

Diversity News

Issue 13

Autumn 2018

About the Diversity Trust

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

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

- ★ deliver specialist youth services
- ★ provide voice and influence for equalities groups and

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

Across the South and West of England and beyond. To learn more follow us at:

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



Contents

News in Brief	page 3-4
Diversity Trust training	page 5
Easy Read	page 6
LGBTQ+ Youth Group in Swindon	page 7
Community Development for older LGBTQ+ adults	page 8
Bristol Voice and Influence Partnership	page 9
Meet Helen Riddell at Avon and Somerset Constabulary	page 10
Meet Sue Mountstevens your Police and Crime Commissioner	page 11-12
Meet Bonnie and Becky at Terrence Higgins Trust, Bristol	page -13-14
Exploring Compassion. Understanding Shame Research	page 15
Building Stronger Communities in South Gloucestershire	page 16
Meet Alex Raikes at SARI	page 17-18
Theatre 'Beautiful Thing'	page 19
Recruitment	page 20
Dates for your diary	page 21-22

Celebrating Suffrage

Welcome to our latest Diversity Trust newsletter.

First off, I'd like to say "hello" to all of our wonderful supporters. My name is Maisy. I've joined the Diversity Trust as a Communications Associate, helping out with all things digital! So, as the newbie I get the job of writing the newsletter introduction - the bit that lures you in and keeps you reading. I've written many an introduction, sticking to formal, functional, quick and simple templates - but this one is going to be different. As we're all about diversity, I'm going to move away from traditional and inject in a bit of 'Maisy'!

In this edition we're reflecting on mental health by taking the opportunity to mark World Mental Health Day in October. In the digital age there's an assumption that social media is having a wholly negative impact on our mental health. As an avid user of all the platforms I see the good, the bad and the ugly. Yes, there are trolls, racists, homophobes and transphobes. But there are also online communities for young people to get help, advice and guidance about dealing with their own gender identity and sexual orientation. There



are websites featuring trans beauty tips and a range of hashtags, such as #MeToo, to help likeminded people find and support each other. Maybe it's not such a bad tool for helping manage our mental health, reduce loneliness and help tackle loneliness and isolation?

We're also marking 100 Years of (some) women having the vote - celebrating historical and contemporary influential women. I like to think I would've made a totally badass suffragette - fighting the patriarchy, challenging misogyny. But then I think about the actual suffering - the hunger strikes, the forced feeding and the violence - I probably would've cracked straight away. So, I change my internal monologue by taking a moment to thank those who came before me for putting their lives on the line for what is right, fair and just. I ask that in celebration

of 100 years of women's suffrage, let's channel that boldness and bravery, and continue to fight for what is fair and just.

To finish off my introductory ramblings, I just want to let you know that I've got a real passion for conversation, whether it's:

- ★ face to face or digital
- ★ engaging with others
- ★ hearing your stories
- ★ learning about lived experiences

I'm looking for your stories and experiences, whether it's from your personal or professional life. If you feel you could put pen to paper (or fingers to keys!) then get in touch and find out more about contributing to our Blog.

**Email me today
communications@www.
diversitytrust.org.uk**

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 accessible and fair for everyone, 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, charities and not for profits, 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 just need to send us 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 adverts will cost if we design them for you. The price is for an advert designed: £25 - quarter page, £38 - half-page, £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/>

Or we can send an invoice for the design.

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

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

Creating inclusive care homes for LGBTQ+ people.

We're looking for LGBTQ+ people aged 60+ who'd like to appear on camera for our collaborative film project with the University of Bristol.

Filming is taking place at the University of Bristol on Wednesday 7 November (daytime).

As a thank you, you'll receive a £50 voucher and any out-of-pocket travel expenses.

For more information and for getting involved, visit: <http://www.bristol.ac.uk/sps/news/2018/inclusive-care-homes.html>

Berkeley Wilde says, "We are really pleased to be collaborating on this important project. We know from our own community-based research that LGBTQ+ people have a wide range of different and varied

experiences when they move into residential care homes. Experiences ranging from very positive, inclusive settings, through to hostility, discrimination and in some cases acts of prejudice. We are working together in this collaboration to bring the voices of older LGBTQ+ people into training for managers and staff."

News in Brief continued

Supporting LGBT+ Communities in Somerset

Thank you to everyone who joined our Somerset LGBTQ+ Network event on Tuesday 18 September in Taunton. We explored what support services are needed in Somerset for LGBTQ+ communities. We arranged some lively workshops, presentations, stalls and a chance to network while enjoying a buffet supper. Our future newsletter will unveil our plan of action. However, please contact the Diversity Trust if you need more information or would like to join us, and visit: <https://www.somersetvcse.org.uk/supporting-lgbt-communities-in-somerset/>



Taunton Gay Group



The website also lists other LGBTQ+ groups and networks in the South West. For example, the group used Falcon Coach for an evening in Bristol, costing only £8 per person. So please contact Taunton Gay Group to add your group or say if you notice a group or network which isn't running anymore.

