

# Diversity News

Issue 15

Summer 2019

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

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

- ★ deliver specialist youth services

- ★ provide voice and influence
- ★ reduce health inequalities
- ★ research and engage
- ★ tackle and prevent hate crime and discrimination
- ★ tackle and prevent domestic violence and abuse

To learn more about us please visit:

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

  
**The Diversity Trust**  
Influencing Social Change

## Contents

Directors at the Diversity Trust are Podcasting	page 7
Meet Dr Finn Mackay	page 9
Meet Ruth Hunt CEO at Stonewall	page 11
Dementia Awareness in Faith led Communities	page 12
Care under the Rainbow	page 14
Meet Jenny-Anne Bishop	page 16
Women over 55 - a new project at SARSAS	page 19
Introducing Arkbound Foundation	page 20
Communities - Get Together and Talk	page 22



**Welcome to the Diversity Trust Summer Newsletter 2019! This issue is jam-packed with fascinating announcements, articles of interest, dates for your calendar and upcoming events.**

Recently, the Diversity Trust created a podcast series, the first of these features trans activist Christine Burns MBE being interviewed by our own Cheryl Morgan. Have a listen by visiting our website: <https://www.diversitytrust.org.uk/category/podcast/>

Three of the women who are very active for women's and LGBT+ equality are featured in this issue. We interviewed Dr Finn Mackay. Finn explains how she became involved in researching queer and lesbian masculinities. We also talked to Ruth Hunt who is leaving Stonewall as CEO after five significant years in which she put Trans issues firmly on the Stonewall map. Jenny-Ann Bishop tells her story and how Care Under the Rainbow, and similar projects across the country, are optimising care homes for LGBTQ+ people forever.

Locally, there are a number of great new initiatives including Dementia Awareness in Faith Led Communities and a SARSAS project in aid of women

aged over 55 who suffer sexual abuse and violence. A report by our own David Sully on the launch of Care Under the Rainbow (a collaborative project between the Diversity Trust and the University of Bristol). Dave gives us the lowdown on this initiative to make care homes more LGBT+ inclusive - something which is way overdue! Are you a poet? Do you have a story to tell? For the writers amongst us, Arkbound Foundation writing project is part of Arkbound Publishing. Having worked with refugees and prisoners, they're pleased to help people from under-represented and disadvantaged communities tell their stories and maybe even get them published.

Finally, and just to let you know, I was recently fortunate enough to interview MP Stella Creasey for a Diversity Trust podcast series. Stella is a Labour MP for Walthamstow and a champion of equality and women's rights. The details will be in the next newsletter. For other upcoming podcasts, watch this space.

As usual, big thanks to David Sully and Frank Duffy. David ensures our newsletters are written in Plain English and Frank turns this into an artwork! I hope you enjoy



this issue!

**Lou Hart**

**Diversity Trust, Director and Senior Consultant**

**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 us know how you get on and please send us your stories.

## 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 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, corporate, charities and non-profits. Our newsletters are also being read increasingly by the communities we aim to advocate for. 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 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](mailto:info@diversitytrust.org.uk)

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# News in Brief continued

## A Summer of Prides

We're currently enjoying a summer of Pride festivals, which marks the progress we've made in creating a fair and equal society for LGBTQ+ communities everywhere. In fact, it's fifty years since the Stonewall Riots, which is the birthplace of a global LGBTQ+ civil rights movement. New York City is celebrating the movement this summer.

Let's not forget the generations of people who fought for the freedom, rights and equalities that we enjoy today. You'll hear our Directors at the Diversity Trust interviewing some of these amazing people in our podcast series. Read page 7 for more information.

During times of social and political change, we need to keep celebrating and educating about different identities, sexual orientations, relationships, families and gender identities - or we risk rolling back to a time of discrimination and prejudice.

Check out the Pride events in your area <https://www.travelgay.com/gay-pride-calendar-2019/>



**UK & Ireland Pride Dates 2019**

Month	Date	Location
FEBRUARY	23rd	Hampshire
APRIL	13th	Bury
MAY	11th	Exeter
	25/26th	Birmingham
	25th	Grampian
	25/26th	Durham
JUNE	1st	Braeford
	1st	Oxford
	7/9th	Blackpool
	8th	Canterbury
	8/9th	Coventry
	8th	York
	15th	Edinburgh
	15h	Essex
	TBC	Midsomer Norton
	16th	Stoke on Trent
	20/29th	Dublin
	22nd	Lancaster
	22nd	Salisbury
	22nd	Exmouth
	22nd	Portsmouth
	22nd	Salford
JULY	TBC	Fife
	TBC	Sparkle (Manchester)
	1st/6th	Pride in London
	6th	Workoop Pride
	13th	Limerick Pride
	TBC	UK Black Pride
	12/14th	Bournemouth
	13th	Bristol
	13th	Croydon Pride
	13/14th	Glasgow
	13th	Rotherham
	13th	Worthing
	13/20	Southeast-on-sea
JULY	19/22nd	LFest
	19th	Barnsley
	20th	Isle of Wight
	19/21st	Northern Pride
	20th	Eastbourne
	20th	Hull
	20/22nd	Trans-Pride Brighton
	21st	Chesterfield
	27/28th	Liverpool
	27h	Nottingham
	27th	Norwich
	TBC	Oldham
	27th	Sheffield
	27th	Telford
	27th	West Lothian
	27/28th	Weston super Mare
	28th	Stockport
AUGUST	3rd	Belfast
	2/4th	Brighton
	4th	Leeds
	11th	Ely & Cambridge
	10th	Margate
	10th	Plymouth
	10th	Wigan
	10th	Chester
	10th	Sunny
	10th	Swindon & Wiltshire
	17th	Coldhester
	17th	Folkestone
	17th	Doncaster
	TBC	Pride in Aviation
	17th	Warwickshire
	24th	Cornwall
	23/25th	Cymru/Cardiff
	23/26th	Manchester
	24th	Southampton
	24th	Walsall
	TBC	Hastings
	31st	Hertfordshire
AUGUST	TBC	Bideford
	TBC	Leicester
	31st	Newry
	31st	Reading
SEPTEMBER	7th	Channel Islands
	7/8	Totnes
	7th	Derby
	8th	Gloucestershire
	14th	Portsmouth
	TBC	Dumfries
	19th	Channel Islands
	20/22	Bolton
	23rd	Sunderland
	22nd	Dundee
	22/24th	UK Leather Pride
	28th	Lincoln
	TBC	Cumbria
	28th	Preston
NOVEMBER	23rd	Trans South

