

Diversity News

Issue 14
Spring 2019

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 and discrimination
- ★ 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/>



The Diversity Trust
Influencing Social Change

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Hello and Welcome to our newsletter: Issue 14.

As I write this introduction, we've been enjoying a heat wave in February!

This newsletter announces some exciting new projects, including a podcast series, which we're launching during 2019. You'll read about our youth partnership work in South Gloucestershire. We have South Gloucestershire Equalities Partnership updates, which includes our public event at UWE Bristol, which celebrated International Women's Day on Friday 8 March.

I was extremely honoured for being invited to speak at Fudan University in Shanghai at the end of last year. The opportunity came about from working with Dr Paul Willis and Dr Wenjing Zhang, at the School for Policy Studies, the University of Bristol. Our collaboration continues getting better and better and it opens up new ideas and opportunities all the time. A really big "thank you" to both of them. You'll read about our work and my time at Fudan University with Dr Weinjing Zhang on page 12.

Get excited! We're launching two more LGBTQ youth groups in South

Gloucestershire. This means, young people, age 13-19, have an LGBTQ+ youth group in Kingswood, Patchway and Yate every month. We're also supporting an LGBTQ+ youth group in Swindon called, Out of the Can, (there's more information in our last newsletter, issue 13) while supporting a pop-up group in Glastonbury. We're determined that gender identity and sexual orientation isn't a barrier for seeking information and support, for being happy and healthy and for young people fulfilling their potential and dreams.

Thank you, David Sully, who writes and edits our newsletters, to Frank Duffy who turns the text Dave writes into beautiful designs. My personal thanks must also go to my fellow Directors at the Diversity Trust including; Cheryl Morgan, Russell Thomas, Lou Hart, Mark Greenburgh, Frank Duffy and our Chair Derek Froud. They keep me grounded and focused while I'm busy trying to make the world a better place for all our communities.

We have a very busy year ahead, with more exciting new projects we can't wait to tell you about! So please keep reading our newsletters and keep in contact by



sharing your news and ideas for how we can create a safer and fairer society. Together we will influence social change.

Scaling Up!

We are planning to scale up our activities and organisation structure over the next year. We are seeking people with business, fundraising and organisation development skills to help us. If you are interested in supporting us, as a Non Executive Director, and help us increase our social mission to influence social change please contact me today for a chat.

Final Note: Open Doors!

Can you open a door by mentoring someone? Have a think about someone you know who maybe a new volunteer, a new staff member or a client - and see what opportunities you can open up for them. Let me know how you get on and please send me your stories.

News in Brief:

News Flash!

During LGBT History Month, South Gloucestershire Council launched an E-Learning Course produced by The Diversity Trust called “LGBT+ Matters”.

The course is aimed at people delivering services.

To access the course, you'll need a South Gloucestershire Council 'Learning and Development' portal subscription. To Subscribe email: Hrworkforcedevelopment@southglos.gov.uk. If your organisation has already registered, your staff can either log into their account

or create a new one.

The course is targeted at all professionals to increase their awareness of Lesbian, Gay, Bisexual and Trans+ (LGBT+) language, culture and histories.

Through exploring the links between discrimination and inequalities you will gain an insight into the challenges that LGBT+ people face when accessing services. The course focuses on the impact of language and making assumptions to help you to reflect on best practice.

Please take a moment to look at the course, it's a



great way to expand and develop your knowledge.

To access the LGBT+ Matters e-learning course.

For our e-learning courses, your organisation would register (if it hasn't already), and then your staff would create their own account. Visit the learning and development home page to register: <https://learning.southglos.gov.uk/cpd/portal.asp>

Film: My Grandson, Charlotte.

The film follows Charlie's relationship with their Granddad, a Sapeur for the Congo. It explores the importance of identity by showing how they bond after Charlie comes out and begins to transition.

The film celebrates individuality and diversity. It features an all Black cast and shares an important message of love, acceptance and staying true to oneself.

However, more funding

is needed for the post production and promotion of this film. Here's a Crowdfunding page to support launching the film, so we can educate people, schools and organisations as soon as possible. There's also more information about the film, cast and crew and social media pages. You'll also find some great perks in return for your support.

<https://www.indiegogo.com/projects/my-grandson-charlotte/x/19606563#/>



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 aware and 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 maximum 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 to us..