<https://tauntongaygroup.weebly.com/about-and-contact.html>

In April 2018, a new group started for encouraging LGBTQ+ people to meet in the Taunton area.

Stephen at Taunton Gay Group used his marketing and design background to launch a resourceful website with social media links. You can also save and share a Taunton Gay Group flyer from the website home page:

<https://tauntongaygroup.weebly.com/>

Taunton Gay Group wishes to remain informal and inclusive for anyone needing to feel more connected with the LGBTQ+ community. Therefore, any help with spreading the word and helping the group is much appreciated.

Diversity Trust Training

We can make your services more equal and inclusive for your customers and staff with our Diversity Trust training. 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 Awareness, Unconscious Bias 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: <http://www.diversitytrust.org.uk/training>

Achieving Cultural Competence

Our course covers key equality, diversity and inclusion themes, we'll apply these themes in your organisation to help you to achieve cultural competence and confidence.

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/wp-content/uploads/2018/05/culturalcompetencyflyer_feb16.pdf

Diversity in Practice

Is your service delivering for Lesbian, Gay, Bisexual, Trans and Questioning (LGBTQ+) communities? Our course explores key legislation and policy, our research, barriers to access, best practice, monitoring and supporting gender identity and sexual orientation. <http://www.diversitytrust.org.uk/wp-content/uploads/2018/05/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/wp-content/uploads/2018/05/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/wp-content/uploads/2018/05/GenderAwareness.pdf>

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

Quotes

"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."

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

Joyce Howarth

Easy Read Writer and Associate at the Diversity Trust



During my working life I have worked with people with learning disabilities, ranging from day centres to People First, residential care to international research. So, communicating with people was the one of the most important skills.

From the 1980s onwards we aimed to involve people in service design and delivery. It soon became apparent that this was not possible while using written policies, meeting minutes and employee's guidelines. They often used jargon, which was not inclusive. So slowly across the UK easy read was born.

What is easy read? A method of written communication that follows this guide:

- ★ no big words
- ★ one idea in a sentence
- ★ use "you" and "we"
- ★ short paragraphs
- ★ not line by line translation

It is usually accompanied by some type of plain illustration on the left of the text. Our culture reads from left to right, so illustration comes first. One man I worked with said the pictures were really important as he did not read words. So, the pictures gave him a clue about the information. Another

said that although he could read, it is the pictures which helped him to understand and remember.

There are now numerous guidelines available such as the European Standard to easy read: <http://easy-to-read.eu/european-standards/>

I was sent a report to rewrite as an easy read document. Here's the opening paragraph:

In March 20-- the Agency commissioned the Trust to carry out an internal equality and diversity review. The review was undertaken between March and July 20-- and included scrutiny of the Agency's equality and diversity policies and procedures; its services and training. The aims of the review were: to support the Agency in improving accessibility and service delivery to communities, in particular equalities communities, in our area; to embed equality, diversity and inclusion, throughout the organisation and to support the Agency's commitment to meeting the Equality Act (2010) and the Equality Duty (2011).

Opening line for the easy read report:

We wanted to know - do we treat all people in the way they need?

Out of the Can Plus LGBTQ+ (OotC+) Youth Group



After establishing Alphabets (an LGBTQ+ youth group) in South Gloucestershire, the Diversity Trust along with Stonewater Housing are delighted to support funding an LGBTQ+ youth service in Swindon.

LGBTQ+ Youth Group 'Out of the Can Plus' (OOTC+) have met every Tuesday evening in a Town Centre location in Swindon since 2004. The extra funding means this service can include a new monthly Saturday morning session. This is vital for young LGBTQ+ people living in Swindon and rural Wiltshire and those potentially more isolated.

OotC+ offers a safe and secure space for young LGBTQ+ people age 13-19. And those who are unsure or questioning their sexual orientation / gender identity. If a young person is nervous about joining the group, a family member, friend or ally can join as well.

Volunteer Youth Leader, Jo Sharpe, says "We are very much looking forward to working with Stonewater and Diversity Trust, the group has grown from strength to strength to over 30 members. This collaboration will allow us to provide more services for LGBTQ+ young people who are struggling with their sexuality and gender identity. OotC+ is a safe and supportive environment for young people to be themselves without any judgement".



For further information visit:
www.outofthecan.org

Or contact Jo Sharpe, Jo Roberts or Fran Adams on: ootc@hotmail.co.uk

Meet Sharifa James,

Community Development Officer for Older LGBTQ+ People.

