Trans Health and Wellbeing Research Report – September 2016

- ★ We recommend mental health services engage with LGBTQ+ groups and organisations, so they're culturally competent and understand people's needs.
- ★ Have LGBTQ+ therapists and counsellors as well as LGBTQ+ affirmative counsellors.
- ★ Are staff culturally competent about the 'intersectional identities' within LGBTQ+ communities and their diverse needs? Confused? Please contact us.

Link to report http://www.diversitytrust.org.uk/system/assets/189/original/Diversity_Trust_Report_2016.pdf

Somerset Gay and Bisexual Men: Research Report February 2015

- ★ Prevent another generation of young gay and bisexual men experiencing homophobia and biphobia by training teachers, as this could impact on mental health, self-esteem and suicidal ideation.
- ★ Give extra support to vulnerable adults and those with mental health issues if they experience hate crime.

Link to report <http://www.diversitytrust.org.uk/system/assets/198/original/SomersetGayandBiMen2.pdf>

Link to the you said we did report http://www.diversitytrust.org.uk/system/assets/196/original/SEOG3_7_.pdf

South Gloucestershire Lesbian, Gay, Bisexual and Trans Needs Assessment: Health and Wellbeing Needs Assessment: September 2014

- ★ Have specialist services, as well as targeted services.
- ★ Make all local health services culturally competent.

Link to report http://www.diversitytrust.org.uk/system/assets/204/original/SGLOS_report_2.pdf

If you need our support to implement our recommendations or need anything explained, please contact us.

Survey

Do you know or work with young people (age 16-25)? Are they experiencing poverty, needing money management support or help with their wellbeing?

Many young people need advice from Citizen Advice, legal services and so on, but are less likely to ask for help. So, what do they really think about advice services?

Please encourage young people to have their say in the Ask Us Survey:

<https://www.surveymonkey.co.uk/r/askus2017>

Ask Us is a new advice service for young people jointly run by the Citizen Advice Bureau Bristol, Avon and Bristol Law Centre and 1625ip. So far it has focussed on reducing poverty, money management and wellbeing. Ask Us is here for young people, so it's crucial that young people have their say in how the service could work for them.

Completed surveys will enter a prize draw for winning prizes ranging from Lazar Quest, Crazy Golf, WH Smith goodie bags and so on. Ask Us will also award an agency / team who refer the most amount of young people with a 'thank you' hamper.

Young people will help us assess the completed surveys and plan a way forward.

For more information contact Hana on:

Email: Hana.cogingsford@1625ip.co.uk

Telephone: 0117 317 7085

Survey Deadline - 31 January 2018

16-25 AND LOOKING FOR ADVICE?

Need some help sorting problems with housing, money, immigration or health?

Ask Us

SMART ADVICE FOR YOUNG PEOPLE

www.ablc.org.uk/askus

LOTTERY FUNDED

Citizen Advice Bristol

1625ip

Avon & Bristol Law Centre

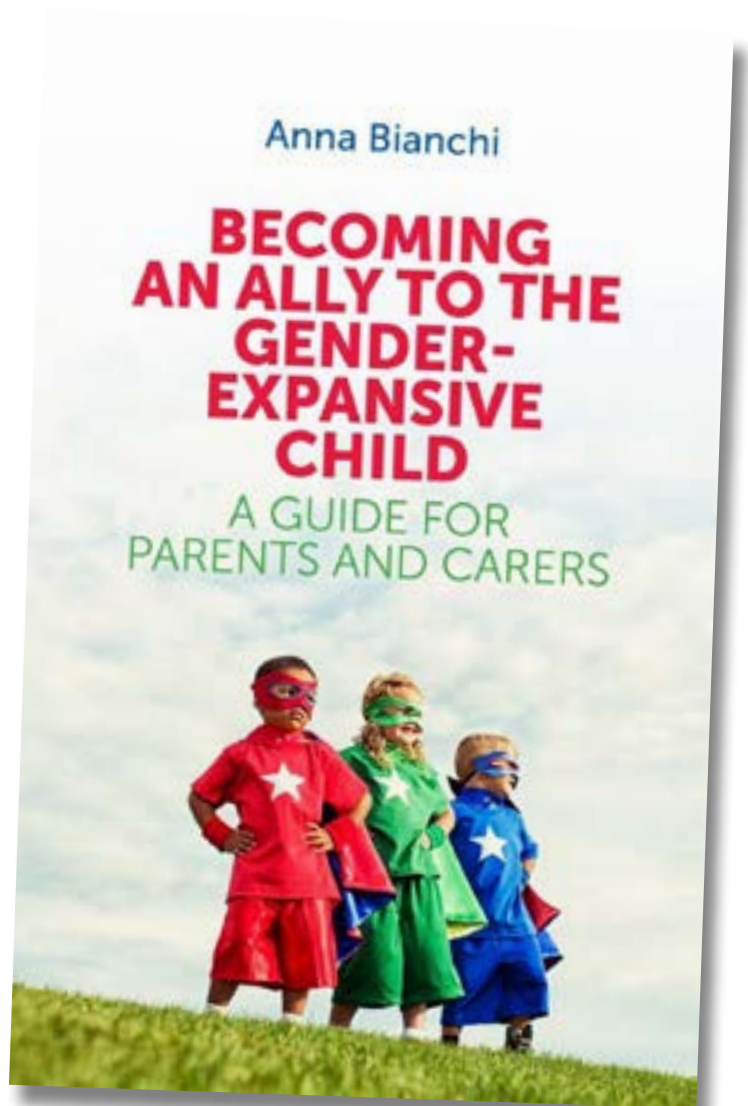
Book Review – A must read!