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

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Company Number: 08141031

News in Brief continued

Young Anti Hate Crime Ambassadors at Southern Brooks



Community development charity, Southern Brooks Community Partnerships, are celebrating continued funding to work in schools in Bristol and South Gloucestershire for tackling hate and division.

The charity will also work with Avon and Somerset Police by reaching and talking to children and young people about why diversity is important. The children and young people will achieve skills for becoming Champions in their schools and communities by standing up for inclusion and challenging hate when we see it.

With this in mind, the work created in the project will form an 'inclusion art trail' in Bristol - later this year. Visit our website for location and dates.

By educating young people about diversity, inclusion and preventing hate crime we will support creating a fair and safe future for everyone. Please contact Southern Brooks if you wish to involve children and young people as Anti Hate Crime Ambassadors.

<https://southernbrooks.org.uk/contact-us/>



Introducing 'Hidayah LGBT' for LGBT+ Muslims

There's a new Muslim LGBTQI group in Bristol. It's a safe space where you can be out and open without fear of discrimination or judgement. There's a website, where people can share information, stories and poems and find social events across the UK. And you can get involved and contact the organiser in the following ways:

Email: info@hidayahlgbt.co.uk / <https://www.hidayahlgbt.co.uk/join-and-contact-us>

Website: <https://www.hidayahlgbt.co.uk/>



News in Brief continued

CURO'S Housing – First Conference Celebrating International Women's Day 2019

Equality, diversity and inclusion are important at Curo. Curo mirrors the community it serves by recruiting a diverse workforce. Therefore, it hosted its first ever conference in support of International Women's Day.

It was a great opportunity to celebrate having a near 50:50 gender balance in



the Curo workforce, while having conversations about doing even better. #BalanceforBetter encouraged these conversations during the event, by exploring a better balance of gender throughout Curo, in more teams and at more levels.



The staff event was held at Curo's head office in Bath on Wednesday 6 March. The event welcomed guest speaker Sue Turner, CEO of Quartet Community Foundation. Sue's story inspired Curo's future leadership into seeing beyond gender barriers.

For more information please contact Donna Warr, Curo Head of Colleague Experience:

Email: donna.warr@curo-group.co.uk

Address: The Maltings, River Place, Lower Bristol Road, Bath, BA2 1EP

Website: <https://www.curo-group.co.uk/>

Job opportunity at SARSAS

Service Development Support Worker for Women with Learning Disabilities

£25,930 per annum (pro rata)

22.5 hours per week

Fixed term until 2021

(extensions subject to funding)

Based in Bristol

Pension: 5%

Annual leave: 27 days + bank hols (pro rata)

Somerset and Avon Rape and Sexual Abuse Support (SARSAS) develop and deliver services for women and girls with learning disabilities who have experienced sexual violence, at any point in their lives. We are seeking to recruit a part time Specialist Service Development Support Worker to drive the project forward and affect positive outcomes for women in Bristol and surrounding areas.

The post holder will be based in our Bristol hub, with some travel around Avon and Somerset.

You will be responsible for project development which includes the development of a Tool Kit for professionals working with women with learning disabilities; developing resources for survivors with learning disabilities; running workshops for professionals; attending events and promotional work within a multi-agency remit and facilitating a celebration event on behalf of SARSAS in 2021. You will also work directly with female survivors that have a learning disability including; leading group work and one-to-one support work for female survivors with a learning disability.

We are looking for an individual who enjoys development work and can effectively promote the rights of all survivors of any kind of sexual violence through trauma informed therapeutic services, liaison,

advocacy and care co-ordination.

SARSAS is an independent charity adhering to Rape Crisis (England and Wales) National Service Standards. This post is funded by The 3 Guineas Trust.

SARSAS strives to have attractive working conditions including flexible working hours, professional and personal development and support and supervision packages.

Preference for working days – Mon, Tues and Weds with flexible hours.

For more information and to download an application pack, go to our website: <https://www.sarsas.org.uk/recruitment/>.

If you have any questions, contact recruitment@sarsas.org.uk or ring our Bristol office on 0117 929 9556 and speak to Ruth Wood, Service Development Manager.

Closing Date: Friday 5th April 10am.

Interviews will be held in: Bristol on 26th April 2019. Please ensure you are available in person for an interview on this date. If you are successful in reaching interview stage, you will be contacted by Friday 12th April 2019. We regret that we are unable to contact unsuccessful applicants at this stage.

