

Diversity News

Issue 12

Summer 2018

About the Diversity Trust

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

We work with diverse communities, and our partner organisations, to;

- ★ provide voice and influence
- ★ deliver specialist youth services
- ★ research and engage

- ★ tackle and prevent hate crime
- ★ tackle and prevent domestic violence and abuse
- ★ reduce health inequalities

Across the South West, the West of England, and beyond.

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



Contents

Introduction	page 2
News in Brief	page 3-4
Diversity Trust Training	page 5
Hannah at Button Media	page 6
Mental Health and Wellbeing at work	page 7
Menopause in the workplace	page 8
Film: My Brother is a Mermaid	page 9
LGBT+Faith Training Programme	page 10
Bristol Zero Tolerance	11-12
Supported Lodging	page 13
NCBI: Diversity, Equality and Inclusion training	page 14
Diversity Trust Social Impact report	page 15
Lou Hart, Director at the Diversity Trust	page 16
Vicki Morris, Chief Executive at the Care Forum	page 17-18
Southern Brooks Community Partnerships	page 19-20
Helen Farmer: Mental Health and Wellbeing update	page 21-22
Updates for your diary	page 23

Celebrating Suffrage

Welcome to Diversity News Summer 2018.

In 2018 we celebrate a hundred years of the first steps towards women's suffrage in the UK. I say "first steps" because the journey towards women's suffrage has been a long one. In 1918 the vote was only given to women over 30 who paid (or whose husbands paid) at least £5 in property taxes. (£5 in 1918 would be over £300 in today's money.) In contrast all men over 21 could vote.

As part of the celebrations, I have been working with the West of England & South Wales Women's History Network and the M-Shed Museum to stage a day of events at M-Shed on June 30th. We had historical talks and activities. We also asked how far women's equality has come, and how far we have to go.

In this issue of the newsletter we will be highlighting some of the many amazing women that we work with, and women's issues that we address.

Dominique Thompson is an expert in mental health issues. She talks about the tremendous cost to the economy of poor mental health. Training in mental



health issues, and how to support employees who are struggling, can help stop problems at work.

An area we are interested in exploring is menopause awareness. Menopause symptoms vary widely between women, but some are affected very badly. Many companies have no policy for dealing with issues faced by staff going through menopause. We have been talking to researchers at Bristol and Leicester Universities about raising awareness of these issues.

Bristol Zero Tolerance, led by Charlotte Gage, does great work tackling gender-based violence in Bristol. Please consider signing up to their pledge.

We interviewed Vicki Morris, Chief Executive for the Care

Forum: And read about our partner, Julie Close, Director of Southern Brooks Community Partnerships and its amazing work in South Gloucestershire.

We also introduce one of our new Directors, Lou Hart, who has a very impressive career in diversity work.

Finally, please take a look at our 2017-2018 Social Impact Report http://www.diversitytrust.org.uk/system/assets/249/original/DT_AR_6.pdf We're very proud of the work that we've done over the past year. With your help we'll continue our social impact over the next 12 months.

Cheryl Morgan
Director
Diversity Trust

News in Brief:

Send us your news

We launched our e-newsletter, Diversity News, in May 2015. It's a roundup of our news and impact for making services fair and accessible for everybody, while creating a culturally competent workforce, which serves the whole community.

Our newsletter is read by commissioners, service 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.

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

Diversity Trust Marketing video

We have a new Diversity Trust promo' video. We worked with the Therapeutic Media Company which highlighted our key services and the Diversity Trust in action. The Diversity Trust advocates for social change to create a fairer and safer society. Therefore, the video will help you visualise how we do this, so you know how we can support you in reaching and including the people who need you.

https://www.youtube.com/watch?v=gnSV-RV_K6E&t=3s



News in Brief continued



Britain on Film: LGBT Britain

The Diversity Trust hosted a film afternoon for the general public at the Armadillo Cinema in Yate from 3.30pm on Sunday 20 May. Eighteen people were moved by a fascinating collection of films showcasing LGBT Britain, which documented a century of homosexuality progressing from criminalisation to Pride. Please watch the preview that demonstrates the public fight for basic rights and equality:

<https://www.independentcinemaoffice.org.uk/films/lgbt-britain/>

LGBTQ+ Pride Festivals

We're entering a summer of Pride festivals, which celebrates our diverse LGBTQ+ communities. It's our chance to say thank you to a generation which fought for our basic rights and equality. The festivals will highlight where improvements are still needed. We'll also acknowledge the positive contribution our LGBTQ+ communities make. For example, by giving us the confidence to be ourselves, and in a society that celebrates and accepts us without making assumptions about our gender identity and sexual orientation.