Sharifa achieved a golden opportunity to work for Bristol Ageing Better (known as BAB) as its LGBTQ+ Community Development Officer. This means Sharifa works with LGBTQ+ people who are aged 50+ and feeling lonely, isolated and disconnected. Sharifa describes herself as a facilitator, rather than a support worker. Because 'Asset Based Community Development (ABCD)' is at the heart of Sharifa's work. She works with individuals and groups to:

- ★ uncover what the issues are,
- ★ supports setting up activities and groups, and
- ★ supports people to create their own projects to bring themselves out of isolation and loneliness.

Sharifa has an advisory group, accommodating a range of older people who support guiding Sharifa's work. Sharifa also works with other community development officers for making sure their work is LGBTQ+ friendly, these organisations range from St Monica's Trust, LinkAge and the Care Forum.

Sharifa's ultimate goal is getting voices heard from LGBTQ+ people (age 50+), creating a sense of community and normalising conversations about older LGBTQ+ people.

Sharifa loves helping and liberating marginalised people. She grew up in Wiltshire and was the only Black Jamaican female in a predominantly White British primary and secondary school. Sharifa felt marginalised, no one defended her, and she felt stereotyped and oppressed. As a Black, gay woman, Sharifa experienced racism, homophobia, sexism and misogyny. Sharifa knows first-hand about standing up for her



rights and trying to be heard. Therefore, Sharifa is passionate about supporting people to have a voice and be equal with everyone else, especially if they're feeling isolated and oppressed.

We asked Sharifa's views about gender equality and inclusion. Sharifa has been a keen footballer since a young age. She says, "Boys get more opportunities in football. I felt I had to play 10 times better to prove I can play football. Women's sports are shown less on TV and we're paid less. However, this is changing. For instance, racism was accepted and now it isn't. I feel the same is happening with sexism, equal pay, and women's profile in sport."

Sharifa's also a project advisory group member in our project with the University of Bristol for creating inclusive care homes for LGBTQ+ people.

<http://www.bristol.ac.uk/sps/news/2018/inclusive-care-homes.html>

Contact Sharifa James if your customer, client or service user is aged over 50 and LGBTQ+. You'll agree somewhere to meet and plan actions for becoming more socially active and connected.

Email: swhitneyjames@ageukbristol.org.uk

Call: 07932 970 456

This is a free service, funded by Bristol Ageing Better.

Bristol Voice and Influence Partnership (VIP) – “Have Your Say”

Your free Voice and Influence Partnership membership will make sure the issues that matter to you and your community are heard.

The VIP partnership was created to help individuals, groups and communities whose voices aren't always heard to have a say in shaping Bristol's future.

As a member you will be amongst the first to know about ways to have your say on the big issues affecting Bristol.

Join for free today to:

- ★ Make sure your views and opinions are part of the decisions taken in Bristol that affect you and your communities
- ★ Get the opportunity to attend special events that address the questions that matter to you
- ★ Be kept informed of how your contribution has impacted on decisions taken by Bristol City Council
- ★ Receive regular newsletters and updates

As a member you choose how you want to be involved, from keeping in touch to taking part.

Join the Voice and Influence Partnership:

<https://www.surveymonkey.co.uk/r/VT8PWZM>

The Voice and Influence Partnership is currently working with Bristol City Council on the Bristol Transport Strategy Consultation, which runs from 24 September to 2 November. You can take part in the consultation by following this link:

<https://bristol.citizenspace.com/growth-regeneration/bristolc-transport-strategy/>

Your City

The Voice and Influence Partnership supports people who live in the Bristol City area and are either:

- ★ over 55
- ★ a member of a faith group
- ★ disabled
- ★ from a minority ethnic group. or
- ★ identify as LGBTQ or other

If you don't identify as part of one or more of these groups you can still join and have newsletters and updates on the work.

The Voice and Influence Partnership is funded by Bristol City Council. The Partnership is led by The Care Forum alongside delivery partners:

- ★ Bristol Multi Faith Forum, Bristol Older People's Forum and LGBT Bristol,
- ★ SARI,
- ★ WECIL, and
- ★ Bristol BME Voice.

They provide advice while connecting the project to the groups and communities they work with.

You can find out more about the project by visiting the website:

<https://www.thecareforum.org/voice-influence-partnership/>

Or sign up and become a member today by following this link:

<https://www.surveymonkey.co.uk/r/VT8PWZM>



Meet Sergeant Helen Riddell

Police Sergeant with Avon & Somerset Constabulary

I came from a family, where I absorbed the strength of my mum as a single parent with three children, while being a successful businesswoman in her own right. Her drive and determination influenced my goal to work at Avon & Somerset Constabulary, which has strong values in serving the community and making positive change in people's lives.