Preferred start date: 1st May 2019

SARSAS values diversity and welcomes applicants from all sections of the community; especially from minority groups/groups with a protected characteristic such as BME, who are currently under-represented at SARSAS. SARSAS are a Disability Confident Committed Employer. Our current premises are wheelchair accessible.

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 reach and include diverse communities with tailored support. For example, we have courses on creating: Easy Read documents, Equality, Diversity and Inclusion, LGBTQ+, Transgender, Gender and Cultural Awareness, Wellbeing in the Workplace, Unconscious Bias and so on.

Please explore our training menu and our rate card, so you can support, reach and help more people.

You can also save, print and share our flyers and posters and book your Diversity training online by visiting:

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

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.”



Writing Tips: Reach more people with your website

Start Blogging to Make your website work harder. According to Digital Information World, Blogging on your website can drive 97% more people to it. Expert Writer, Blogger and Business Trainer, Amy Morse, has teamed up with South Gloucestershire Council to offer a free Blogging for Business workshop for local businesses and residents. It's on Thursday 28 March from 9.30-12.30pm at Bristol and Bath Science Park, Dirac Crescent, Emerson Green, BS16 7FR. The workshop is filling up fast. However, please email Amy to express your interest, as Amy will plan more workshop dates with South Gloucestershire Council.

However, why Blog? What's the point? Isn't there more important things to do?

You are the author of your own story. And you're helping people to see "why you?" by showing how you think, your insights and experiences, which made you unique and the expert in your field. Or you may wish to train someone to Blog about your business.

There's a lot of digital noise out there. Your Blog could cut through this noise with your expert knowledge, wisdom, passion for what you do and industry insights.

Your Blog could:

- ★ boost your profile
- ★ build your brand
- ★ gain trust and credibility as a reliable expert
- ★ show off your knowledge, experiences and skills
- ★ offer an insight about you, your story so far, what you can do, influence, change, improve and benefit
- ★ show a sample of your work
- ★ reflect and review your business and industry
- ★ offer a platform for guest Bloggers, who can compliment you and your business
- ★ comment on current affairs and local,

- national and international events
- ★ it keeps your website active and updated, great news for search engines
- ★ it's great for learning, analysing, reviewing and reflecting

Amy will run an interactive workshop, where you'll create a simple structure to get you started after brainstorming and generating ideas.

Please visit Eventbrite for more information:

https://www.eventbrite.co.uk/e/blogging-for-business-tickets-55403579598?aff=emailordconf&utm_campaign=order_confirm&utm_medium=email&ref=emailordconf&utm_source=eb_email&utm_term=viewevent

To know more about Amy, and her work as a published author visit:

Amy Morse: <https://www.learntoloveyourwords.com/>

The Diversity Trust has a Blog on our website, so please send us your Equality, Diversity and Inclusion stories to:

Maisy at: communications@www.diversitytrust.org.uk

You can read our blog posts at: <https://www.diversitytrust.org.uk/category/blog/>



Directors at the Diversity Trust are Podcasting

Get ready to hear thought provoking stories, which tackle many important and timely issues about equality, diversity and inclusion. Directors at the Diversity Trust are getting excited to interview some of the most influential people of our time, who includes Peter Tatchell, Stella Creasy, Francesca Martinez and Christine Burns. Diversity Trust Associate, Annie Moon, at 'Be the Difference' specialises in supporting organisations to work together for creating the social change we need. Therefore, Annie will create a Podcast series by collating and editing these interview recordings. You'll hear the Podcast on our website and social media during 2019.

Unlike many parts of the world the Diversity Trust are practising our freedom of speech for going beyond the headlines. It's your chance to hear what our experts think about the current equality, diversity and inclusion issues, which covers the gender pay gap, #MeToo campaign, BREXIT and so on. You'll hear their future forecast, how they battle prejudice and discrimination, and you'll find inspiration for getting involved to create a fairer and safer future for everyone.

Diversity Trust Directors, Lou Hart, Cheryl Morgan and Berkeley Wilde will do the interviews. Diversity Trust Founder and Director, Berkeley Wilde, will also introduce and conclude each Podcast interview. The interviews will cover:

- ★ gender equality
- ★ Trans inclusion and non-binary
- ★ disability activism
- ★ LGBTQ+ equality and human rights

As well as the experts being interviewed, the Directors have first-hand experiences in some of the same equality issues being discussed. They also coach many



organisations in these areas. Therefore, you'll hear authentic and topical interviews, which are filled with first-hand experiences.