**RETWEET THIS POST FOR A CHANCE TO WIN A HOTEL AT 3 PRIDE DATES OF YOUR CHOICE**



**PRIDE UK**  
[www.itsprideuk.com](http://www.itsprideuk.com)

## Our Diversity Trust Privacy Policy

We've updated our privacy policy. This means, when you subscribe to our services or give us your personal information during events, workshops, by visiting our website, by signing up to our newsletter and so on, we take our responsibility for your data seriously. We follow the General Data Protection Regulations, known as GDPR, and will not share your data with

third party organisations without your consent. To read our Privacy Policy please click here: <https://www.diversitytrust.org.uk/privacy-policy/>

A Special thanks to our Director, Mark Greenburgh, who led developing our new privacy policy.



## News in Brief continued

### Prostate Cancer in under-represented communities

NHS hospitals across the North West of England are raising Prostate Cancer awareness. Freelance photographer and prostate cancer survivor, Ian Smith, is encouraging men to have health checks for early diagnosis through his photography exhibition. If you live, work or visit the North West, you may have seen Ian's work in Preston, Chorley, Blackpool and or Lancaster.

His exhibition features 'ordinary people' with 'ordinary lives' supported by their partners.

However, Ian feels his current exhibition lacks diversity, which he'll remedy with a new exhibition called 'The Gap'. It will feature men from Gay, Bisexual, African and Caribbean and Transgender communities.

To find out more, follow the web links below:

<https://www.bolton.ac.uk/student-ians-photographic-exhibition-is-a-personal-crusade-to-help-save-lives/>

<https://www.youtube.com/watch?v=-iLGk2nmaKI&frags=pl%2Cwn>

<https://www.blackpoolgazette.co.uk/news/telling-the-stories-behind-cancer-fight-1-9482720>



## Diversity Trust Training

We 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 and 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. Thanks.”

“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.”

# Podcasting

BBC Sounds shows how Podcasting can explore and bring a subject to life. It also goes beyond the headlines with personal, professional and lively discussions, which inspires ideas and new ways of working.

The Diversity Trust is working with Annie Moon at 'Be the Difference' for arranging our Podcast interviews. The interviews will feature some of the people who led the way for a more fair and equal society.

However, we need your help, so you have the information you need, and your burning questions answered.

After reading our podcast article, please tell us:

- ★ what would you like us to ask?
- ★ what would you like to hear?
- ★ who would you like to hear about in a future podcast?

If you would like our advice and support in creating your own Podcast series, please contact us.

Email [podcast@diversitytrust.org.uk](mailto:podcast@diversitytrust.org.uk)

## 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 interviewing some of the most influential people of our time, they include Peter Tatchell, Stella Creasy MP and Christine Burns MBE.

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.



In May 2019, we launched our first Podcast, starring Christine Burns MBE. We prepared well researched questions. However, despite this, Cheryl Morgan, our Director and Trans Awareness trainer, enjoyed

a lively interview with Christine, which meant we divided the podcast into two parts!

Christine Burns is an activist fighting for transgender rights from being involved

## Directors at the Diversity Trust are Podcasting (continued)

with trans communities for several decades. Christine's work covers equalities consulting and she's known for her work with Press for Change. She helped put together new employment legislation and the Gender Recognition Act. Christine also wrote the first ever guidance about trans health for the Department of Health.

Awarded an MBE in 2005, which recognised Christine's work in representing transgender people. Burns is now an accomplished writer. Her latest book, 'Trans Britain - Our Journey from the Shadows' (published in 2018) was written and edited by Burns.

Order your copy here: <https://amzn.to/2LST750>

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, Cheryl and Christine had a lively chat about their first-hand experiences, which created a lot of content for our first Podcast. Cheryl says, "I'm delighted I'm making a positive contribution as a Diversity Trust podcast interviewer, quite rightly acknowledging that it's '100 years since we got the vote', and the country is still mostly run by men!"