I started a new position as Staff Officer to the Police and Crime Commissioner, as well as a new volunteer role as LGBT staff network chairperson. I love listening, and then helping people and communities to find solutions or new connections.

For example, we're currently consulting on a project, which will offer a perpetrator an education programme as part of their penalty for committing a hate crime. I'm excited by this project, as it could create a positive and permanent change in communities.



Gender equality and inclusion has vastly improved since I joined the police twenty-nine years ago. However, we must never take our focus away from this issue. We must continue investing time, effort and resources in the key people who can influence change and make improvements for gender equality and inclusion.

My work isn't all about prosecutions and courts. We can unlock barriers to other services and help you volunteer with us or our partner organisations. My

work and volunteering means I can open doors and find solutions for anyone needing support.

To find out more:

Twitter: @ASPoliceLGBT

Avon and Somerset Police LGBT web page:
<https://www.avonandsomerset.police.uk/news/2018/05/did-you-know-we-had-an-lgbt-liason-team/>

We interviewed Sue Mountstevens, your Police and Crime Commissioner for Avon and Somerset.

What's happening for you professionally at the moment?

Over two years ago, I was re-elected as your Police and Crime Commissioner for a second term. It's been busy and challenging, but very rewarding. With any job as big as this it brings great responsibility, which I take very seriously.

I've dedicated much of my second term to driving improvements in the criminal justice service, helping victims cope and recover from their experience. I also focus on reducing reoffending by breaking the cycle of crime. To learn more about my work please visit: <https://www.avonandsomerset-pcc.gov.uk/official-site.aspx#>

What made you choose your profession?

When I first heard about the Police and Crime Commissioning concept, and the upcoming elections, I felt strongly that this shouldn't be a political appointment. So, after carefully considering and realising that no other independent is coming forward in this police force area, I put my head above the parapet and stood. I felt I had acquired the right business and public sector experiences, therefore, I should take a risk and put myself forward.

What life changing barriers have you overcome?

We all have our own challenges to overcome in order to reach our fullest potential. When I first started as PCC I expected some difficulties in an organisation traditionally seen as male dominated. However, the reality was quite different. We've strived to changed attitudes for the past 100 years

and I'm not prepared to wait another 100 years for further improvements!



What are your experience / views of gender equality and inclusion?

As a woman I seek equality, and not priority, both in society and in the workplace. For



Sue Mountstevens (cont.)

me, I don't feel being a female public leader is any different than if I was a man; I do not feel the constabulary treat me differently. This is not to say that any minority has an easy time. Gender shouldn't be something that makes a person feel they can't achieve or hold a certain position. If you believe in yourself, are passionate about making a difference and have the confidence to put yourself forward there is nothing that cannot be achieved.

How would you change or improve this?

I'm passionate about equality and consider myself a determined feminist, fighting equalities for all. I feel strongly about challenging inequality, promoting fairness and most importantly doing what's right. In my role as your PCC, I've kept my commitment for listening to the quiet voices for improving your policing service. I've also made protecting the most vulnerable, with tailored help and support, as the number one priority in the Police and Crime Plan.

What significant events happened lately, and please tell us more about this?

Last summer, we asked residents if they would pay an extra £1 in their council tax to support policing. This funding would support investing in large scale operations, which dismantles drug supply on our streets and extend 'Operations Topaz'. The multi-agency response, which identifies and tackles those responsible for child abuse. Responding to burglary, seeking justice for victims and responding to cybercrime with dedicated cyber protect officers is possible with your support. Without this, we may struggle to protect neighbourhood policing.

Any other message to our readers?

I love meeting the community and hearing what you think about policing. It's often praise, sometimes critical, but always useful. It's important to me to hear not only those who shout the loudest, but to hear the quiet voices as well. This is why I spend one day a week in the community. I gain valuable insight into the organisations and residents that make up the local area. So I want to hear from you, my door is always open, please get in touch.

Twitter: <https://twitter.com/SuMountstevens>

Facebook: <https://www.facebook.com/AandSPCC>

Website: <https://www.avonandsomerset-pcc.gov.uk/official-site.aspx#>

Meet Bonnie Barber-Holt

Community Support Services Coordinator at Terrence Higgins Trust, Bristol



Twenty-five years ago, Bonnie lost a friend to HIV. She was outraged by the stigma her friend suffered. Bonnie worked in education at the time, so she contacted the Aled



Richard Trust in Bristol (a charity preventing HIV and supporting people living with HIV). After volunteering in Bristol, Bonnie became an Employed Coordinator

fifteen years ago for the same charity, which is now called Terrence Higgins Trust.

Bonnie runs a successful women's group. It regularly attracts women from Plymouth, Gloucestershire, Swindon, South Gloucestershire, Bristol and Bath and North East Somerset. The women's group supports women living with HIV in a safe and confidential space. The women plan group discussions, which may include relationships and disclosure. And for World AIDS Day, MAC pampered the women's group with makeup, reflexology, Indian Head massage and so on.