We already included your thoughts about choosing the right images for the Podcast series, and we'll continue our conversations by hearing;

- ★ your questions;
- ★ how you identify with the issues we covered;
- ★ what actions you may take;
- ★ if we raised awareness;
- ★ and so on.

Organisations like the, Diversity Trust, always have resources and experts who can help your equality, diversity and inclusion needs.

So, stay alert for our podcast series in 2019. Each Diversity Trust newsletter will introduce a new Podcast interview.

Transforming Spaces Conference by Aaron Barnes.

Our Diversity Trust Associate and Trans Awareness Trainer, Aaron Barnes, shares his experience in joining the 2018 Transforming Spaces conference.

I'll start by saying I personally love a good conference, which cover gender and sexual orientation issues, and especially when transgender topics are led by trans people. So, you can imagine my excitement when the Diversity Trust asked me to attend the 2018 'Transforming Spaces' conference hosted in London by Gendered Intelligence.

Gendered Intelligence started in 2008, as a not-for-profit Community Interest Company. The same year I had my first shot of testosterone! We recently turned ten years old together. Find out more about Gender Intelligence at <http://genderedintelligence.co.uk/>.

Although, Gender Intelligence works with transgender communities, it focuses on young trans people, aged 8 to 25. This was clear during the two-day conference.

The first keynote speaker, Meg John Barker, is a respected author, academic, and accredited psychotherapist. The title of their talk was "Trans: Adventures across time and space," which used science fiction (namely Doctor Who, and X-Men) to show that transgender people have the power of space and time. For example, many trans people, especially those undergoing medical transition involving hormone therapy, experience a "second puberty." It was a thrilling way to start the conference.

My first breakout session was 'Trans clients in the therapy room.' I learned about the first and second drafts of the - the Memorandum of Understanding (MOU) - on Conversion



Therapy. The MOU doesn't (currently) call for an outright ban on Conversion Therapy in the UK. Instead, the MOU says that counsellors, therapists, psychologists, and others, to sign an agreement that they will not practice, or encourage or support others.

The second session I attended was 'Coming out of the archive: Trans lives in museums.' Gender Intelligence has a longstanding relationship with the Science Museum. In 2014 they collaborated on a project titled 'What makes your gender?'

The third session, 'Prisons.' Hosted by key speakers Megan Key, Dr. Chryssy Hunter and Michelle Brewer. Prisons is a very hot topic when people discuss the Gender Recognition Act.

The final session I attended on Day 1 was about trans-inclusive universities. But I want to take this opportunity to say that I did not attend what I think was the most popular session that day, 'Making space for trans pregnancy.'

I feel this session gained so much attention because high numbers of young people attended. Many Trans young people are forced to talk about and consider making big decisions about their reproductive futures, particularly if young people need access to medical transitions. Keep in mind that some of these youths are barely aged 18, yet they're being asked if and how many children they want, and if they want them biologically related to them or not.

The day closed with a small panel of young people reviewing the day, and a reception, which was a great opportunity to network, especial with those we briefly met during the day.

To read about Day 2 visit Aaron's insightful Blog on our Diversity Trust website.

Link: <https://www.diversitytrust.org.uk/2018/11/transforming-spaces/>

The Diversity Trust is working in Shanghai!

Our annual Impact Report in 2017-18 mentioned our global influence, and now we're working with a University in China. The University of Bristol and Fudan University asked our Director, Berkeley Wilde, to give lectures and join workshops in Shanghai, China, in December 2018. Berkeley's talk on "LGBTQ+ Inclusion - Creating Inclusive Cultures" raised the awareness of LGBTQ+ rights in a global context. Berkeley also answered interesting questions about the challenges of building inclusion in China.

Berkeley's lectures included LGBTQ+ histories and rights in the UK and internationally, changing legislative contexts, and implementing inclusion. Berkeley also presented the joint project between the Diversity Trust and the University of Bristol: "Care Under the Rainbow - Creating Inclusive Care Homes for Older LGBTQ+ people". This collaborative project will offer an online learning resource, (informed by research) - for care home staff and managers in England and Wales. It will guide best practice for including Lesbian, Gay, Bisexual and Trans (LGBT+) older people in care homes. The Diversity Trust will host the online learning resource from April 2019.

