

Diversity News

Autumn 2015

About the Diversity Trust

The Diversity Trust is a not-for-profit company working with organisations across Avon, Devon and Somerset to implement engagement, research and training. It's a partner in hate crime services across the West of England. And it's working

on a Police and Crime Commissioner (PCC) funded project to improve access to domestic abuse services.

We'll write about these projects in our newsletters, so please subscribe to learn more.


The Diversity Trust
Influencing Social Change

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Berkeley Wilde, Director of the Diversity Trust

Welcome to Diversity News, our Autumn 2015 newsletter, from the Diversity Trust.

This newsletter highlights how we “reach out” to local communities.

One way in which we reach out is by doing ‘Health Needs Assessments’ with communities across the West of England.

So far we’ve assessed, and then published reports, on ‘Lesbian, Gay, Bisexual, Trans and Questioning’ health needs in Bath & North East Somerset, Somerset and South Gloucestershire. These reports included a focus on young people’s needs in Somerset and South

Gloucestershire. We also explored the needs of older gay and bisexual men living in rural Somerset. So far our research is adding to a growing body of evidence. We’re doing further Health Needs Assessments for Healthwatch in Bristol and for Bath & North East Somerset Council. You’ll see articles about our findings in *Diversity News* and we can help you implement our recommendations within your services and communities.

For example, our LGBTQ Health Needs Assessment report for South Gloucestershire Council highlighted that young LGBTQ people needed more information and



support. We’ve worked with a local café to launch the first LGBTQ Youth Café in Yate backed by South Gloucestershire Council in April 2015. Page 14 has more information. We look forward to working with you to create more success stories by ‘reaching out’ with our Health Needs Assessments.

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



Equality, Diversity and Inclusion is important when bidding for work and maintaining a high standard of practice. So the Diversity Trust keeps up-to-date with legislation to support Equality and Diversity policies and practices. However, we don’t stop there.

Your local communities should feel you know, understand them and respect their differences and similarities. We should work with our communities to improve our services so each person can recover or come back if necessary. It is important that these relationships are both empowering and mutually beneficial. This is especially important for some hard-to-reach groups.

Our workshops explore creating a safe environment where you can reflect on your background and how society may stereotype and misunderstand you, your customers and communities. We can help you become more culturally sensitive / competent, so you can help people to feel good about themselves and be an agent for change. We hope that with better equality, diversity and Inclusion practice more people will benefit from what you do.

News in Brief:

Equalities Standard – our new Step-by-Step Guide



We worked with the Substance Misuse Team at Bristol City Council to launch a new Equalities step-by-step guide for substance misuse services in Bristol.

The guide will help services achieve the Equalities Standard, which we published in 2013-14. Therefore, a service can use the guide as a manual to assess how well it's meeting the Equalities Standard.

It's also a practical tool to support meeting the Equality Act 2010, the Equality Duty and includes Indicators of Cultural Competence. The guide is now part of our Equality, Diversity and Inclusion toolkit, which we'll use in our workshops and training.

We're very excited about this guide, so download your PDF copy [click here](#)

To save our Equality, Diversity and Inclusion Toolkit [click here](#)

Next Link Housing

We've been working really closely with Next Link Housing over the past year so LGBT+ people can access domestic abuse services more easily.

We used our training events to collaborate with almost two hundred experts across a wide range of services - from specialist domestic abuse services to police and others.

We'll publish our report this autumn. So spread the word, subscribe to *Diversity News* and be the first to know details about our project's recommendations.

Website <http://www.nextlinkhousing.co.uk>

Healthwatch Bristol



Our LGBTQ health survey for Healthwatch Bristol closed on Friday 31 July. We'll explore the results and launch our report later this year.

Read *Diversity News* this winter to see our recommendations for Bristol.



Bristol ROADS



If your work in Bristol involves supporting those with substance misuse issues we can support your equality, diversity and inclusion aims, so you're as inclusive as possible. We joined forces with Bristol Recovery Orientated Alcohol and Drug Service (Bristol ROADS) and we're already supporting Bristol City Council and other services dealing with substance misuse. Our project includes a training event, a look at your training needs and writing reports to help you improve access for anyone who needs you.