After listening to the Podcast, please feel free to contact us, we would love to hear your;

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

You can follow Christine Burns at:

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

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

To hear the Podcast visit:

<https://www.diversitytrust.org.uk/2019/05/the-diversity-trust-podcast-1-christine-burns-transgender-activist-part-1/>

<https://www.diversitytrust.org.uk/2019/06/the-diversity-trust-podcast-1-christine-burns-transgender-activist-part-2/>

# Meet Dr Finn Mackay, Senior Sociology Lecturer at UWE Bristol

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

I recently finished a survey that researched lesbian and queer masculinities in the UK. I received over two-hundred survey responses, which I'm analysing and writing up.

I'm also writing about female masculinities, gender identity, as I'm interested in what different groups share rather than what divides us.

## 2. What made you choose your profession?

I began my career in Youth Work and then I worked for a Local Education Authority in London. My role included writing policies and teaching domestic abuse prevention education. I also addressed and responded to homophobic bullying and harassment in schools.

I loved training and I did a lot of media work and public speaking about feminist activism, so going into teaching full time at University appealed. Sociology is about the study of society and why it is the way it is. It's also about studying power relationships, and who benefits and who doesn't. I'm a political person and passionate about social justice, therefore, sociology suits me.

## 3. Who are your role models and why?

My first role model was Helen John (1937 – 2017). Helen was one of the Founders of Greenham Common. She taught me what feminist direct action looks like and what it can achieve.

## 4. What life changing barriers have you overcome?

I come from a very rural and poor community in South West Scotland. My



parent's house was on a dirt track eight miles from the nearest town. My childhood wasn't easy, and we weren't well off. I was inspired by the peace protests at Greenham Common. As soon as I could, I left home to live and campaign full time at a Women's Peace Camp in Yorkshire.

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

I've been involved in feminist activism, for over twenty years, as well as in LGBTQ rights and community building.

Equal pay and equal career opportunities is still an issue for women. The minimum wage is too low, and this especially affects women who are the majority in low paid and part-time work.

Childcare is still too expensive. Maternity and paternity leave and pay doesn't reflect the commitment to families that so many politicians talk about, but never actually support.

My students tell me that sexual harassment is rife and expected in their night life. Women still safety plan when leaving their home. They spend more money and time on public transport than men, if anything happened to them, they would feel blamed.

Politically, we've seen a shift to the right across Europe, which threatens women and minorities. Equality between women and men is still an aspiration. As a Feminist and a Socialist I believe we need to go further than 'equality'. Let me explain; racism, homophobia and classism, for example, can create an unfair society between men, between women, and between women and men.

My feminism is not just about liberating women, it's about liberating everyone, so we have a fair and equal society for all.

## **6. How would you change or improve this?**

Movements for social justice require a meeting of hearts and minds. Celebrating internationalism and multiculturalism is vital, especially now.

I don't think our current democratic system is perfect by any means, but it's the one we have right now for exercising power. It must reflect the people it dares to govern. Therefore, if you have the time and passion to get into politics, join a political party, join a Trade Union and become an active agent for change within these structures.

## **7. Any up and coming events this Summer 2019?**

I will of course be at Bristol Pride with my family. My young son who is three years old calls it 'the festival of rainbows' and that's what we call it now.

## Meet Ruth Hunt, CEO at Stonewall



I've always been a campaigner. I grew up in Wales, went to Oxford and got involved in student politics. Social change has always been a massive motivator for me. Before I joined Stonewall, I worked at the Equality Challenge Unit, advising higher education institutions on sexual orientation and gender identity equality.

It's almost impossible to believe, but it's been fourteen years since I first joined Stonewall as an eager new starter in the policy team. This year also marks five years since I became Chief Executive, an incredibly challenging role, but humbling and rewarding. However, 2019 will also be the year I bid farewell to such a fantastic organisation that I hold so close in my heart.

The Stonewall of today is very different to the one I joined, and I'm proud of the part I've played in that journey. Our work to support LGBTQ+ equality in education, and empowering LGBTQ+ individuals to act as role models in institutions and businesses has grown exponentially. We're now a serious voice working to stamp out homophobia, biphobia and transphobia in sport. Our ambitions to support the work

of human rights defenders internationally is growing at a pace.

This year, Stonewall celebrated its thirtieth birthday and it's amazing to look at how much we've achieved. Britain's LGBTQ+ movement has won major victories on employment rights, parenting rights, partnership rights, serving in the military and an equal age of consent.

For me, one of my proudest achievements was when Stonewall became a trans-inclusive organisation in 2015. Our work with trans communities to tackle the discrimination that people face daily has been a major focus for myself and our Board of Trustees over the past five years.

I'll so miss being immersed in Stonewall's work and the fight for LGBT equality when I leave Stonewall in August 2019. But I know there are more great things in store for Stonewall and the wider equality movement. After leaving Stonewall, I will never stop my passion for making the world a better place for all Lesbian, Gay, Bisexual and Trans people.