Berkeley's visit to Shanghai has established an international strategic partnership between the Diversity Trust, the University of Bristol, and Fudan University. Our relationship will unite international teams of researchers and activists. This visit, and our future collaborative work, will enhance our global impact by engaging Chinese academics and social work practitioners. We'll sustain our relationship with China through collaborative training and research projects on LGBTQ+ inclusion.

'Students, practitioners, and academics including myself have learned a lot about LGBTQ+ issues and rights from Mr



Wilde's lectures. We need to hold more events and training together in this field in China. Looking forward to our future collaborations.'

Prof. Honglin Chen, Department of Social Work, Fudan University (Host in China)

'Sincere thanks to our key note speaker, Mr Berkeley Wilde, for joining the international strategic collaboration work in China. His resourceful lectures have provided invaluable experience and knowledge about LGBTQ+ inclusion to Chinese researchers and social workers.'

Dr Wenjing Zhang, School for Policy Studies, University of Bristol (Principal Investigator)

The work with China was funded by the University of Bristol International Strategic Fund. The Care Under the Rainbow project, with the University of Bristol, was funded by the University's ESRC Impact Acceleration Account.

Very soon, you can access resources for Creating Inclusive Care Homes on our website at <https://www.diversitytrust.org.uk/careunderrainbow/>

Diversity Calendar

Our Diversity Trust calendar will help you think, plan and celebrate diversity within your organisation. It may link your communications with key diversity dates across the year. Or you may wish to enter an award for showcasing and sharing your best practise in diversity. The Diversity Trust can train, consult and support you with these initiatives.

Please note the Awards dates are listed according to the closing date for submissions. We'll also update our calendar during the year, so please send us any key diversity dates to add or update.

March 2019

Whole month: Women's History month

1st: Inclusive Networks Awards

8th: International Women's Day

21st: International Day for the Elimination of Racial Discrimination

31st: International Transgender Day

tbc: UK Diversity Legal Awards

April 2019

Whole month: Stress Awareness month

7th: World Health Day

tbc: Working Families Best Practice Awards

28th: World Day for Safety & Health at Work

May 2019

12th: National Children's Day

17th: International Day Against Homophobia, Biphobia and Transphobia

13-19th: Mental Health Awareness Week

13-26th: Foster Care Fortnight

15th: International Day of Families

tbc: Green Ribbon Campaign

June 2019

tbc: National Diversity Awards

1-7th: Volunteers Week

10-16th: Carers Week

10-16th: Men's Health Week

14th: Women in Banking and Finance Awards for Achievement

August 2019

tbc: European Diversity Awards

September 2019

Whole month: Menopause Awareness Month (UK)

5th: International Day of Charity

tbc: Women of the Future Awards

tbc: Global Equality & Diversity Awards

tbc: City Giving Day

23rd - 29th: National Inclusion Week

tbc: World's Biggest Coffee Morning by Macmillan

10th: World Suicide Prevention Day

October 2019

Whole month: Black History Month UK

1st: International Day of Older Persons

tbc: National Work Life Week

7 - 13th: Dyslexia Awareness Week

10th: World Mental Health Day

11th: National Coming Out Day

tbc: National Adoption Week

18th: Anti-Slavery Day

18th: World Menopause Day

22nd: International Stammering Awareness Day

November 2019

Whole month: Movember Men's Health Awareness

4 - 8th: Stress Awareness Week

tbc: Equal Pay Day

tbc: Anti-Bullying Week

19th: International Men's Day

tbc: Carers Rights Day

December 2018

1st: World AIDS Day

3rd: International Day of Persons with Disabilities

5th: International Volunteer Day

Become a Youth Ambassador in South Gloucestershire.

We need youth services which are effective and relevant for young people in South Gloucestershire. However, young people know what's best for them. So, the South Gloucestershire Youth Partnership (SGYP) are recruiting Youth Ambassadors for representing the views and opinions of their peers. This really puts Young People at the heart of their youth services.

The South Gloucestershire Youth Partnership (SGYP) is a collection of organisations that work with young people in youth spaces across South Gloucestershire. The partnership includes:

- ★ Southern Brooks Community Partnerships (Patchway and Frampton Cottrell),
- ★ The Diversity Trust (Alphabets LGBTQ Kingswood, Patchway and Yate)
- ★ KRUNCH (Thornbury),
- ★ CYN (Hanham and The Stokes), and
- ★ Wickwar Youth Centre.