Similar to other services, the Terrence Higgins Trust suffered a big funding cut in 2017. This meant the charity lost staff and its headquarters in Old Market. Most people would run a mile and frantically look for other work, not Bonnie. Bonnie now shares an office with Brigstowe, so she can

continue her THT groups and services.

Bonnie really promotes and advocates wellbeing and physical activities for keeping everyone well. Bonnie never ran until she turned forty. To raise money for THT, especially after the funding cuts, Bonnie has run thirteen half-marathons and counting. She continues developing herself professionally by studying an advance massage course and she recently qualified as a walking for health leader.

Bonnie says "I'm against stigma, if you're different you shouldn't be stigmatised or be excluded from services. Lets educate people as much as possible about these issues. Educate yourself, be aware, be an advocate for people living with HIV."

Bonnie does so many activities in her role to support people living with HIV, which ranges from running support groups, yoga sessions and creative writing. Bonnie also designed and runs her own confidence workshop, which is based on her own knowledge, skills and experience.

HIV doesn't discriminate, it can happen to you or to someone you know. Bonnie's door is always open, so please contact her. The Diversity Trust would like to say a special "thank you" for your committed and dedicated work at THT Bristol and for refusing to give up!

Email: Bonnie.Holt@ttht.org.uk

Tel: 07835 855481

We're running an event for World AIDS Day, in partnership with Brigstowe, this year. Visit our [Diversity Trust website](#) and social media for updates and information.

Terrence Higgins Trust

Case study

Meet Becky Mitchell, PA and qualified personal trainer, run leader and kettlebell instructor.

As a child, I was always sporty, I loved gymnastics, tennis, cycling and playing rounders at school. I then had a decade of inactivity, weight gain and unhappiness before seriously getting back into my health and fitness at the age of 32.

I qualified as a personal trainer in December 2017, so I started working with regular clients, which involves outdoor and home sessions. The majority of my clients are runners or interested in kettlebells, but not able to attend my classes.

I was diagnosed HIV positive in August 2012. The circumstances were very unpleasant. However, once I started to get my head around it, I was determined not to let it stop me from doing all the things I love. I was fit and well before the diagnosis, my running and cycling kept me that way, along with the medication. The only negative I experience was from a doctor after my bike crash and a dentist. He told his nurse to wash her hands properly after treating me – she was wearing gloves anyway. It was disappointing, but I see it as an opportunity to educate. Being HIV+ has changed my life, but it hasn't been life limiting and I'm still the same person, just stronger and wiser.

The recent death of my Mum, which was sudden and unexpected, is the worst experience of my life. My diagnosis pales into insignificance with the total devastation of her death. The sadness is always there, but I try to see the light. Mum would kick my behind if I became too miserable and say, "I brought you up better than that". She was strong, so I had a good teacher.



The photoshoot for Terrence Higgins Trust in London is a collaboration with the Sophia Forum called "Women and HIV - Invisible No Longer", the report was out in April 2018. I think the perception is that HIV only affects a certain group, but it affects women too. Around a third of people living with HIV in the UK are women and a quarter of all new diagnoses are women. It's a one-year project and concludes with a report setting out clear recommendations for policy and service development. I was proud to be a part of this important project, because I know how it feels being a woman living with HIV.

If you're interested in being fit and active, follow Becky on:

Instagram: <https://www.instagram.com/irunrideliftandswing/>

Twitter: https://twitter.com/gutter_bunny

Facebook: <https://www.facebook.com/BeckyMitchellPT/>

Exploring Compassion. Understanding Shame.

In response to sexual violence. How do you feel and how do services make a difference?

Are you aged 16 - 25? LGBTQ+? Has anyone ever grabbed you when you didn't want them to? Has anyone ever outed you? Has anyone ever bullied you about your sexuality or gender identity? Has anyone made you have sex when you didn't want to? Has anyone ever touched you sexually without your consent? Has anyone shouted sexual comments at you? These are all types of sexual violence and harassment. Sophie Jones, a trainee clinical psychologist, at the University of East London, is researching LGBTQ+ young people's experiences of sexual violence and harassment.

Why is this important?

Because LGBTQ+ young people are more likely to experience sexual violence and harassment than heterosexual young people. However, more LGBTQ+ young people avoid services from worrying about what they will say, or they encountered a bad experience in the past. This research will explore these issues by seeking young people's feelings and views. The UK hasn't researched this issue, which we want to change.

So, what will the research do about it?

While exploring experiences of sexual violence and harassment, we'll research feelings of shame and compassion that young LGBTQ+ people have towards themselves. And how services may have made young people feel.