To get involved and find more information about LGBTQ+ Pride festivals this summer, please contact LGBT Bristol:

<http://lgbtbristol.org.uk/contact-us/>

Or the Diversity Trust:

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

Reykjavik's Human Rights Office



We're sharing our Diversity Trust resources with colleagues in Reykjavik, Iceland. Because they are developing their own programme for tackling domestic violence and abuse while supporting LGBTQ+ victims and survivors. Our newsletters and social media will have updates, so please subscribe and follow us.

EU General Data Protection Regulation

It was GDPR Armageddon Day on Friday 25 May.

At the Diversity Trust all information we hold is safe, protected and never sold or used by an unauthorised third party. Please subscribe to our e-newsletters for;

- ★ staying in the loop;
- ★ identifying opportunities to work with us; and
- ★ using our services to optimise your social impact.

We have updated our Privacy Policy which you can read here [http://www.diversitytrust.org.uk/system/assets/251/original/Privacy_Policy_\(Short\).pdf](http://www.diversitytrust.org.uk/system/assets/251/original/Privacy_Policy_(Short).pdf)



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 Cultural Confidence 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 practise.

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

Diversity in Practice

Is your service delivering for Lesbian, Gay, Bisexual, Trans and Questioning (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 practise, cultural competence, intersectionality 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.”

Hannah at Button Media

In a digital age where we're bombarded by information pulling us left, right and centre, our important work and messages can get lost in this overcrowded space.

Hannah will help you stand out and get noticed with her seventeen-years in the filming world, which includes clients from the BBC to New Scotland Pictures and so on.

There's tons more and easy to follow information on Hannah's Button Media website:

<https://buttonmedia.net/>

Our Associate, David Sully, recently worked with Hannah. Like many people, David took amateur videos on his Samsung Galaxy phone. However, Hannah had a Mary Poppins bag filled with amazing technology, which made David's jaw drop. Her eye for detail was outstanding. For example, using the space, sound and lighting, which creates a professional video with excellent definition.

Hannah's directions and skilled questioning supported David to talk and talk about his new Mental Health and Exercise charity. She pulled everything together in the editing process. His logo, graphics, corporate colours and voice overlay. Hannah was great at being a 'fly on the wall' during the physical activities session. Like a music video, Hannah created a sequence of scenes, which clearly highlights what the charity does. Hannah also included the perfect



background music, which complimented the video.

David Says "I'm so impressed with Hannah at Button Media. Enjoy watching our film at: <http://yawg.webs.com/>

Contact Hannah at Button Media: <https://buttonmedia.net/>

Mental Health and Wellbeing in the Workplace

Dr Dominique Thompson



www.buzzconsulting.co.uk

The UK is recognising mental health and wellbeing more since the publication of the Stevenson and Farmer report in October 2017: *Thriving at Work: A Review of Mental Health and Employers*. The Prime Minister commissioned the report in January 2017, when she said, “more needs to be done, so that employers can provide the support needed for employees with mental health problems.” Dr Dominique Thompson at Buzz Consulting is working with the Diversity Trust to support organisations, so no member of staff is disadvantaged by their mental health.

The report states some shocking statistics. Every year in the UK 300,000 people lose their job because of a long-term mental health condition. This is much higher than for physical health conditions. And around 15% of people at work have existing mental health symptoms.

Every year the cost to employers is between £33 billion and £42 billion. However, it's not just about the money. Studies have shown that improved mental health improves our work, and vice versa, as the improved work improves mental health and wellbeing in the workplace.

The report outlines:

- ★ Having a mental health strategy
- ★ Encourage conversations about wellbeing and health
- ★ Having a healthy working environment
- ★ Monitoring mental health

If you are a manager, or you feel your workplace would welcome our support to improve mental health in the workplace please contact the Diversity Trust.

We're happy to discuss the possibilities and supply more information and examples before working with you.

Menopause in the Workplace

Organisations and institutions are being lobbied to make their workplaces fair and equal for people going through the menopause. Dr Andrea Davies from Leicester University, Professor Jo Brewis from the Open University and Dr Vanessa Beck from Bristol University are working together to;

- ★ raise awareness of menopause issues in employment,
- ★ encourage engagement with these issues in the workplace, irrespective of age and gender,
- ★ provide research, showing the impact in having menopause policies or guidelines at work.

So far, the team spoke at key events, wrote reports and featured in the local, regional and national media. This work is vital in helping the understanding and support of people going through the menopause and for work places to accommodate this natural stage in a woman's life.

Linking up with the Diversity Trust is another exciting development in this work. The partnership creates extra training opportunities which highlight the challenges women face and how workplaces can support women going through the menopause. This includes access to cold water or USB fans to flexible working and reviewing existing policies.