Read our Bristol ROADS Research Report: <http://www.diversitytrust.org.uk/services/research-development/>

Terrence Higgins Trust – Men's Group

Men living with HIV can now meet at Terrence Higgins Trust (THT) in Bristol for peer-support twice a month. The group encourages men from all backgrounds to join them for:

- ★ a space to talk, resolve problems, express feelings, form friendships;
- ★ receive information and advice; and
- ★ take part in social activities, and more, with other men living with HIV.

As well as celebrating achievements and finding ways to live a fulfilling life the group can also offer support and share advice.

The group normally meets on a Wednesday and Saturday. Contact Pamela on: pamela.hampton@tht.org.uk or call: 0117 955 1000 to find out when they'll next meet.



Training

Let's include everyone in our services and organisations. We'll show you the way with our equality, diversity and inclusion training, so we're a fairer community for everyone. Some services struggle to reach the people they serve. Our training will help you reach out so you're more inclusive and accessible.

Explore the exciting list of training sessions we offer below and then visit: www.diversitytrust.org.uk for more information. You can save, print and share our flyers and posters and book your Equalities and Diversity training for you and your organisation.

Safeguarding Sexual Orientation and Gender identity

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

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 clients, customers, patients or service users.

Diversity in Practice

Is your service delivering for Lesbian, Gay, Bisexual and Trans people? Our half-day course explores key legislations, local research, barriers, best practice, monitoring and supporting sexual orientation and gender identity. We will provide you with best-practice examples, resources and hints and tips on improving access and engagement for LGBT+ communities.

Equality, Diversity & Inclusion in Practice

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

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

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

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



Bristol Pride 2015

We celebrated Bristol Pride 2015 on Saturday July 11th. The council supported the parade by closing more roads so the march covered more of Bristol before heading to Castle Park. And then it was a day of food and market stalls, fun fair and roller skating. The community tent was filled with information, services, community groups and organisations. And the stage came alive with entertainment from Buzz Fizz, Heather Small and SingOut Bristol.

Daryn Carter, Bristol Pride Director, says “The Parade is about making a proud and visible stand for diversity & equality and to show that prejudice has no place in our city”.

You may have seen and heard our clip boards while we grabbed more people to fill in our LGBTQ Health Needs survey for Healthwatch Bristol. Bristol City Council Equality Team helped and we had a team of volunteers including people from Healthwatch to survey more people at Pride. If you completed a survey during Pride, thank you, you're influencing the change we need in our local health services.

For more information about Bristol Pride visit: <http://pridebristol.co.uk/>



Health Survey for Bath & North East Somerset

Bath & North East Somerset Council

If you live, work or study

in Bath and North East Somerset you can now have a say about your local health services. Bath & North East Somerset Council asked us to collect your feedback. So, we'll use our Health Needs Assessment and some community activities to better understand your health needs.

Although we're asking everyone in the B&NES area we'll pinpoint anyone disadvantaged by: age, gender, disability, mental health, socio-economic status and those living in rural areas.

Early reporting leads to better diagnoses, support, survival and recovery. So we'll focus on increasing your early reporting as soon as you experience any symptoms or feel you're health is at risk. We'll also include recommendations on issues which may affect early reporting such as anxiety and depression, mental ill health, substance misuse and suicidal thoughts and feelings.

What we will do?

- ★ Review local and national trends on health evidence.
- ★ Have an online survey.
- ★ Work with groups of local people from a broad range of backgrounds in B&NES
- ★ We'll interview a range of local people in different settings.
- ★ We'll interview your local health service providers.

Timetable

We'll assess your health needs in B&NES during 2015 and then present our report with recommendations to Bath & North East Somerset Council, which will follow the report's publication.

Online Survey

Time is of the essence. Our survey's online until 30 September 2015. [Click here](#) to tell us about you and your health needs in B&NES. Together we can make things better.

We did a similar study, which assessed the health and wellbeing needs of LGBT+ people in B&NES.