SGYP will recruit Youth Ambassadors from these youth spaces, so young people can help shape their youth services across the partnership. So, how does this work? A Youth Ambassador will;

- ★ represent the voices of their peers (other youth club members);
- ★ work directly with the Area Manager for influencing and designing youth services in South Gloucestershire; and
- ★ work with staff to plan an annual event for young people in South Gloucestershire.

The responsibility may sound daunting for a young person; however, the partnership will train and support a young person to represent the views and opinions of their peers. For example, Youth Ambassadors could use social media, focus groups, surveys and suggestion boxes for gathering feedback, opinions, thoughts, feelings and

ideas from their peers. The Youth Ambassadors will experience attending meetings to feedback on what young people are saying. And SGYP staff will offer full and flexible support around the Youth Ambassador's work, study and other commitments.

The Youth Ambassador's role really is a wonderful opportunity. It supports a CV with references for future employers. The young people will have extra training while connecting with a family of other Youth Ambassadors. And if youth work is a career option, they've already started their journeys. However, the role offers many transferrable skills.

Please help young people know about becoming a Youth Ambassador in South Gloucestershire. Applications from a broad range of young people will make sure our youth services in South Gloucestershire are fair and equal for everyone.

For more information visit:

Website: <https://www.creativeyouthnetwork.org.uk/blog/youth-participation-whats-the-point>

Email: Hannah.panes@creativeyouthnetwork.org.uk

Telephone: 07747 271 919



Gay Men: Loneliness and Isolation in later life

by Dr Paul Willis.

Loneliness and isolation in later life has been identified as a problem for older LGB people in the UK, according to Stonewall led research about LGB adults in Great Britain. It said people aged 55+ are more likely to live alone, be single and childless and are less likely to see family members regularly compared to their heterosexual peers. However, we're unsure how older men experience life differently from older women as LGB people.

On Thursday 8 November 2018 we held a workshop with older gay men and services to address loneliness and isolation for older men. The workshop featured our research at the University of Bristol, which comes from a bigger research project called 'Older Men at the Margins'. Our research looked at older men's experiences of loneliness and isolation from diverse and hard-to-reach groups.

The workshop was held at the BS3 Community Centre in Southville, Bristol. We discussed what service providers needed to know and understand when providing support for older gay men while exploring what services are currently missing.

Our research involved interviewing gay men (aged 65-85). It highlighted many reasons why older men experience loneliness in later life. For gay men this can relate to 'coming out' in hostile and unwelcoming social environments. This can lead to some men being isolated from others in later life. Our interviews also showed LGBT+ clubs, bars and social spaces being an unwelcoming environment for older people and sometimes more geared towards

younger people's interests. If we want to tackle loneliness and isolation in later life, we also need to look at the ageist beliefs we may unintentionally have within our LGBT+ community.

Author: Dr Paul Willis

Senior lecturer in social work
School for Policy Studies, University of Bristol.

Email: paul.willis@bristol.ac.uk



The Learning Difficulties Partnership Board

South Gloucestershire Council runs six partnership board meetings consisting of local services and residents. It covers: Housing, Transport and Safety, Education and Employment, Health, Personalisation and Learning Difficulties Development. The Learning Difficulties Partnership Board (LDPB) gives people with learning difficulties and their carers a platform to have their say and influence decisions. Therefore, each year, the council can identify local priorities and spending. The meetings usually happen every two months at Kingswood Civic Centre. And the general public can also attend, observe and take part.

During 2018, the LDPB reviewed its work, which covered:

- ★ membership of the board
- ★ information and data
- ★ inclusive and effective meetings
- ★ LD Development Funding - process
- ★ outcomes of the LDPB
- ★ review, process and results

This means LDPB will reflect a diverse learning difficulties community in South Gloucestershire. It'll make sure each board member can fully take part and have training to understand their membership

role. This will also help members to support which community project gets funded. After funding, the council will work with the Wellbeing College to review and feedback on these community projects in a robust and rigorous way. The board will make sure it has up-to-date information and data to inform it's work and recommendations. And the Health and Wellbeing Board will monitor that board member recommendations are actioned, monitored and improving lives in the learning difficulties community.

After reviewing the Learning Difficulties Partnership Board in 2018, forty people attended the relaunch event at Lyde Green Community Centre On 23 October 2018. The purpose of the event was sharing information and establishing future priorities. Four workshops were held, which covered the board's key areas of work.

The event was a great success and resulted in a clear list of priorities for the Board to consider and discuss at LDPB meetings during 2019.