The project is also planning a Menopause Café in Bristol with help from Dr Isabel De Salis at University of Bristol. This means anyone wanting to talk about menopause transitions can do so informally over a cup of tea or coffee.

For more information, the team wrote a government report called: The effects of menopause transition on women's economic participation in the UK

<https://www.gov.uk/government/publications/menopause-transition-effects-on-womens-economic-participation>



Film: My Brother is a Mermaid

Here's an amazing film project called *My Brother is a Mermaid*. The film is about a trans teenager, which stars a trans actor. The story is told through magical realism, focussing on the unconditional love between siblings, as the older sibling begins their social transition. For more information about the film please visit: <https://www.mermaidshortfilm.com/> or <https://www.facebook.com/MBIAMshortfilm/>

The film will educate, challenge prejudice and expand understanding and empathy. The film's producer, Alfie Dale, has taken great care to consult transgender communities across the UK when writing and creating the film.

As well as the film, Alfie filmed an interview of the lead actor to discuss trans representation in film. The interview is highly personal, insightful and articulate. So, please watch and share the interview across your networks and social media: <https://www.youtube.com/watch?v=egDxMf8AUE>

Alfie says, "Lead actor, Cameron, is a fantastic role model for young people (both trans and cisgender). He has fantastic insights into transphobia in 2018, the importance of casting trans actors in trans roles, and generally on trans representation on screen".

So far, [Mermaids UK](#) has shared the video, as well as several other transgender organisations. There's a crowd funding page, which will pay the production costs needed for completing the film, which will have a massive social impact. Please visit: <https://www.indiegogo.com/projects/my-brother-is-a-mermaid-short-film-fantasy-drama#/>



In other trans news, our director Frank Duffy, who is a non-binary trans person, has created an image to support the Bristol Trans Support Pledge.



The pledge reads:

Trans People have the right to be treated equally. This includes:

- 1 The right to exist
- 2 The right to live freely without fear
- 3 The right to be treated with dignity & respect
- 4 The right to enjoy the security of UK legislation
- 5 The right to speak & be heard

Please show your support by sharing the pledge on social media. You can view Frank's illustration and design work [here](#).

LGBT+Faith Training Programme

The Faith & Belief Forum are the UK's leading interfaith organisation. We support schools, universities, workplaces and community groups in their work with people of different faiths and beliefs.

We have a new programme, LGBT+Faith, which offers tailored training and support to LGBTQ+ organisations and groups. The programme helps organisations and groups to attract, include and welcome LGBTQ+ people of faith, and people from faith backgrounds. It's also an opportunity to learn from each other and discuss the challenges.

There's limited spaces available on 12 November (London). It costs £20 per person. Free if the cost is a barrier.

The LGBT Consortium supports the programme. It says, "As the national membership organisation for LGBT groups, projects and organisations, we recognise the need for trainings which enable organisations that support LGBT people to become even more inclusive. Religion is one of the areas where progress needs to be made".

So far, we've trained: Camden & Islington LGBT Forum, Free2B Alliance, Queers Without Beers, Kingston University LGBT+ Society, and the Gay Men's Health Alliance.

For more information visit: <https://faithbeliefforum.org/programme/lgbtfaith/>

To register your interest: <https://faithbeliefforum.org/form/lgbtfaith-registration-of-interest-form/>



Making Bristol a city with a Zero Tolerance to gender-based violence



On International Women's Day in March 2015, a group of city leaders and businesses from across Bristol met and pledged to make Bristol a Zero Tolerance City.

By signing the Bristol Zero Tolerance pledge they all committed to working towards making Bristol a city with a Zero Tolerance to gender-based violence, abuse, harassment and exploitation. Bristol is the first city in England to take on this challenge. It follows in the footsteps of cities such as Boston and Glasgow, and hopefully it will inspire others to implement similar initiatives across the UK.

What is gender-based violence?

Bristol Zero Tolerance understands gender-based violence is related to 'social expectations' and 'positions' based on real or perceived gender (whether male, female or non-binary). It's an imbalance of power.

Therefore, anyone can be the victim of gender-based violence, and if they go away from gender role expectations. Sadly, we know the majority of people affected are women and girls as a result of the unequal distribution of power between women and men.

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 crimes, including street harassment.

Gender-based violence is not exclusive, it affects everyone. Please contact us, as we believe we all need to work together to tackle it.

What is Bristol Zero Tolerance?

Bristol Zero Tolerance brings together



and getting gender / misogyny recognised as a hate crime.

The initiative works with venues in the night time economy, and collates information on street harassment, so they know how to respond to these issues with their different stakeholders locally.