## Dementia Awareness in Faith Led Communities

A Bristol Community Health grant is helping Sikh and Hindu communities in Bristol to improve their understanding of dementia between February and November 2019. Two organisations;

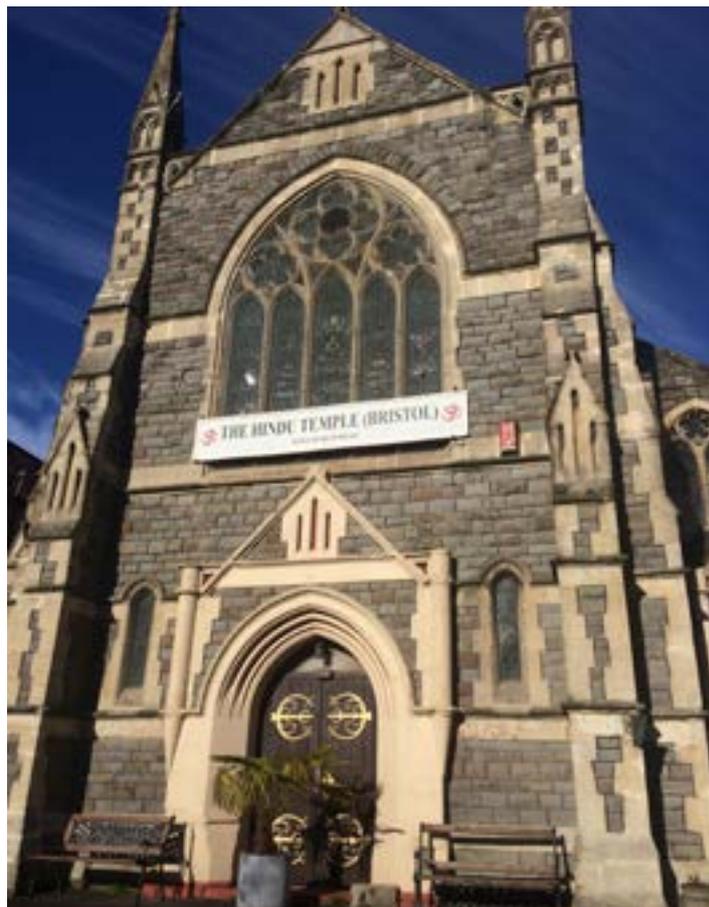
- ★ The Dementia Health Integration Team; and
- ★ the Bristol Dementia Action Alliance (BDAA);

will lead this new project.

The project will run dementia information sessions in Sikh Gurdwaras and other faith-led organisations, so members can ask questions about dementia. The grant will build on BDAA's 'Dementia-Friendly Churches' programme, which started in May 2019. Therefore, faith communities can then better support people affected by dementia (with / without formal diagnosis). The project will also gather suggestions and feedback about mainstream dementia-related health services for agencies running and commissioning these services.

In the UK, less people from BAME origins have a formal dementia diagnosis than the numbers predicted. This means, they're less likely to recognise or be open about the symptoms; and less likely to seek medical advice and help than people of White British origins. Evidence shows when BAME people are formally diagnosed, it's often at a more advanced stage, reducing their chances to live well for longer with dementia. A later diagnosis also means missing the services, benefits and advice that they and their family and friends caring for them are entitled to.

The project aims to improve this situation by sweeping away some of the stigma and miscomprehension around dementia for people of South Asian origins. Among BAME



## Dementia Awareness in Faith Led Communities (continued)

communities, South Asian and Caribbean people have the highest numbers of people aged 65+ in the UK. Age continues as the largest risk factor for dementia. However, there's also 'young-onset' dementia (people under 65 years old) which may affect some BAME communities.

BAME communities can support services to become more accessible, culturally competent and sensitive by having their say through the project's workshops and gatherings. More people of BAME origins will then hopefully feel confident to take up relevant services, be involved in dementia research and so on.

For more information and for getting you and your service users involved, contact:

Julie Clayton, [dementia@bristolhealthpartners.org.uk](mailto:dementia@bristolhealthpartners.org.uk)

'Dementia-Friendly Churches - Tony Hall, Chair of Bristol Dementia Action Alliance: [office@Bristoldaa.co.uk](mailto:office@Bristoldaa.co.uk)

### More information:

The project began in February 2019 and will continue to November 2019, coordinated by Subitha Baghirathan, a member of the Working Group on dementia and people of BAME origins.



Subitha Baghirathan on the right with fellow gender and race equality activist, Ruth Pitter, from Breathing Fire Drama Company. In March 2019, I was awarded a place on the list of '100 most Inspiring Women in West' for my work on health issues relating to older people of BAME origins.

# Care Under the Rainbow

## Creating Inclusive Care Homes launch event by David Sully



Today, I attended a lively, heartfelt and a much-needed launch event for making care homes more inclusive for LGBTQ+ people. Yes, older people in care homes have a sexual orientation! Yes! Older people in care homes may have a gender identity different from the gender they were assigned at birth. This does not disappear when older people enter a care home. So, the 'Care Under the Rainbow' project is vital for addressing everyone's needs, not just for 'White British, heterosexual, married couples, with 2.4 children and a dog!' The launch event also marked International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT Day) on Friday 17 May. The launch event took place at the Stoke Gifford Retirement Village, a beautiful and modern care home, which feels more like a luxury hotel!

Councillor Ian Boulton, of Staple Hill, opened our Care Under the Rainbow launch event. Ian highlighted the importance of ageing and being LGBTQ+. He then introduced Dr Paul Willis, a senior lecturer and researcher at the University of Bristol.

Paul brilliantly covered LGBTQ+ history, which involved the World Health

Organisation (WHO) declassifying homosexuality as a mental health disorder. Since then, we've seen increased equal rights for LGBTQ+ people and same-sex marriages. However, there's still LGBTQ+ people experiencing homophobia in the workplace and in sport and so on.