For more information on meeting dates, locations and minutes, visit:

www.southglos.gov.uk/ldpbmeetings



Self-Reliant Groups: Empowers Community Action.

After the success in South Wales and Cheltenham, Purple Shoots is now working in Bristol and South Gloucestershire. The charity was set-up to tackle unemployment and economic problems in the areas it serves. Purple Shoots supports people who have been out of work for some time to become enterprising with a group of friends or neighbours. They also support local community groups to generate business ideas for keeping the group running rather than relying on grant funding, which expires. The groups are known as Self Reliant Groups (SRGs) and members choose their own income generating ideas and activities. Purple Shoots provides support so that groups can test trade.

Therefore, people who are disadvantaged by:

- ★ unemployment
- ★ in low paid jobs
- ★ isolation and loneliness
- ★ have physical / mental health challenges

Can find the confidence, skills and new connections they need to fulfil their potential. For example, the group may decide on:

- ★ crafts
- ★ gardening
- ★ community events
- ★ wedding services
- ★ lunch clubs
- ★ community cafes

As SRGs are small community groups, involvement in group activities is classed as volunteering and the income generated funds the group. Being part of an enterprising group of friends has helped many people grow in confidence.

An experienced business and community



work facilitator at Purple Shoots will support an SRG group with training, advice and guidance.

Here are the steps for getting involved:

Step 1: Rhys and Nathan are stuck in a rut and are looking to do something different with their lives and for their families and local communities.

Step 2: Together they attend some training organised by Purple Shoots. Inspired, they seek other friends who, just like them, want a new direction in their lives.

Step 3: They start a Self-Reliant Group

(SRG). Together they work towards a better future for themselves, learn new skills and grow their confidence.

Step 4: The group members use their confidence and skills to start up income generating activities.

Step 5: Rhys, Nathan and their group are no longer in a rut. Together, they have turned their lives around. They share their story with others and encourage them to start their own SRGs. More individuals, their families and entire communities are turned around.

Purple Shoots are new in the West Country, so please contact their friendly team. They are recruiting:

- ★ existing community groups to self-sustain
- ★ potential candidates for starting a self-reliant group
- ★ organisations working with people who need empowering with confidence and skills

Contact details:

Call: 07552 277 597

Email: martin@purpleshoots.co.uk or mike@purpleshoots.co.uk

Web: www.purpleshoots.org

International Women's Day 2019



2018 marked a hundred-years since the Representation of the People Act, which gave some women the vote for the first time.

To recognise this anniversary, South Gloucestershire Council ran a Heritage Lottery funded project 'Inspiring Women Legacies of the First World War'.

This project collected nominations of local inspiring women whose stories highlight women's achievements in South Gloucestershire.

<http://www.southglos.gov.uk/leisure-and-culture/museums-and-galleries/inspiring-women-legacy-first-world-war-south-gloucestershire/>

Our event on International Women's Day this year honoured the powerful women who were at the forefront of women's and LGBTQ+ rights. Our South Gloucestershire Equality Network hosted a Speaker Event with Southern Brooks Community Partnerships and UWE Bristol, on Friday 8 March 2019, at Bristol Business School, UWE.

Our key note speaker was Dr Finn Mackay. A Senior Lecturer in Sociology at UWE Bristol, with a PhD from the Centre for Gender and Violence Research at the University of Bristol.

With a professional background in youth work, Finn has worked in domestic abuse prevention in the education sector for many years, as well as being a feminist activist. In 2014 Finn founded the London Feminist Network, which revived 'London Reclaim the Night'.



Finn wrote 'Radical Feminism: Feminist Activism in Movement' published by Palgrave. And Finn still works with and delivers training for social workers and health professionals on gender-based violence. Currently, Finn is;

- ★ researching queer masculinities;
- ★ supporting organisations working with men - to promote challenging gender stereotyping; and
- ★ Finn recently produced a 20-tips 'poster for parents' on avoiding gender stereotyping with Let Toys Be Toys.

For more information about our International Women's Day event, contact the Diversity Trust:

Phone: 0844 800 4425

Media Enquiries: 07747 752 454

Email: info@diversitytrust.org.uk

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

The Diversity Trust
Influencing Social Change

Dates for your diary

Event: Launch of the Trans Ageing and Care Project Findings and Digital Stories

Date: Thursday 4th April 2019

Time: 12.30-1.45pm

Venue: Neuadd, Senedd, Cardiff Bay CF99 1NA

Why you should go: This project is dedicated to improving health and social care services for trans people aged 50 +. You'll learn more about the wellbeing, needs and interests of trans and gender diverse adults in later life. The project seeks to inform the provision of dignified and inclusive health and social care services for older trans people in Wales. This event will launch a summary of findings and recommendations, as well as a debut of short digital stories about older trans people's lives in Wales.