What can you do?

In order to eradicate gender-based violence, we need to have a shared understanding, approach and commitment. You can sign your workplace or organisation up to the Bristol Zero Tolerance pledge and create an action plan to raise awareness and make a difference. You can also spread the word about the initiative and encourage other organisations to sign up and take action.

Find out more about Bristol Zero Tolerance and get involved at www.bristolzerotolerance.com

You can also stay in touch on Twitter [@BristolZT](https://twitter.com/BristolZT) and at www.facebook.com/BristolZeroTolerance



existing work on gender-based violence in Bristol. And it encourages and supports organisations to sign up and take action on this important issue. Since the launch various organisations have signed the pledge. They began taking action to make a difference with their staff, customers and service users. This includes making sure policies support people who are

experiencing gender-based violence, raising awareness about gender-based violence and what support is available, and training staff on spotting the signs and signposting to specialist services.

Bristol Zero Tolerance has also supported local campaigns, which increased housing support for those fleeing domestic abuse,



Can you help young people find their place in this world?

1625 Independent People are tackling the lack of suitable housing for young people in South Gloucestershire.

We are looking for people who can offer a spare room for a young person. It is an incredible way to show what life can look like when you have a home.

We welcome people from all walks of life, no experience is needed, just a passion for wanting to help. We are flexible and can fit around your life and work. The young people choose to be involved and are empowered to take responsibility for themselves.

The experience has been enriching for everyone involved. Together you are on a journey that will change your life. There is a process carried out. We get to know you and the young person to make sure it would be a good 'match'.

The young people are motivated and engaged in education or work. They need a safe, stable base, somewhere to call home with someone to offer some guidance around the practical stuff like cooking, budgeting and general wellbeing.

We offer a support package and training. You are not left on your own. We also pay an allowance of up to £175 per week.

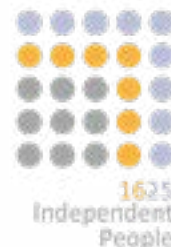
We have some amazing stories of young people where they go on to University or move into their own accommodation. Young people often keep in touch with the people



they stay with, respect them as mentors and have a wonderful long-lasting relationship.

Contact us on: 0117 969 5763

For more information visit: <http://www.1625ip.co.uk/Careers/Supported-Lodgings-Host.aspx>



How to win friends and influence people, when they say something horrible?

Ever wished you knew what to say when someone says something racist, sexist or homophobic?

You want to challenge it, but you know it won't change that person's mind.

We offer training for real hearts and minds change - leadership skills for everyone. NCBI (National Coalition Building Institute) is an award-winning international non-profit organisation providing leadership training for diversity, equality and inclusion. Our training is different. We start by recognising who we are, the identities we hold (gender, race, sexuality, age, family order, and so much more), we find pride in these identities. Only when we have pride in who we are can we really reach out to people who are different from us; to open our hearts and hear their stories. Hearing others' stories creates a shift and allows us to see the person instead of the stereotype!

NCBI works with some fundamental principles:

- ★ Building hopeful environments to welcome diversity. Too many training courses leave people feeling guilty about who they are and the privileges they have; we believe that guilt holds prejudice in place.
- ★ We need to heal ourselves before we can change the world. We need to recognise the ways we have been mistreated because of prejudice.
- ★ We can be powerful allies to others who are suffering mistreatment - it shouldn't always be the Black person who has to name racism, or the woman who has to name sexism.
- ★ Stories, not statistics, change hearts and minds.

- ★ Skills training gives people the confidence to tackle prejudice when they see or hear it. These skills can and do change the world!

NCBI works with a wide range of organisations and a wide range of people because we want change. We also run "open" courses where anyone can book. A one-day workshop is a great starting point; taster sessions and half-day workshops are also available.

Thank you to Berkeley Wilde, Director, Diversity Trust for this feedback: "I had wanted to attend an NCBI course for a while and I took the plunge. I am really glad I did! The course gave me an opportunity to be a participant and allowed space for me to reflect on my own practice as well as time for me. As an equalities trainer myself I find it's vital to keep learning and to learn from other trainers. The day was really well structured, it gave space for everyone to contribute and surprised me, in a really good way, as the style was so different to my style of delivery.

The day allowed for everyone participating to open up about themselves and the beauty was in both the delivery but also in the honesty, bravery and the diversity in the group. I also feel I have made some real connections with others participating on the course. I am looking forward to continuing my connections with NCBI. Thank you, highly recommended!"

Upcoming events

6th October – identity, difference and unconscious bias: a one-day workshop

1st December – gender and sexuality: a one-day workshop

For more information see our website: www.ncbi.org.uk or Facebook page [NCBI Bristol](#).