Samantha Jones, Corporate Equality Manager at Bath & North East Somerset Council, says:

"The relationship we have built with the Diversity Trust is invaluable; Bath & North East Somerset Council welcomed the results of the work carried out by the Diversity Trust on the assessment of health and needs of our local Lesbian, Gay, Bisexual and Trans populations.

"The report, along with the follow up training and briefing sessions, has guided us in our commitment to reducing health inequality in LGB & Trans people.

"Staff and partners who participated in the Diversity Trust training reported that they thoroughly enjoyed working with the knowledgeable trainers, that the interactive sessions enabled them to gain confidence in leading local authority towards inclusive work on LGB&T issues."

Watch Your Language

You may have seen our various news releases, emails, tweets and Facebook messages asking local people to fill in our Health and Wellbeing Surveys over the years. This will help local health and wellbeing services to review and adapt their planning, policies and training so their services reach-out to everyone. However, when it comes to equality we 'practised what we preach' by making our surveys more accessible. We recently did this by creating an easy read version of our 'LGBT+ Health Needs Assessment' survey for Healthwatch Bristol. You'll notice;

- ★ We wrote in Ariel font size 16 and 28
- ★ We used illustrations and photographs; and
- ★ Like this newsletter we explain acronyms and jargon in everyday English.

Healthwatch Bristol grant-funded our 'LGBTQ+ Health and Wellbeing' survey for Bristol. To see our easy read survey click here:

<http://www.diversitytrust.org.uk/news/2015/06/10/easy-read-health-survey-for-healthwatch-bristol/>

If you need guidance in writing in plain English our copywriter Dave Sully is looking to practise sharing his experience in writing copy across many communication platforms. He's worked for the NHS, councils and charities. So, book him now before he gets more experience and pricey with his writing workshops!

In the mean-time, here's a tip from Dave about over-using nominalisation.



“Nominalisations are verbs (doing words) turned into unofficial naming words. For instants: ‘Failure’ rather than ‘Fail’ or ‘Provision’ rather than ‘Provide’.

“Your writing could sound heavy if you use these abstract nouns (naming words) which aren't naming a physical object. It can also hide the action expressed in the verb.

“I blame my education for making me feel I needed to sound impressive and intelligent by using unnecessary long words. However, what I'm saying should be intelligent and impressive rather than how I'm saying it.

“Everyday we're bombarded with information, so we expect clear, transparent and concrete messages. Therefore, you'll risk being ignored, misunderstood or not trusted if you use too many nominalisations.

“Reduce using nominalisations today: you'll see your writing flow and sound much better.”

MSM BME Legacy Meeting

Men who have sex with men (MSM) appears a difficult concept for most people to understand. Normally MSM are men who haven't self-identified or their MSM activity is separate from sexual identity. Still confused? Someone in prison may have sex with another man, but they wouldn't identify themselves as Gay or Bisexual. However, men belonging to Black and Minority Ethnic (BME) communities may want to follow what's expected by them, their families, religion and community, but this conflicts with how they feel.

The Equalities Foundation in London invited a range of organisation to its five-learning-set-workshops to explore these issues. LGBT Bristol took part in these workshops and then hosted a local meeting on Tuesday 28 July to see how we can use these learning-set-workshops. Here are some fantastic ideas which came from the workshops:

- ★ Having a Black and Ethnic Minority champion who lives in a BME community and can give us their insight, which we could use.
- ★ Acknowledging how small a community can be or feel. For instance, men fearing their confidential information leaking out and spreading quickly.
- ★ Have an information stand in sport centres where men go. We could attract all men with our safer-sex messages, information, swabbing and signposting and hope BME MSM men come through.
- ★ Our banners could show a broad range of ethnicity. And having an LGBT Bristol logo as one of the logos may show we're open to everyone.
- ★ Respect people's decisions and choices while letting them know what's available.
- ★ Referring to our newsletter article about the 'Men's Group': we could monitor if BME men are using this peer-led service, and then take any necessary action.



- ★ Using community centres and churches for supplying information, testing and sign posting
- ★ Educating and encouraging local vicars and pastors to support us in getting information out there may transcend a message that people are loved, supported and not judged.