Feelings of compassion can reduce feelings of shame. We want to know if this could help young people

who have faced sexual violence. Services can only improve by listening to the people who need them, so we want to hear ideas from young LGBTQ+ people.



How do I get involved?

Complete or circulate this anonymous online survey to LGBTQ+ people (age 16-25). It takes about 20 minutes. After completing the survey, you can ask us to interview you. Everyone who completes the survey will enter a draw to win one of four Amazon vouchers. And everyone we interviewed will have a £5 Amazon voucher. The survey will close next March 2019.

If you need more information, contact Sophie at u1622872@uel.ac.uk and follow her on Twitter @researchlgbtq

<https://tinyurl.com/LGBTQexpsurvey>

Building Stronger Communities in South Gloucestershire.

Are you passionate about starting or sustaining a community group in your South Gloucestershire area? These groups may cover crafts, a mother and toddler group or a support group for people with chronic pain issues. Every little helps, so why not apply for a Community Connectors Project Grant? You may receive up to £200. Each grant application is assessed by volunteers in the community and coordinated by CURO via its Community Connectors programme. You can apply any time before March 2019 by contacting Sandy Corke. Her contact details are below.

The Community Connectors project supports people, who may feel alone and isolated, to connect with their local communities. After hearing each person's interest and priorities a Wellbeing Worker explores the five-ways-to-wellbeing, which covers: Connecting, Taking Notice, Learning, Giving and Being Active. Therefore, the Community Connectors project can either connect people to an existing group, which may need funding or fund a new group, which is needed in the area.

The grant will support an activity, such as a tea urn for social gatherings or a CD player for exercise classes. It won't fund salaries or building work. The Community Connectors Grant Project welcomes applications benefitting at least four people in community groups across South Gloucestershire. You're expected to evaluate your project three months after your grant award or since your project began. And a Wellbeing Worker may ask if they can visit your activity / project to see how it's going.



For an application form, further information and assistance, please contact Sandy Corke on:



Email: sandy.corke@curo-group.co.uk

Call: 07422078549

Sandy says, "If you have an idea for a group you want to see in your community or need some support to establish a group you have started, please get in touch and let's see what we can do"

And please send your completed application and documents to Emily Ashford:

Emily Ashford
Community Connectors
CURO
The Maltings
Lower Bristol Road,
Bath
BA2 1EP

Meet Alex Raikes MBE at Stand Against Racism and Inequality (SARI)



1. Occupation?

Strategic Director for Stand Against Racism & Inequality (known as SARI) – we're the Hate Crime charity for the Avon and Somerset area. We tackle all forms of hate crime and incidents and we try to prevent them from happening in the first place. We also work to make agencies and communities respond in the best way possible to hate crime and for victims.

2. What's happening for you professionally at the moment?

Life for those working in SARI is very busy! We don't have a moment to look at the clock. We have around three new referrals a day and respond to every one. We risk assess each referral, if they're in immediate danger we respond straight away.

4. What made you choose your profession?

My family and I suffered racism as a child. I grew up in a village where we were practically the only BME family. My brother got verbally abused and assaulted. He fought back and got into trouble. I learned to use the power of argument, but as a girl I didn't get targeted in the same way as my brother. I wanted to do a job that made a difference for people. I've always been passionate about social justice. In 1991, I saw a Guardian advert for a Racial Harassment Caseworker. It was SARI's first paid caseworker position. I applied, and the rest is history. Here I am twenty-seven years later and now SARI is combatting all forms of hate crime.

3. What life changing barriers have you overcome?

Racism as a dual heritage child and not



really fitting in or being accepted by either culture; being dual heritage and from a very different class and background to everyone else at school and college; being thought of as stupid when I was at school by my teachers; being rubbish at all sports when sports were all that mattered in my school; coping with a father who was a paranoid schizophrenic and in and out of hospital or prison, but also so amazing when he was

Alex Raikes continued

well; being a single mother of four young lads while working at SARI; sexism here and there and a few others challenges too. But I count myself as one of the very lucky ones.

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

We've come a long way, but we still have far to go. For trans and non-binary people - I see so many cases of abuse, discrimination and not living life free from hate crime or prejudice. As a woman I've faced sexist remarks. I felt discriminated against in meetings, and in the response I sometimes get when I am challenging. I faced sexism as a child within my family, but managed to challenge by sheer persistence. Sexual harassment and discrimination was an everyday reality at school.

5. How would you change or improve this?

Better legal protection for trans and non-binary people. Training. Workshops. Monitoring outcomes by gender in the workplace and in schools. We really need to get positive role models out there - featuring in key agencies, schools, youth groups and in public campaigns.