The Diversity Trust Social Impact Report (2017-18)

We've launch our first Social Impact Report since becoming a Community Interest Company (CIC) in October 2017. The report celebrates our work during 2017-18. It covers our bench mark LGBTQ+ youth projects in South Gloucestershire after producing the LGBT Health Needs Assessment report for the area. You'll read about how we work with our partners to identify and tackle the gaps for equality, diversity and inclusion. The impact of our training and consultancy services and our film and video projects. How we featured at key events and in the media. And our impact and influence around the world! We also achieved recognition and awards for our work.

Quotes

"The list of clients and partners demonstrates the expanding reach of our work and benefits. It shows how we influence hundreds of people with our consultancy, training, research, and advocacy over the financial year." Derek Froud, Chair of the Diversity Trust.

"Your website, resources and the work you undertake is outstanding." Dr Jude Comfort, Curtin University, Western Australia

"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.

"Stand Against Racism & Inequality (SARI) is working very closely with the Diversity Trust on several projects. They have been a fantastic ally to us in our quest for tackling hate crime – promoting cultural competency and addressing inequalities in general. They have been a pivotal partner in our Bristol, Somerset and South Gloucestershire hate crime services bringing expertise into our new services, which respond to

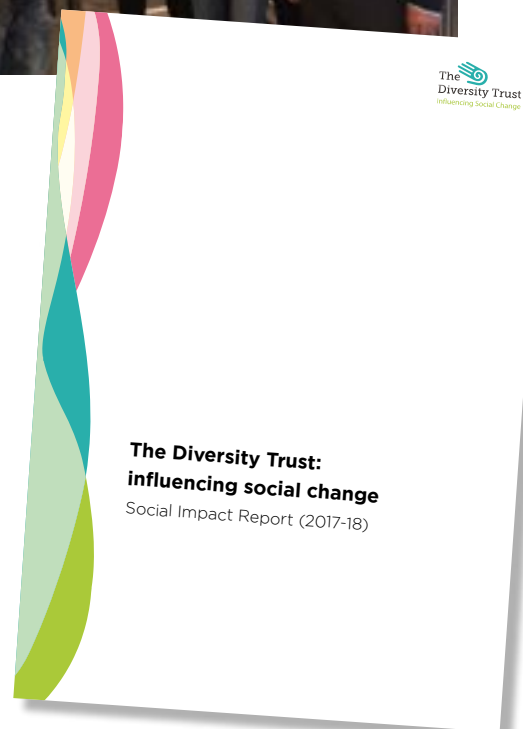


homophobic, biphobic and transphobic abuse faced by LGBT communities." Alex Raikes MBE, Strategic Director, SARI

Stats: We delivered 34 training events last year!

To read our Social Impact Report please visit: http://www.diversitytrust.org.uk/system/assets/249/original/DT_AR_6.pdf

To read our next Social Impact Report, please subscribe to our newsletter: <http://www.diversitytrust.org.uk>



Lou Hart – Director at the Diversity Trust.



As a Diversity Trust Associate, and now as a Director, I've supported new strands of work and funding. This includes developing Equality Impact Assessments for different

organisations, and LGBTQ+ youth projects and so on. Recently, I've led Sex Discrimination Awareness sessions for Devon and Cornwall, and Dorset Police. And I've represented the Fawcett Society on the Equalities Reference Group at Devon County Council.

Before moving to Somerset, I directed the Camden LGBT Forum for six years in London. During this time, I developed;

- ★ the largest LGBT History month programme in Europe;
- ★ Q-Lab – This is a youth LGBT+ Speakers Bureau, which supports LGBT+ people find employment;
- ★ CLASP – Camden LGBT+ Advice and Safety Project. This is a street sanctuary scheme for LGBT+ people. I persuaded businesses, churches, community groups and statutory organisations to guarantee sanctuary for LGBT+ people if they are harassed or in trouble on the street; and
- ★ while Director of Camden LGBT forum I co-designed and was executive producer of the then only anti-trans bullying teaching film in the UK. <https://www.youtube.com/watch?v=FJzsARpzpsk>

In this year that marks a hundred years of Women's Suffrage, you might be forgiven

for thinking some things just haven't changed. Women are still a minority in politics, in boardrooms, and in the editorials of media. Their under-representation means they have less influence than they should in the decisions that affect their lives. Research by the Young Women's Trust found that 12% of female HR professionals working for large employers were aware of unreported sexual harassment in their organisation. Although there are more women in Parliament and Business we still have a long way to go. In the House of Commons there are only 191 women out of 650 MPs! The number of women out of the top 100 FTSE leaders is just 6!