LGBT Bristol invited Bristol Public Health, Terrence Higgins Trust, Golden Keys, Healthwatch and other local health services to its partnership meeting on 28 July. The meeting highlighted great practices already taking place in Bristol. LGBT Bristol will seek Public Health England funding to implement a positive campaign, so Men who have sex with Men feel more comfortable.

The more input we have the better, so if you'd like further information or wish to be involved contact: admin@lgbtbristol.org.uk

Case Study

My story from Hannah Jaine, Equality Manager at HMP Ashfield

“HMP Ashfield is a Category C prison on the outskirts of Bristol. We have 400 beds for male sex offenders, aged 21 and over. Men 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? Our prisoners lead Equality Forum (groups), each forum is supported by our senior management team. These groups implement elements of the 2010 Equality Act. We also give a voice to Foreign Nationals and Veterans by having a forum specifically for them.

“Each forum meets 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’ve welcomed ‘LGBT History Month’, ‘Black History Month’ and ‘Equality Week’ with a huge number attending each event. Our smaller awareness sessions are supported by outside agencies. For example, I’m currently working as a Dementia Friend champion, delivering sessions to prisoners to help make HMP Ashfield a Dementia friendly community.

“And that’s what we are. We’re a community. We recognise no-one comes to our prison for good reasons. However, if the prison’s Equality Team helps an individual become a better person then everyone benefits.

“Keep reading *Diversity News*. Each newsletter will showcase how each HMP Equality Forum works. You’ll gain insight about our equalities practice, which may give you ideas for training, development, research and how you can use the Equality Act 2010 and the ‘Equality Duty’ in your organisation.”