Becoming an Ally to the Gender-Expansive Child: A Guide for Parents and Carers by Anna Bianchi.

“This book should be essential reading for anyone who looks after or works with children and young people. It would also be really useful reading for anyone working or interested in the fields of equality and diversity. Anna’s writing style draws the reader in to some very personal stories, anecdotes and acts as a useful how to guide to support children and young people questioning their gender identity. The book challenges the reader to go on a deep dive to explore their own thoughts, feelings and unconscious prejudices. The book is also structured as a workbook to support parents and carers of children and young people guiding them on a journey to being truly inclusive parents. Written at a time of challenging debate around gender identity and the rights of transgender people. I cannot recommend this book enough.”
Berkeley Wilde

Order on Amazon

https://www.amazon.co.uk/dp/1785920510/ref=cm_sw_r_cp_api_I0GaAbNW156YN



Advertorial: LEAD - Leadership for Equality and Diversity launched successfully in September 2017



Organisations which are equal, diverse and inclusive recruit and retain the best staff while reaching out to the people who need them. So why not show businesses in the UK that you have a diverse friendly workplace, which attracts the best talent.

LEAD can help showcase your equal, diverse and inclusive workplace and service commitments and the great work you achieved in this area through advertising and case studies.

LEAD's in its second phase, so as we start the New Year LEAD is offering you a new year's gift. Only £99 reduced from £180 annual membership for each person. If you join as a corporate member before 31 January 2018 you'll get advertisement space in LEAD magazine absolutely free.

Here are some other benefits for Joining LEAD

- ★ access the latest information and advice regarding diversity and equality in the workplace
- ★ connect with people who can help achieve your career and business goals
- ★ a world where everyone has the opportunity to achieve their potential, no matter what their background
- ★ Using the LEAD logo to highlight your membership and commitment to your staff, partners, stakeholders and customers

For more information contact Sheenagh Baxter-Martin on: 07480 796 129 and / or visit: <http://www.leadmagazine.co.uk>

Advertorial: HR Services Bristol with Tracey McCarthy



I support small to medium sized organisations to operate fairly and inclusively, ensuring there is a focus on skills and experience rather than any personal characteristics or circumstances.

I aim to offer a local, effective and affordable human resource (HR) service to small and medium sized organisations. I appreciate the financial difficulties many employers face, and want them to have access to the good quality advice and support that they often cannot afford.

I'm piloting a new HR service in 2018 with CVS South Gloucestershire, the umbrella body that supports the Community, Voluntary and Social Enterprise (VCSE) organisations in South Gloucestershire. We will offer a local, affordable employment advice and support service. Your own HR Manager for a fraction of the cost! We will provide training and toolkits, to empower managers to deliver the highest standards

of leadership and management as well as expert advice and on-site support when required.

Ollie and Ben, at Bristol Wood Recycling Project, said "Tracey's work has been invaluable to the co-operative, in providing assistance with compliance, policies and procedures. She shares many years of experience with us, bringing clarity and wisdom that means her involvement has had a very powerful impact."

Get in touch!

If you would like to know more about me and my business services, please get in touch. I love to talk!