During my working life I have seen first-hand how difficult it has been for women, LGBTQ+ people, BAME people, older and disabled people to take part in society on an equal footing. And austerity has hit single female pensioners, single parents (who tend to be women), disabled people and people with mental health issues hard. However, I've seen a lot of good will during my experience, which is a reason why the work of the Diversity Trust, and our partners, is so successful and so needed.

Please contact the Diversity Trust to explore working with Lou.

Women in Leadership

Vicki Morris, Chief Executive, The Care Forum



Your background?

I grew up in rural Herefordshire, escaped to the big city, Liverpool, to study Politics and Sociology at University. I moved to West Yorkshire for work and met my partner 24 years ago. We moved to Bristol 21 years ago after my partner qualified as a teacher, we now live in North Somerset with our dog Ted. I did an MSc in Management at Bristol University in 2005 and would like to do a PhD at some point.

What's happening for you professionally at the moment?

A lot of work, a lot of exciting projects and a lot of challenges. Austerity has hit the charity sector hard, as we rely on public funds. However, there are always new opportunities and ways to generate new work, which takes a lot of effort, but it's great. I'm very mindful of always wanting to do a good job and sometimes feel I spread myself too thinly to achieve this, but I think that applies to just about everyone I know.

What made you choose your profession?

I eventually trained as a counsellor and worked at Rape Crisis, but it soon became clear to me that managing the project, negotiating contracts and organising services played to my strengths. I have worked in women's services, mental health, drugs and alcohol and public health work, and I feel strongly about all of those causes.

I think I am pretty values driven.

Who are your role models and why?

- ★ David Lammy, MP he is speaking truth to power daily (and getting abused by people for doing so.)
- ★ Maya Angelou, for the best poems and books I ever read.
- ★ Ella Fitzgerald, Annie Lennox, Dusty Springfield and Aretha Franklin - I am a secret diva!

What life changing barriers have you overcome?

I wasn't a good student at school. I hated it for all sorts of reasons and I am amazed I managed to get the education I did. Everyone knows my sister is the clever one! Actually, only 2 hours ago, my mum told me my sister is a genius.

I experienced a lot of sexism when I was a young person, particularly at University. I started off getting angry and emotional about it but worked out how to take back my power and find my voice.

I've also experienced homophobic abuse at work (not in my current job) and in my personal life. What really struck me though when it happened at work, is how all of my "right on" colleagues tried to reassure me by downplaying it, which actually made me feel really isolated.

What are you rubbish at?

IT and driving!

What are you great at?

Ideas, systems, laughing, singing.

Women in Leadership continued

What's a great day off for you?

Cycling around the Mendips, with a nice cup of tea and piece of cake at the end.

What's your experience / views of gender equality and inclusion?

Lots of experience, some of the early stuff deeply troubling and excluding. My feeling is that things are getting worse again and being a feminist is seen by many (including some women) as a bad thing, which is really depressing. I have no interest in women out doing or overtaking men, but I believe passionately in equality. I also think everyone benefits when things are more equal, because the world is a better place to be.

How would you change or improve this?

Challenge the media on their images of women, and their marginalising of all equalities groups. I am really worried about the seeming acceptability of hate speech on social media. Enable schools to teach a full and balanced curriculum, not just core subjects. Wellbeing and equality are closely linked, and we need healthy young people to lead our country in the future, and to build a better future for all.

What significant event happened lately, and please tells us more about this?

I crashed my car on a motorway, when I aquaplaned and span into the crash barrier. Thankfully I managed to miss all other cars and didn't hurt myself too badly. It made me think about a few things though, like how easily things can go wrong and how precious life is. I know that sounds corny, but I can't help it.

Any other messages to our reader(s)?

Choose your battles wisely, but never give up.

Women in Leadership continued

Julie Close at Southern Brooks Community Partnerships

Meet Julie Close, the Director of Southern Brooks Community Partnerships. For eighteen years, Julie has led the charity, which supports local people (from babies to older people) while building strong communities across South Gloucestershire, especially in priority neighbourhoods. Julie supports new community initiatives and well-proven projects, so nobody is prevented from reaching their potential.



Southern Brooks started twenty-six years ago. From just one member of staff, Julie grew the charity, which now employs 54 people, it has an army of volunteers and an annual income of around £1 million.

Southern Brooks has many community development projects, for example, a volunteering project, funded through Esmée Fairbairn.

“The scheme is providing great opportunities for people to volunteer”, says Julie. “We really believe that everyone has something to offer. People volunteer for many reasons and this project makes sure they get the support they need to have a good experience of volunteering.”

Julie says surprising things happen when you listen to what local people are saying.