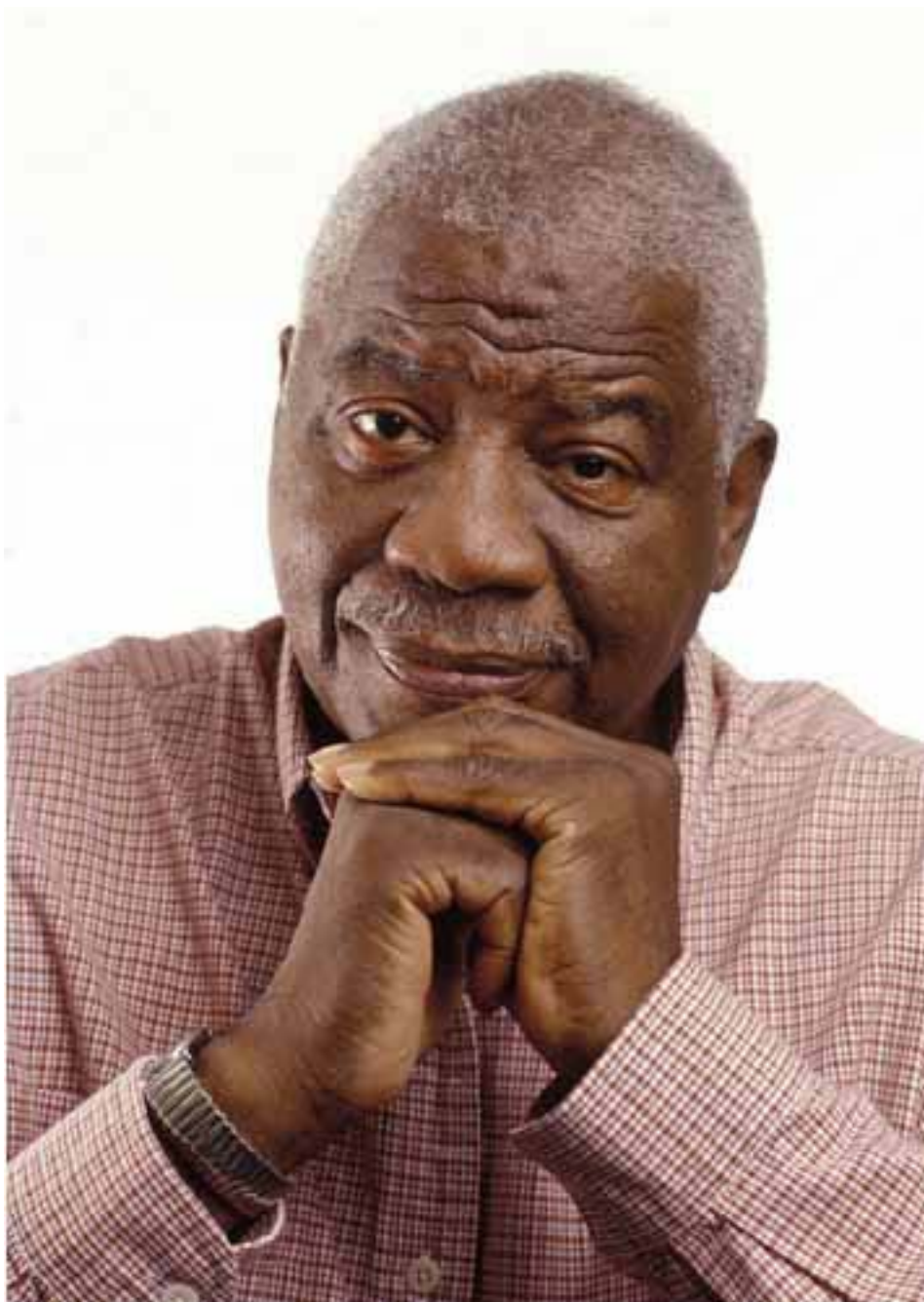
Case Study

Seldom Heard

A hospital functions best when we have a say in how it's run. However, are we doing our best for the whole community? 'Seldom Heard?' is a report about involving hard-to-reach patient groups from older people to Black and Ethnic Minority (BME) patients and so on. North Bristol Hospitals NHS Trust (NBT) asked us to explore how we can engage everyone's input, especially from our hard-to-reach patient groups. Our research informed the hospital's Engagement Strategy and Plan.

What we did:

- ★ We assessed the hospitals involvement activities with its hard-to-reach patient groups in and outside North Bristol Hospital NHS Trust.
- ★ We assessed the Strength, Weakness, Opportunities and Threats (SWOT analysis) on these activities.
- ★ We analysed how the engagement activities influenced the hospitals policies, action plans and so on within a Directorate, Department or Trust wide.
- ★ We identified best practice and made recommendations.
- ★ We drew up an Action Plan to support the hospital's Patient and Public Involvement (PPI) Strategy.



- ★ We wrote a report with recommendations on how to involve hard-to-reach patient groups to inform service delivery.
- ★ We interviewed staff and service managers

We identified the following best practice in reaching the Gypsy, Roma and Traveller

and Black and Minority Ethnic (BME) communities. 'Walkabout' is a half-day walk about in an area. This was tested in Bristol and South Gloucestershire at Gypsy, Roma and Traveller sites. The same method is being used in North Somerset to visit specific Black & Minority Ethnic

(BME) communities and other hard-to-reach communities, such as during drug & alcohol service user community events.

Some of our recommendations included:

- ★ Avoid public engagement fatigue by consulting as a whole hospital rather than as separate departments.
- ★ Have community champions at board level.
- ★ Have Directors reporting to Equality Committees.
- ★ Have emergency or drop-in appointments at GP surgeries.
- ★ Create databases and web portals covering the whole NHS Trust.
- ★ Improve communication and information about what's available.
- ★ Regular Equality & Diversity training for all staff.
- ★ Establish a Lesbian, Gay, Bisexual and Trans Health and Social Care Network.
- ★ Use community radio, events and newsletters to reach out to specific groups and communities.
- ★ Plan consultation events at a variety of locations, venues and times to maximise engagement with diverse communities.
- ★ Specialist Health Workers to work with Gypsy, Roma and Traveller communities.



Lesley Mansell, Equality and Diversity Manager at North Bristol Hospital NHS Trust, says:

“Work was commissioned from the Diversity Trust on behalf of North Bristol NHS Trust. This involved research, training and engaging specific equality communities. The quality of this work was noted in a case study which was sent to the NHS on the recommendation of the national Equality lead to be used as a model of good practice nationally. This was in respect of the outcomes of research and engagement that was published as the ‘Seldom Heard Groups’ report.