6. Any other messages to our reader(s)?

Be a proactive bystander - look out for hate crime and discrimination and try and make

sure that it's reported and responded to. If you suffer hate crime or discrimination - speak out and take action if you can. Also, think what you can do in your local community, at work, in school or university to actively break down barriers and prejudice!

7. Any up and coming events?

- ★ Trans Pride South West - 23 - 25 November
- ★ Working with Bristol Muslim Communities - a Conference for the Media on 29 November

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

Facebook: <https://www.facebook.com/SARIcharity/>

Twitter: <https://twitter.com/saricharity>

General Enquiries: 0117 942 0060

Report a Hate Crime: 0800 171 2272

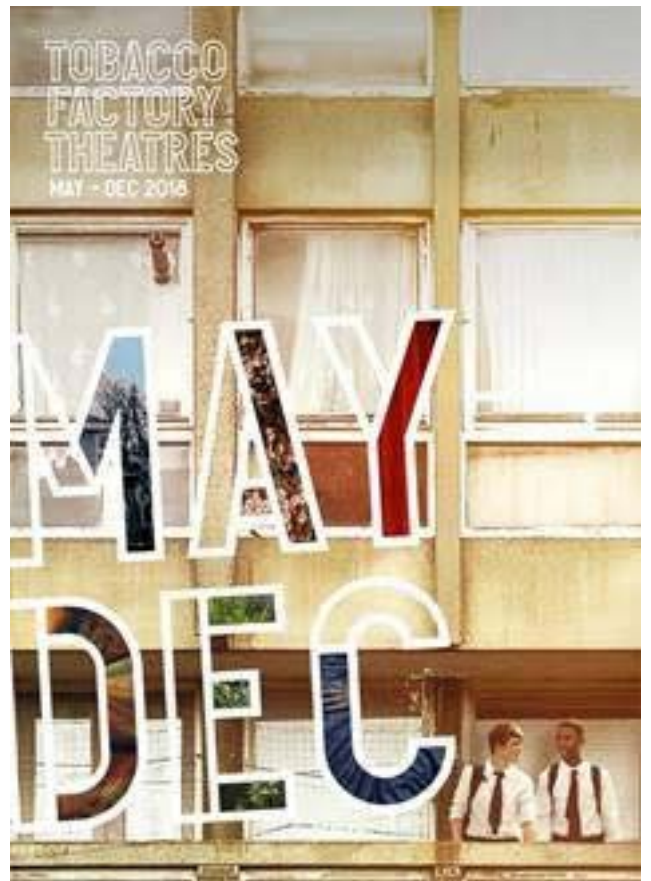
SARI, and the Diversity Trust, are partners with Compass Disability in the delivery of the Big Lottery funded Every Victim Matters programme in Somerset. We're also partners in the new Equalities Partnership in South Gloucestershire. We'll feature news and articles about our collaborations in our future newsletters. We love team SARI!



Theatre – Beautiful Thing

The Tobacco Factory Theatres in Bristol is showcasing the iconic play Beautiful Thing from 11 October to 27 October. Written in 1993, Beautiful Thing, is a play about gay teenage love, about the transition from adolescence to adulthood. It deals with themes of sexual orientation, bullying, homophobia and ultimately love. Here's more information about the production:

<https://www.tobaccofactorytheatres.com/shows/beautiful-thing/>



Recruitment

Are you 18-24 and interested in achieving digital skills in a cultural industry?

Museum Futures are reaching a diverse audience to attract a young trainee in its South West Heritage Trust in Taunton. Please read the below information from Museum Futures, if you or someone you know has an interested in heritage and all things digital.

About Museum Futures

The Museum Futures programme is a year-long paid traineeship for 18-24 year olds that are new to the cultural heritage sector and interested in growing their professional and digital skills. Over the next three years, we will be recruiting 27 trainees based at over 20 museums across the UK.

Trainees will earn a bursary of £13,350 (tax free!) and participate in monthly training sessions at partner museums across the UK (travel expenses paid). Trainees will also work towards a Level 3 Cultural Heritage qualification, so we particularly welcome applicants that have not completed an undergraduate degree.

We are currently recruiting trainees to start January 2019.

For more information including how to apply please visit <https://swheritage.org.uk/museum-futures-trainee/>

Or email: NSalinas-Burton@britishmuseum.org

Dates for your diary

Event: Gendered Intelligence's 2018 conference, Transforming Spaces.

Date: 9 and 10 of November 2018

Venue: Resource for London

Time: 7pm till 9pm

Why you should go? The conference will focus on improving trans people's access to public and cultural spaces.

If you attend you will:

- ★ Learn more about how to support trans people
- ★ Gain a cross-sector view of trans inclusion from a diverse range of panelists and speakers
- ★ Meet others who are working towards gender diversity

Who should go?