“A few years ago,” Julie recalls, “Patchway was recorded as having the lowest diagnosis of dementia in the South West – but we knew that was a false picture. We realised a lot of people were going undiagnosed because their families cared for them at home. So, we created a Memory Cafe, with funding from the Clinical Commissioning Group, and South Gloucestershire Council, as part of the government Dementia Action Challenge. Patchway now has the second highest recorded dementia rates in South Gloucestershire. We’ve managed to uncover a hidden problem and help make things better for families who were suffering in silence.”

Southern Brooks recently merged with Community Ignite, which means they have a presence in Kingswood along with a second community cafe.

Julie says, “We do so much more now. The fact that we’re here at the heart of this community has been really important. People are better able to access the services they desperately need. We often get people arrive in tears, maybe they’ve just had their benefits cut, perhaps they’re feeling a bit lonely and we’re able to be that community hub, a place that can help people turn their lives around. That’s what makes a difference to this community.”

Meeting local needs is a never-ending job. There’s constant pressure for creative solutions and finding funding and resources to support people in making their community stronger. This would make most people run a mile, but it has the opposite effect on Julie. “The thing that keeps me going is that we are meeting local needs.”

Women in Leadership continued

Meet three new managers at Southern Brooks Community Partnerships

Caroline Browne, Community Cohesion Manager

I have just started my exciting new role as Community Cohesion Manager at Southern Brooks. In this role I am involved in a number of projects across South Gloucestershire that focus on bringing people together to celebrate diversity while making sure we respect, understand and support each other. At the moment, this includes supporting South Gloucestershire Council's Inspiring Women project and creating an event for International Women's Day 2019. My role also involves me in the South Gloucestershire LGBTQ+ network, led by the Diversity Trust.

I am a passionate advocate for inclusion across all the protected characteristics. I know we have come a long way on gender equality, but we still have a long way to go. I particularly love working with children and young people. By giving children and young people the opportunities to discuss inclusion and equality issues we can make sure our future is positive. This is why I run the Anti-Hate Crime Ambassador project, as part of my work. The project works with young people to support them as leaders in tackling prejudice and exclusion within their schools and communities.



a salary, at Southern Brooks I can really support people as a Volunteer Manager. The women who were my previous line managers inspired me. They believed in their work and were committed to making a difference to the people they served.

Since school I've challenged the assumption that I can't do something because I am a woman. Initially, I felt the need to behave in a stereotypical masculine way to prove I was strong, capable and independent. Over the years this has changed, and I no longer feel I need to hide my femininity, so I am considered a capable person.

Please visit the Southern Brooks website and explore our volunteering opportunities.

Alison Findlay, South Locality Manager at Southern Brooks Community Partnerships

I coordinate Southern Brooks projects and services in the South of South Gloucestershire and I recently started managing our family support team. I am passionate about social justice and making sure everyone can access what they need. I'm particularly active in gender equality. I spend time campaigning to raise awareness of period poverty and having free period products in schools for any girls who need them, easily available and without stigma. That's a quick win. And let's close the gender pay gap!



Why not visit the Southern Books website to see what we offer in the South of South Gloucestershire?

<https://southernbrooks.org.uk>



Catherine Coleman, Volunteer Manager

I recently joined the leadership team at Southern Brooks, my profession is more than

Mental Health and Wellbeing update from Helen Farmer



I'm an Inclusion Consultant for better work and workplaces. Specialising in gender, social inclusion and mental health. Seven years ago, I didn't know how to help myself, and the organisation I worked for didn't know how to help me either. I suffered stress and anxiety at work. However, I received the support I needed outside of work. It supported me to accept myself as sometimes quiet, introverted, a thinker, a connector and I found a desire to speak up for hidden voices. I reframed my mind and changed my behaviour.

I thought I could do anything until I hit my 30s. Returning to work after my first maternity leave started my journey to belong and fit in. If I found it hard at times, with all my privileges, then it must be worse for others. So, I became committed to making work and the workplace better for everyone, starting with women. For me the "motherhood penalty" is a big one, so I started freelancing so I have flexibility and

purpose. However, I wondered if I'm scared of 'normal' work, because of my experience after maternity leave.

One of my sisters died suddenly in a mental health setting, in December 2017. Her death and her life have given my work even more meaning. We have to look after ourselves and others better and provide better work and work environments.

Although, I'm experiencing a difficult time in my life, it's reassuring that there are more discussions and actions around mental health.

I meet lots of interesting people. last week, I met Janice, who told me about an ex-Senior Medical Officer of a large company. They fly around the world to help with wellbeing and mental health challenges at work. The power of listening strikes again, the Officer supported a bereaved person with sprinkling the ashes they were holding on to.