Paul outlined the research, which shows LGBTQ+ people having lower life satisfaction than heterosexual, cisgender people. Two-thirds of LGBTQ+ people avoid holding hands with a same-sex partner. There's also a negative attitude when associating older people with sex or sexual orientation. For example, assuming all older people are heterosexual and cisgender or being at risk of harm and abuse.

Older people also faced a shocking history of their sexual orientation risking psychiatry, prison and being morally wrong. And it remains a psychological barrier when seeking support later in life. There's further concerns for Trans people transitioning later in life regarding their social life, finances and reputation and fearing rejection, isolation and loneliness.

## Care Under the Rainbow (continued)

Paul researched inclusive care home environments for LGBT+ people in Wales. He also did an audit on inclusive care homes in London. And he explored what dignified care looks like for trans people in Swansea. Paul noticed we can't treat everyone the same in care home environments. So, person centred care is vital. Think, "how are you going to make me feel fully included and not isolated in care". For example, will a care home maintain the care and personal needs of an older trans woman, living with dementia, or will she return back into a masculine identity against her wishes?

Berkeley Wilde began his speech by showing his passion in making change happen, especially through training and policy audits, which adapts how people work and what people can expect from services. We're working for system change.

Care Under the Rainbow is a collaborative project between the Diversity Trust and the University of Bristol. The resources were motivated by the following quote "If I don't see myself reflected, then I don't think you are for me".

Our gender identity and sexual orientation is at the core of who we are. LGBTQ+ older people can't ignore this when we enter a care home. The project spoke to care homes, service managers, staff and older LGBT+ people for exploring:

- ★ respect and support
- ★ raising awareness
- ★ person centred cared
- ★ using inclusive language
- ★ displaying rainbow flags, logos and symbols
- ★ displaying mission statements
- ★ policies, staff training and visual messages

This will support older people to see ourselves reflected and welcomed in care home services, where we feel safe to talk about all of

me, not just part of me.

The project asked the Therapeutic Media Company to create a set of short films, which mainly features care home staff and older LGBT+ people. The Diversity Trust website also has documents, top tips, case studies and the key changes in law and social policy, which care home staff can use.

We watched films clips before hearing about a similar project in London called, Pride in Care, which is available nationally. For more information visit: [www.openingdoorslondon.org.uk](http://www.openingdoorslondon.org.uk)

The event finished with a questions and answer panel session from the audience. The topics covered:

- ★ having scenario training in social work courses
- ★ care home staff being unaware that LGBT+ residents exist
- ★ making policies real and workable
- ★ championing, protecting and tailoring support for older people with multiple protected characteristics

The Skills for Care website has resources for helping staff to become confident with difference in their service at: <https://www.skillsforcare.org.uk/Home.aspx>

You'll find our Care Under the Rainbow resources at:

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

Councillor Ian Boulton closed the event by saying, "Spread the word, give care home businesses the edge with our Care Under the Rainbow resources".

Berkeley Wilde thanked Stoke Gifford Retirement Village for hosting our event.

## Meet Jenny-Anne Bishop



Jenny-Anne featured in our Care under the Rainbow films by sharing her experiences and knowledge, living as an openly trans woman for almost fifty years. She also supported Dr Paul Willis while he researched inclusive care homes in Wales. Jenny-Anne has seen massive changes in attitudes, policies, employment, Equality legislation and behaviours during this time. For example, Jenny-Anne lost her job five times for being a trans woman, despite driving up sales, winning awards and creating more business for the companies she worked for. Employment law now protects transgender people under the Equality Act 2010.

These companies perceived Jenny-Anne as a liability by asking things like, “What will our customers think?” However, Jenny-Anne knew many customers didn’t care, as long as she did a good job. Jenny-Anne

Photo of Jenny-Anne and her wife.

Jenny-Anne on the left, married before same sex marriages became legal in 2014. Because only Jenny-Anne has legal gender recognition, the law recognises them as an opposite sex couple, which makes Jenny-Anne laugh to this day!

was refused a work reference, and they warned other employers not to employ her because she is a trans woman. Jenny-Anne says the public sector are now prioritising equality, diversity and inclusion, and the private sector is catching up, as there are also great examples in the private sector. We need diversity in the workplace to reflect our communities and to improve the diversity of ideas in business.

## Meet Jenny-Anne Bishop (continued)

At aged 73, Jenny-Anne is still an active member on various boards, steering and advisory groups as well as providing training. She has implemented trans awareness training in palliative, cancer and care home services. Jenny-Anne noticed that staff feared getting it wrong for trans people, or saying the wrong thing, so they avoid the situation. Jenny-Anne's trans awareness training raises confidence and knowledge about trans people. For example:

- ★ People having mix gender bodies, which means, some people have some surgery, a lot or none.
- ★ Getting medical care correct for each trans person means understanding their individual bodies, so prostate care, smear tests and correctly interpreted blood tests aren't overlooked or assumed.
- ★ Staff actually meeting and talking to trans people, so they feel confident in interacting with gender diverse people and so build confidence, awareness and understanding.
- ★ Allowing people to freely express their feelings, wishes and needs. The Care under the Rainbow film showed a care home being welcoming and accommodating for a resident's same-sex partner. They enabled him to stay the night and be part of the community.

Jenny-Anne regularly sees a trans woman in sheltered care, so she has a connection with people who understand her, while making sure her needs are being met. Jenny-Anne includes trans scenario training for junior doctors and other medical professions during their training, as well as contributing to sex, family and relationship (SRE) education in schools. Jenny-Anne feels whole communities need educating for creating fair and inclusive communities for LGBTQ+ people. And older LGBTQ+

people need to understand their rights and entitlements.