- ★ Trans and gender diverse individuals and allies who are passionate about trans equality
- ★ Diversity and Inclusion experts
- ★ HR professionals
- ★ Civil Service
- ★ Policy Makers
- ★ Educators
- ★ Professionals who work with young people
- ★ Mental health practitioners
- ★ Arts and Culture Sector

To contact us: Booking is now open. Visit: <https://genderedintelligenceconference2018.eventbrite.co.uk>

Event: LGBTQ+ Youth Cafe, Yate

Date: Every last Sunday of the month. The next date is Sunday 28 October.

Venue: For the 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://sites.southglos.gov.uk/mind-you/homepage/teens/gender-identity-and-sexual-orientation-lgbtq/>

Event: South Gloucestershire LGBTQ+ Equalities Network public meeting

Date: Tuesday 27th November

Time: 6.30-8.30pm

Venue: Bristol and Bath Science Park, Dirac Crescent, Emersons Green, Bristol BS16 7FR

Why you should go? We're working with Brinstowe to organise an event for World AIDS Day.

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

Website: <http://www.diversitytrust.org.uk/events/world-aids-day-event/>

Dates for your diary (cont.)

Event: Free 'Older Men at the Margins' workshops

Dates:

Workshop 1 - Loneliness, older men and sexuality - Thursday 8 November

Workshop 2 - Loneliness, older men and place - Thursday 15 November

Workshop 3 - Loneliness, older men and caring for others - Thursday 22 November

Venue: BS3 Community Development, The Southville Centre, Beaulay Road, Southville, Bristol BS3 1QG

Time: 10-1pm, registration and coffee from 9.45am

Why you should go? The aim of each workshop is to bring older people and service providers together. You'll explore ways that older men from different groups and locations can reduce loneliness and isolation in later life.

To register:

Workshop 1

<https://www.eventbrite.co.uk/e/loneliness-older-men-and-sexuality-a-workshop-exploring-how-gay-men-who-are-single-and-living-alone-tickets-49650501988>

Workshop 2

<https://www.eventbrite.co.uk/e/loneliness-older-men-and-place-a-workshop-exploring-how-single-older-men-in-rural-and-urban-places-tickets-49686192740>

Workshop 3

<https://www.eventbrite.co.uk/e/loneliness-older-men-and-caring-for-others-a-workshop-exploring-how-older-men-who-are-carers-for-tickets-49686378295>

If you are a man 65+ years of age, we can reimburse your travel expenses to these workshops - please contact Alex Vickery: alex.vickery@bristol.ac.uk or telephone (0117) 954 6773

Event: Trans Pride South West - Celebrating Gender Diversity

Date: 21 - 24 November 2018

Venue: The Station, Silver Street, Bristol

Time: check website

Why you should go? Trans Pride South West is an opportunity to learn and celebrate gender diversity. Actively encouraging awareness, openness and interaction. The week will start with the Trans Day of Remembrance vigil, leading to a Community Day at The Station, Bristol. .

More information:

Website: <https://transpridesw.webs.com/>

Facebook: <https://www.facebook.com/transpridesouthwest/>

Twitter: <https://twitter.com/TransPrideSW>

Social Media updates

24 September 2018

South Gloucestershire LGBTQ Equality Network: <http://youtu.be/Y5NFWKoHEDY?a>

22 September 2018

Thank you to @hairware and the girls at Crossroads #transgender support for making us feel so welcome at their social and support group this evening. Many touching personal stories shared. And great cake!

21 September 2018

Today Healthwatch Bristol was talking to @DiversityTrust about the upcoming conference presentation on #trans health awareness https://healthwatchbristol.co.uk/wp-content/uploads/2018/03/Healthwatch_Trans_Health_Care_and_Wellbeing_Report_03.04.18.pdf ... <https://twitter.com/HWBristol/status/1043162169322471429/photo/1pic.twitter.com/1gnYBlxahO>

20 September 2018

Thanks to @DiversityTrust and @SomersetCouncil for running this wonderful event. We had a great time meeting new people ahead of our @LGBTHM events in February. Hope to see lots of you there!

12 September 2018

We are about to launch new monthly #LGBTQ youth groups with support from @sglosCouncil in #Kingswood and #Patchway get in touch if you want to find out more and to refer young people. We will post updates on our shiny new website <http://www.diversitytrust.org.uk>

Blogs:

Government LGBT Action Plan

<http://www.diversitytrust.org.uk/2018/07/government-lgbt-action-plan/>



Credits

Our newsletter was:



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

Jargon Busters

BAME – Black, Asian and Minority Ethnic

BME – Black & Minority Ethnic

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

Asset Based Community Development (ABCD) – Empowering communities with the skills and knowledge they need for running their own community groups.

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

YouTube: https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ

Instagram: <https://www.instagram.com/diversitytrust/>