“Following on from this the Diamond Cluster (this comprises of equality managers from NHS Trusts, Clinical Commissioning Groups (known as CCG’s) and the South West Commissioning Support Unit (CSU) for Bristol, North Somerset and South Gloucestershire) commissioned further work with stakeholders with diverse backgrounds to engage with all these health bodies.

“We look towards continuing and developing our positive working relationship with the Diversity Trust in the future”.

Organisations reaching out

Golden Key's reaching out to unlock services

We're reaching out to those furthest away from the services they need. Golden Key works with many organisations across Bristol to achieve this. It focuses on giving hundreds of people in Bristol the chance to turn their lives around. Golden Key is funded by the Big Lottery, to the tune of £10 million. Therefore, its eight-year programme will open doors and unlock services, creating new futures for those with the most complex needs.

Recent research revealed that Bristol's a large population of people who experience a mix of homelessness, long-term mental health problems, dependency on drugs and / or alcohol and offending behaviour.

- ★ 57% of Bristol's homeless population have serious mental health problems
- ★ Bristol has one of the highest rates of opiate and crack use in the UK
- ★ The reoffending rate for prisoners serving less than 12 months is 57%
- ★ 18% of prisoners in Bristol had been homeless in the year prior to being in prison
- ★ 60% of prisoners say not having housing on release is a key factor in their reoffending

Joe Fisher, Golden Key Service Manager explains how Golden Key aims to work with a diverse range of clients: "We are really keen to reach people from diverse backgrounds across a range of minority groups, many of whom face additional barriers related to their needs and situation and may have experienced stigma and discrimination."

Golden Key is finding new and sometimes unconventional ways to break the cycle of deprivation and dependency faced by many of these people. Clients are put in control of their path to recovery. To achieve their aims they're given two key points of contact

- a service coordinator who will oversee every step of their journey and a peer mentor who will work alongside them, giving them hope and encouragement.

For more information or to engage with and contribute to Golden Key as a partner please contact Joe Fisher on joseph.fisher@second-step.co.uk

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



LGBTQ+ Youth

Youth Café

We mentioned a new LGBTQ Youth Café in Yate for those aged 13-19 in our last newsletter. Our South Gloucestershire Health Needs Assessment report recommended this service, which is held on the last Sunday each month from 7pm till 9pm. It gives a young person an opportunity to drop-in for advice, support and information while meeting other LGBTQ young people. Numbers are steadily growing with three youth and community workers supporting the group. So we celebrated with a Barbeque at the end of July. We created our own film that day to show how we support young LGBTQ people.

We'll tell you more about our film in our next newsletter.

Freedom Youth

Berkeley Wilde was one of the people who started Freedom Youth in Bristol on Tuesday 4 July 1995, which also supports young LGBTQ young people. After 20 years of bringing young people together and still going strong we're celebrating its 20th anniversary on 20 September at the Trinity Centre, Bristol from 3pm till 9pm.

Freedom Youth Bristol is the longest running social and support group for lesbian, gay, bisexual and transgender (LGBT) young people in the UK. So our oral history project will tell the Freedom Youth story, by collecting stories from past members, volunteers and staff.

The project will ask if your Freedom Youth involvement impacted or improved your life as an LGBT young person and if so how.

We'll consider your response in the broader context of changing society attitudes and LGBT youth legislation.

The project will be a permanent record of this (largely hidden) heritage.

We'll record interviews and gather documents: photos, session plans and so on. A current member of Freedom Youth will lead the project and our young people will carry out interviews.

The project will conclude with a Freedom History website showcasing edited highlights of our interviews. We'll also fund a book as a lasting legacy to tell the Freedom Youth story.

So if you were involved in Freedom Youth anytime over its 20-year history, we'd love to hear from you. Please share our information and email address so you and your contacts (past and present) can get involved.

Email: freedomyouth@otrbristol.org.uk

Freedom Youth is now part of Off the Record Bristol and runs a weekly drop-in for LGBTQ young people. Contact Hannah at Off the Record for more information.