Jenny-Anne says "I want everyone to thrive rather than just survive regardless of your sexual orientation and gender identity. Get on. Do what you need to do. Be happy, confident and smile.

"It's hard to challenge a smile".

The next step is making sure that every health and care professional has LGBTQ+ training during their basic training and throughout their careers. And providing positive role models in schools, so young people know they can be both ordinary and extraordinary.



Jenny-Anne co-authored chapters in these two books

If you would like to book our Trans Awareness Training you can read the course outline here [https://www.diversitytrust.org.uk/wp-content/uploads/2018/05/Healthwatch\\_Jan16\\_1\\_.pdf](https://www.diversitytrust.org.uk/wp-content/uploads/2018/05/Healthwatch_Jan16_1_.pdf)

And you can book by contacting us at <https://www.diversitytrust.org.uk/contact/>

# Diversity Calendar

Our Diversity Trust calendar will help you think, plan and celebrate diversity within your organisation. It may link your communications and key messages 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, which will make your organisation fair and equal for everyone.

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 tell us if you see any key diversity dates to add or update.

## 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

**9-15th:** Baby Loss 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

**20th:** Universal Children's Day

**tbc:** Carers Rights Day

## December 2019

**1st:** World AIDS Day

**3rd:** International Day of Persons with Disabilities

**5th:** International Volunteer Day

## Women over 55 – An exciting new project from SARSAS

We hear shocking statistics about sexual violence. A new project will address the needs and experiences of women aged over 55 who have experienced sexual violence. Comic Relief has funded the Somerset & Avon Rape & Sexual Abuse Support, SARSAS, to launch this much needed project across the South West of England from April 2019 to March 2020.

SARSAS will work with the Gloucestershire Rape and Sexual Abuse Centre, Devon Rape Crisis and Sexual Abuse Services and the Women's Centre Cornwall.

This project will identify and reduce barriers for women needing specialist support by:

- ★ creating resources for women aged 55+
- ★ working with older adult services to recognise the signs and symptoms of sexual violence
- ★ collaborating and creating ongoing relationships with older adult services so pathways of support for women aged 55+ are clear
- ★ doing a needs assessment across the South West
- ★ seeking input from women aged 55+ through focus groups
- ★ raising awareness of the issue and myths surrounding sexual violence related to women aged 55+.

A steering group will inform the project's progress. Therefore, SARSAS needs a broad range of people in its steering group, so our diverse communities are heard from different voices across Avon and Somerset.

This is a ground-breaking project that will create clear and lasting change for women aged over 55, so women can access the specialist help and support that they need and deserve.



If you would like more information, you can contact Lisa Durston, SARSAS Project Officer on:

**Bristol Office:** 0117 929 9556

**Email:** [lisadurston@sarsas.org.uk](mailto:lisadurston@sarsas.org.uk)

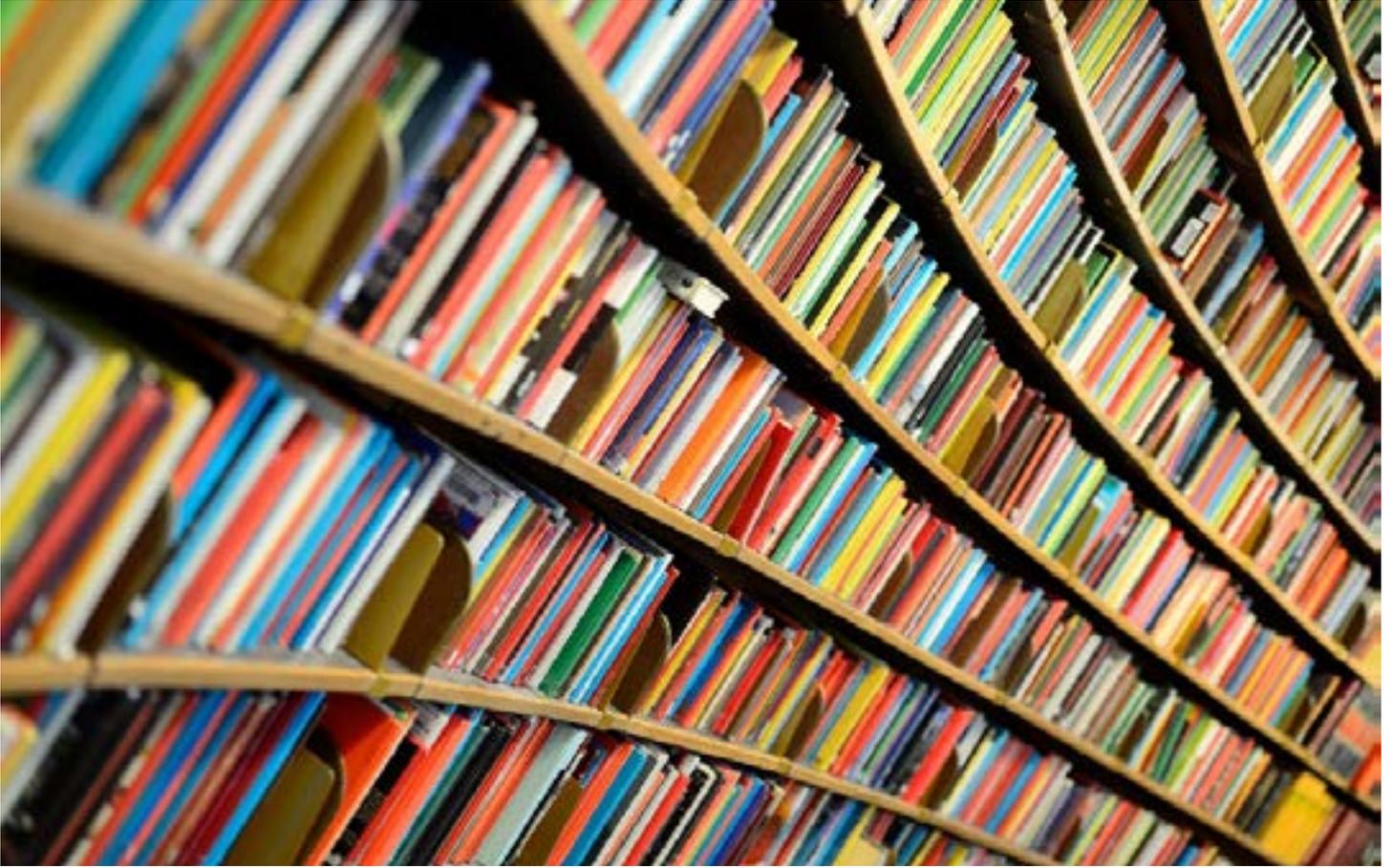
**Address:** PO Box 2942, Bristol, BS1 9EU