Mental Health and Wellbeing update continued

Mental wellbeing isn't simple. However, by doing something different you can support others to make the changes they need.

The Virtual Reality and Autism event on 19 April highlighted the amount of work needed for all mental health work. Like marketing, mental health services should come from the people who need or want to use something. People with lived experience should have a say in the design and creation of new resources, technology and in-person support.

The Samaritans regularly post about the simple act of listening, really listening. Small and simple changes can make a huge difference for someone who is struggling.

I visited a school recently. The careers advisor mentioned a student who was struggling with anger management. She was listening to her and discovered the student's love of Beatles music. She asked the student if listening to her Beatles music for fifteen minutes would help when she was struggling. The answer was a big "yes".

So what next? As I explore how to make work and the workplace better, here's what's coming up...

- ★ I ran the Bristol 10K for Changes Bristol on Sunday 13 May 2018, in memory of my sister who died suddenly, in a mental health setting. Please visit my Just giving page: <https://www.justgiving.com/fundraising/helen-farmer1>
- ★ Bristol City Council launches: Thrive Whole City Approach to Mental Health and Wellbeing <https://www.bristol.gov.uk/documents/20182/483323/Thrive+Bristol+-+17th+July+2017.pdf/561f9e77-1d28-9796-9d07-8a4d11301979>
- ★ University of the West of England (UWE) has launched: Mental Wealth – for staff and students. <http://www1.uwe.ac.uk/about/mentalwealthfirst.aspx>

Contact me for speaking and / or exploring inclusion and mental wellbeing in your workplace:

Email: helen@voicebyvolume.com



Dates for your diary

Event: LGBTQ+ Youth Cafe

Date: Every last Sunday of the month. The group is closed for the summer holidays and will return on Sunday 30th September.

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: <https://www.theproudtrust.org/youth-groups/alphabets-lgbtq-youth-project/>



Event: South Gloucestershire LGBTQ+ Equalities Network public meeting

Date: Saturday 14th July 2018

Time: 12-5pm

Venue: Bristol Pride Day, Bristol

Why you should go? Join us at Bristol Pride this year where we will share our stall with South Gloucestershire Council and the Alphabets LGBTQ team.

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

Book now: We are running a consultation event for LGBTQ communities in Somerset, on **Tuesday 18th September** from 5-8pm at Compass Disability in Taunton, with the Somerset Equality Officers Group (SEOG) <https://www.eventbrite.co.uk/e/supporting-lesbian-gay-bisexual-transgender-communities-in-somerset-tickets-47354369193>

Save the date: The new South Gloucestershire Equalities Partnership will launch on **Thursday 27 September 2018** at Lyde Green Community Centre, at 1pm.

Twitter updates

31 May

Really looking forward to start working with @DiversityTrust - focusing on developing #website content, building #socialmedia content and helping to spread the word about the fantastic work they do! #SocEnt #SocialImpact #SocialChange

22 May

We had our annual Board meeting and Away Day today. Thank you to @VADO_uk for hosting us. We have lots of exciting projects to celebrate and plans for the future. Watch this space! #SocEnt #SocialImpact #SocialChange

20 May

@ASPMikeSteven In a short while I will be lending my support to @DiversityTrust Britain on Film: LGBT Britain event in Yate

17 May

@CherylMorgan One of many reasons why @DiversityTrust trans awareness training is delivered by trans people. 'Contact Theory' says that interpersonal contact leads to the reduction of prejudice between members of different groups (different sexual orientation, ethnicities, ...). A meta-analysis of 515 studies confirms that this effect is real and strong https://www.researchgate.net/publication/281453353_Does_Intergroup_Contact_Reduce_Prejudice_Recent_Meta-Analytic_Findings...

30 April

@BerkeleyWilde Listen to my podcast with @safelives_ @DiversityTrust on improving access to #domesticviolence #domesticabuse services

26 April

@Jack_CURO @CC_NSC @CuroConnectors @CuroTA_NS Proud to be working with @DiversityTrust @BerkeleyWilde @NSLGBTFORUM in North Somerset and South Glos to support LGBT+ communities #buildingstrongercommunitiestogether #EqualityForAll

25 April

@HWBristol Great training provided by The Diversity Trust team! @DiversityTrust @AdvocacyAvoice @HWSouthGlos @HealthwatchE @hwatchbathnes



Credits

Our newsletter was:



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Jargon Busters

BAME – Black, Asian and Minority Ethnic

Cisgender – a person whose gender is consistently aligned with the sex they were assigned at birth.

GDPR – General Data Protection Regulations. The general public have more control in how their personal data is used.

CIC – Community Interest Community – a non-profit registered business with a social purpose.

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.

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:



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