Hannah Greenslade
Youth Support Worker (LGBTQ)
Off the Record (Bristol)
www.otrbristol.org.uk
1 - 2 Perry Road, Bristol, BS1 5BQ

Office number : 0117 9226747
Mobile: 07814250751
Email: hannah@otrbristol.org.uk

The next LGBTQ Youth Café in Yate is open on Sunday 27th September.

You can find more LGBTQ Youth Café information by calling: 01454 869 441 or email info@yatearmadillo.co.uk and in our Facebook group www.facebook.com/groups/LGBTQyate



Living together in Bristol:

- 1 There's 437,500 people living in Bristol
- 2 We estimate over 26,000 of us are Lesbian, Gay or Bisexual in Bristol
- 3 Roughly 4,375 of us are on the Trans/gender variant spectrum
- 4 70,000 (16%) of us belong to a black or minority ethnic group
- 5 72,000 people (16.7%) have a "limiting long-term illness or disability"
- 6 Considering one in four people experience a mental health condition each year, this means 46,300 people (aged 18+) may have a mental health condition of some level each year in Bristol.

Our statistics - taken from our own research and from the 2011 Census - indicate a changing diverse community with different social, health, employment and inclusion needs. We will help you reach out to the people who need you.



Quiz

Define 'MSM'

Email your definition to: info@diversitytrust.org.uk

We'll publish the best definition and you'll win a 20% discount when you book our 'Equality and Diversity' training.



Twitter

July 20

Great LGBT awareness training at the Vassall Centre courtesy of @DiversityTrust - thanks @BerkeleyWilde

July 15

Calling all #trans men -pls comment on our draft publication [https://www.menshealthforum.org.uk/news/trans-men-asked-comment ...](https://www.menshealthforum.org.uk/news/trans-men-asked-comment...)

July 15

Congratulations to Ireland on passing #GenderRecognition law protecting Transgender people.

July 14

Do you live, work or study in Bath & North East Somerset? We are carrying out health survey for @bathnes to take part [http://www.diversitytrust.org.uk/news/2015/06/11/health-survey-for-bath-north-east-somerset/ ...](http://www.diversitytrust.org.uk/news/2015/06/11/health-survey-for-bath-north-east-somerset/)

July 14

Delivering another great #LGBTQ health awareness session for health providers @TheCareForum @HWBristol @HWSouthGlos [http://www.diversitytrust.org.uk/system/assets/120/original/Healthwatch2.pdf ...](http://www.diversitytrust.org.uk/system/assets/120/original/Healthwatch2.pdf)

July 11

Great to see so many fantastic charities in the community tent at #BristolPride @LGBTBristol @OfficialFFLAG @bdpROADS @NextLinkHousing

July 4

Really powerful show today @BradleyStokeFM @DiversityTrust, I hope listeners took something positive. Ollie's story really had impact

June 28

Thanks for visiting our #LGBTQyouth cafe tonight @SPACEDSouthGlos the young people found the workshop really engaging

June 25

Oxford English Dictionary has added the term cisgender to the dictionary [http://www.independent.co.uk/incoming/cisgender-has-been-added-to-the-oxford-english-dictionary-10343354.html?origin=internalSearch ...](http://www.independent.co.uk/incoming/cisgender-has-been-added-to-the-oxford-english-dictionary-10343354.html?origin=internalSearch...)

Credits

Our newsletter was:

Written by David Sully at
Mr Pen – Content Management
www.mrpencontent.co.uk

Designed by Caroline Duffy -
ethical graphic designer and illustrator
www.carolineduffy.co.uk

Jargon Busters

B&NES – Bath and North East Somerset

BME – Black and Ethnic Minority

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.

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

LGB and Trans – Lesbian, Gay, Bisexual and Trans

LGBTQ – Lesbian, Gay, Bisexual, Trans and Questioning

MSM – men who have sex with men

South Glos – South Gloucestershire

Our Services

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

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

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



For more Information:

Call: 0844 800 4425

Visit: www.diversitytrust.org.uk

Email: info@diversitytrust.org.uk

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

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