Linkedin: Tracey McCarthy

Twitter: @hrservbristol

Facebook: HR Services Bristol

Email: tracey@hrservicesbristol.co.uk

Telephone: 07855 023268



Dates for your diary

Event: LGBTQ+ Youth Cafe

Date: Every last Sunday of the month.
Next dates Sunday 28 January, Sunday 25 February, and Sunday 25 March 2018

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+Q we have an LGBTQ+Q 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/LGBTQ+Qyate/> More information <http://www.diversitytrust.org.uk/events/LGBTQ+q-youth-cafe-open-in-yate/>



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

Date/Time/Venue: Please contact Tracy at Bristol City Council for information

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: Tracy 07876 814592 to find out more

More information <http://www.diversitytrust.org.uk/events/social-and-support-group-in-bristol-for-LGBTQ+-people-with-learning-disabilities/>

Event: South Gloucestershire LGBTQ+ Equalities Network public meeting

Date: Tuesday 27 February 2018

Time: 5.30 – 8.30pm (evening)

Venue: Wallscourt Farm Academy, Long Down Ave, Stoke Gifford, Bristol BS16 1GE

Why you should go? Let's work together for improving access to local services for LGBTQ+ people in South Gloucestershire. This event has a special focus on schools and celebrates LGBTQ+ History Month, February 2018.

Contact: Tel: 0844 800 4425 Text: 07747 752 454 Email: info@diversitytrust.org.uk

LinkedIn updates



As we mentioned LinkedIn in Dave's top tips, here's our recent LinkedIn updates:

"Thanks to Healthwatch North Somerset for inviting me along today to talk about our #trans plus health survey results. Looking forward to publishing the report in the new year and seeing improvements in health access for #trans patients."

"Thanks to Berkeley from Diversity Trust for excellent staff training - we learnt loads. Highly recommended."

"We spent today working with our new clients at the House of Illustration in Kings Cross. Supporting them to develop their equality, diversity and inclusion policy. Great work!"

"Thank you to all our new connections and followers. We are a Community Interest Company (CIC) influencing social change to achieve a fairer, safer society. We provide high-quality and bespoke training on: - Achieving Cultural Competence - Diversity in Practice (LGBTQ+) - Domestic Violence and Abuse - Equality, Diversity and Inclusion - Hate Crime Awareness - Safeguarding - Transgender Awareness And much more <https://lnkd.in/AuTS-i>"

"Thank you to Conwy County Borough Council for inviting us to work with foster carers and social workers on improving access for LGBTQ+ young people."

"Our good friends at Healthwatch South Gloucestershire have joined us to promote our Trans Plus Health Survey across the West of England region. https://lnkd.in/df4KU_q"

"Thank you to Jack Bailey from Curo for visiting our Alphabets LGBTQ+ youth group and telling us all about how young people can get involved in helping shape their local communities."

"Fantastic to be working with the Landscape Institute to support them with their Diversity and Inclusion Strategy. <https://lnkd.in/eEMk4Jy>"

"We have free hate crime awareness training sessions available to community groups and organisations based in Bath & North East Somerset, Somerset and North Somerset. Contact us for details. <https://lnkd.in/dszR6wH>"





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/>

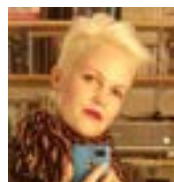
Credits

Our newsletter was:



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Telephone 0781 440 3123



Design and layout by Frank Duffy – designer and illustrator.
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frankduffy.co.uk

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

Jargon Busters

LGBTQ+– Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual, Intersex and so on

Transgender – 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). The charity supporting and empowering victims of hate crime and Anti-Social Behaviour known as ASB.

Bristol Hate Crime and Discrimination Services – are a group of six partner organisations brought together to provide a complete service for victims of hate crime in Bristol. It's led by SARI (Stand Against Racism & Inequality), together with Bristol Mind, Brandon Trust, LGBT Bristol, the Avon and Bristol Law Centre and Bristol Mediation.

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

Diversity – literally means difference. Recognising individual as well as group

differences. Treating people as individuals, and placing positive value on diversity in the community and in the workforce.

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

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 our film page on our website <http://www.diversitytrust.org.uk/services/filmmaking/>
Subscribe to our YouTube Channel https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ

For more Information:



Visit: www.diversitytrust.org.uk
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Twitter: [http://twitter.com/](http://twitter.com/DiversityTrust)

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