Contact:

Email: Dr Paul Willis, Project Lead:
paul.willis@bristol.ac.uk

Website: <http://trans-ageing.swan.ac.uk>

Free registration and light buffet lunch:
<https://www.eventbrite.co.uk/e/invitation-launch-of-the-trans-ageing-and-care-project-findings-tickets-55519658794>

Event: London BiFest 2019

Date: Saturday 13 April 2019

Venue: At the Kingston Quaker Centre, Fairfield E, Kingston upon Thames KT1 2PT

Time: 1-6pm

Tickets: £0-10 on the door

Why you should go? An annual event for the bisexual community and friends of the community.

web: london.bifest.org

call: 01454 869 441

Facebook: London BiFest

Twitter: @LondonBiFest



Dates for your continued

Event: LGBTQ+ Youth Cafe, Kingswood, Patchway and Yate

Date: Kingswood sessions run on the last Monday of the month / Patchway sessions run on the second Thursday of the month / and Yate sessions run on the last Sunday of every month. **The next dates:** Patchway Thursday 11 April / Yate Sunday 28 April / and Kingswood Monday 29 April 2019.

Venue: For the location please contact us.

Time: 7pm till 9pm

Why you should go? If you're age 13 to 19 and LGBTQ+ we have a youth café for you. We meet for peer support, information and socialising.

To contact us:

Email: info@yatearmadillo.co.uk

Call: 01454 869 441

Facebook group: <https://www.facebook.com/groups/LGBTQyate/>

More information: <https://sites.southglos.gov.uk/mind-you/homepage/teens/gender-identity-and-sexual-orientation-lgbtq/>

Website: <https://www.diversitytrust.org.uk/young-peoples-services/>

Social Media updates

28 February 2019

Oasis Brislington @OABrislington
Fantastic talk by @CherylMorgan! Thanks for sharing your story with our students during LGBT History Month. @DiversityTrust @stonewalluk

20 February 2019

Berkeley Wilde @BerkeleyWilde
I am pleased to be at @ASPolice headquarters today representing @DiversityTrust with @ASPMikeSteven @dr mikepeirce @ThommoGlos @ManKindInit @LighthouseVWC @bdpROADS @Creative_Youth @THTorguk @SafeLinkSupport @SARSAS_uk discussing the importance of support for male survivors #nsms

13 February 2019

Diversity Trust @DiversityTrust
Diversity Trust Retweeted Lou Cahill, RN
Thank you for the lovely feedback Lou! Harry & Berkeley

@Cahill_Lou

So much food for thought today from training by @DiversityTrust. It was centralised around health inclusion, so very relevant to me as a nurse. I honestly can't recommend them enough for #LGBT training. A really open environment to learn and grow as a professional and a person.

11 February 2019

Russell Thomas @ThomasSmalltk
At Second Step facilitating a deep thought-provoking and engaging session about equality, diversity and inclusion @DiversityTrust

8 February 2019

helen black @helenblackcvs
#SGVCSE hearing from the lived experience workshop services include @DiversityTrust @southernbrooks @Age_UK_SG @GreenCTransport @HWSouthGlos @sglospandc @SironaCIC @CarersBSG @TwinWaveCIC @dhi_online

Blogs:

Annabel Grace, Screenwriter and Executive Producer, Writes about PTSD.

<https://www.diversitytrust.org.uk/2019/01/annabel-grace-screenwriter-executive-producer-writes-about-ptsd/>



Credits

Our newsletter was:



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

Web: <http://mrwrite.co.uk/>



Design and layout by Frank Duffy – designer and illustrator.

Web: www.frankduffy.co.uk

Email: hello@frankduffy.co.uk

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

frankduffy.co.uk

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

Jargon Busters

LDPB – Learning Difficulties Partnership Board

SRG – Self Reliant Groups: people working together to build their own enterprise, which generates an income to sustain their community group.

MOU – Memorandum of Understanding

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 accessibility audits, cultural awareness, research, policy writing, equality and diversity audits, 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

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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/>