**Website:** [www.sarsas.org.uk](http://www.sarsas.org.uk)



Somerset & Avon  
rape & sexual abuse support

## Introducing Arkbound Foundation



Arkbound Foundation are a small Voluntary, Community and Social Enterprise (VCSE), based in Bristol, with a branch in Glasgow. Our charity believes you have the right to tell your story and publish your words. We use writing and storytelling for bringing people together, so we can understand, learn and share from each other. Whatever your background, situation or income we'll support you in writing your stories, and perhaps being published.

Two years ago, Arkbound Foundation became the charitable branch of Arkbound Publishing. This meant, we could fund, edit and print books for authors from disadvantaged backgrounds as a charitable publisher. We could also host accessible literature events and writing workshops. For example, we've held book launches at Waterstones, supported homeless people in the Bearpit, Bristol, to write and paint on

Social Saturday. Therefore, we've reached people who otherwise would not have got involved. We got their stories told, because they were important, not turning anyone away for financial considerations on how well their books might sell.

Going forward, we have big plans in providing more writing workshops and events; and reaching out with our mentoring support. Our free service can fund publishing, networking, signposting, education and training; employment opportunities and facilitating writing events and workshops for any hard to reach groups and individuals. Equality and lived experience are at the heart of everything we do.

Join us: We welcome new trustees, members, volunteers and authors. Any profit will fund writing projects and publishing.

## Introducing Arkbound Foundation (continued)

**Words from our new trustee Tom Burgess, author of “Paint Yourself”:**



### **Weaving stories of change**

In these times of tumult, division and urgency sometimes words seem shallow replacements for direct action. However, I believe one does not negate the other and indeed what fills the silence of confusion can be beautiful and stirring if we allow it. Our words can trace out stories which underwrite our lives and actions with a hope and meaning which can put a spring back into our step and give us back agency. Arkbound Foundation has to do with words, and stories but only in so far as it has to do with real people, lives and struggles. The charity aims to give people from all walks of life a platform and voice.

I came across Arkbound Foundation when I moved to Bristol three years ago, looking for a local publisher that was distinctly different and found Arkbound as a diamond in the rough. I had completed an anthology of poems exploring sunsets and the multifaceted cultural associations they carry in - ‘Paint Yourself’. With excitement and trepidation, I got help to turn my poems into a finished reality, an artefact and object I could share. I was drawn to Arkbound for their ethos of social justice and sustainability. Here was an organisation that not only gave its authors a generous share of the revenue but also diverted its energy and money into providing its services for free to those who could not afford the privilege of self-publishing. When I was recently approached by their Chair to join the Trustees, I was thrilled to be offered the chance to support the organisation.

Arkbound Foundation is a non-profit organisation. After authors and production costs are met, any positive balance will go towards providing mentoring, editing and supported publishing for disadvantaged authors and running workshops. This will harness the power of writing and storytelling. We reach out to refugees through providing opportunities for self-expression and literacy, develop links in prisons, offering mentoring with writing as the medium of connection.

Arkbound Foundation is now poised, full of potential, ready for more connections and reaching out to like-minded people who might like to work for us, volunteer or become a trustee. Please do get in contact and help us weave stories of change.

For more information visit: <https://www.arkbound.org/>

## Communities: Get Together and Talk



Lisa Whitehouse started Interculture in 2015. Her Community Interest Company (CIC), based in St Paul's, Bristol, aims to reduce "othering" (the idea that one group of people are inherently inferior to another).



They bring people together to talk about conscious and unconscious biases, shared and personal experiences around identity, race, islamophobia, otherness and more. Why have opinions, talk or write comments about people - often minority groups, without meeting them first? Interculture CIC mainly trains, consults, host events and runs campaigns for people, communities, businesses and organisations, by connecting hearts and minds in the community.

Lisa says, "by bringing people together, we're breaking down perceived barriers and we reduce othering by supporting people to learn from each other and reducing fear of the unknown."

A politician's said Muslim women who wear niqabs look like "letter boxes" and "bank robbers". These derisive comments made Interculture take positive action by hosting a hugely successful interactive panel event, Women Talking: Muslim Women's Clothing. Over a hundred women from diverse backgrounds attended. The event highlighted:

- ★ the shared experience of women being judged by their attire
- ★ Muslim women as individuals
- ★ asking questions without the worry of looking Islamophobic or racist

## Communities: Get Together and Talk (continued)



Lisa grew up in a small village, which lacked cultural diversity. However, her parents fostered her refugee brothers. From aged eighteen to thirty-one, Lisa travelled and taught English abroad. Lisa then studied a master's degree in Intercultural Communications at UWE Bristol. Lisa always embraced different cultures and minority groups and has always challenged stigma and discrimination. So, it felt natural to start Interculture CIC for challenging unconscious and conscious bias and where it comes from.

Currently, Interculture is starting a campaign to raise awareness about being mixed-race or dual heritage. There will be an event in October for:

- ★ exploring life as a mixed-race or dual heritage person
- ★ sharing information about local services
- ★ gathering stories
- ★ collaborating with UJIMA Radio, Wonder Club theatre group and the Malcolm X Centre

Lisa says, "We'll never know what it's like to walk in someone else's shoes, but we can understand, be sensitive and accommodate."

The Bristol Old Vic recently approached Interculture to assist them in being more inclusive and accessible, so the audience reflects Bristol's rich cultural diversity. Lisa's community interest company allocated hundreds of tickets to people from BAME communities.

Intercultural are planning the following events this Summer and Autumn:

- ★ Refugee Women Talking
- ★ Being LGBT in BAME communities
- ★ Being Mixed Race
- ★ Let's talk about Whiteness.

For further information and to see more events as they appear please visit: <http://www.interculture.org.uk/events>

Please contact Interculture by visiting: <http://www.interculture.org.uk/contact>

If you want to donate, sponsor, volunteer or explore their information and services - they would love to hear from you. Please get involved however you can.

**Facebook:** [Interculture Training and Events](#)  
**Instagram:** [Interculturecic](#)

## Dates for your diary

### **Event: LGBTQ+ Youth Cafe, Kingswood, Patchway and Yate, South Gloucestershire**

**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. There are no sessions in August

**The next dates:** Kingswood Monday 29 July, Monday 30 September / Patchway Thursday 11 July, Thursday 12 September / and Yate Sunday 28 July, Sunday 29 September 2019.

**Venue:** For the locations please contact us.

**Time:** 7pm till 9pm

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

**Email:** [info@yatearmadillo.co.uk](mailto:info@yatearmadillo.co.uk)

**Call:** 01454 869 441

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

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

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

### **Event: Free LGBTQ+ Wellbeing Workshops**

**Date:** Once a month - until March 2022

**Time:** Various

**Venue:** Coniston Community Centre, Patchway, BS34 5LP

**Why you should go:** We have free wellbeing workshops for adult LGBTQ+ people registered with GPs in South Gloucestershire every Month. This is part of the new One You South Gloucestershire service led by Southern Brooks Community Partnerships and South Gloucestershire Council. Our workshops will look at your current wellbeing needs and set scalable goals for improving this.

We'll see if local services meet your needs and what's missing in the community. You'll

also explore other services, websites and apps, which may help your health and wellbeing.

The workshops are fun, as some people learn by watching, reading, writing, drawing, hearing and / or doing. Therefore, we created a highly practical workshop, so you have the tools to keep improving your health and wellbeing.

Please send us your contact details if you are interested, so we can alert you to workshops as they appear during the year.

**Contact:** The Diversity Trust - Wellbeing Project

**Email:** [wellbeing@diversitytrust.org.uk](mailto:wellbeing@diversitytrust.org.uk)

Eventbrite: <https://www.eventbrite.co.uk/o/one-you-south-gloucestershire-19919302859>

### **Event: Free Glastonbury Parents' Pride Event**

**Date:** Saturday 28 September 2019

**Venue:** Redbrick Building, Glastonbury, BA6 9FT

**Website:** <https://redbrickbuilding.co.uk>

**Time:** 10am - 1pm

**Why you should go?** Is your child LGBTQ+? Meet other families like yours, gain support, information and celebrate our wonderful young people while enjoying a morning of coffee and cake!

**Web:** <https://www.diversitytrust.org.uk/events/glastonbury-parents-pride/>

**Eventbrite:** <https://www.eventbrite.co.uk/e/glastonbury-parents-pride-event-tickets-62362936221>

**Call:** 01458 211 006 / 07775 756093

**Email:** [Francesca.pittwright@gmail.com](mailto:Francesca.pittwright@gmail.com)

## Social Media updates

### Tweets - May-June 2019

#### 3 June 2019

Diversity Trust Retweeted Annie Moon  
Thank you @TheDifferenceVA we love working with you and you've helped us to create an awesome series of #podcasts

#### 2 June 2019

Our new #podcast series is now available <https://www.diversitytrust.org.uk/category/podcast/> ... #Equality #Diversity #Activism #podcasting #SoundCloud #podcasts

#### 29 May 2019

Part one of our first #podcast is now available Take a listen to @christineburns talk about #trans inclusion, relying on the law and eliminating difference <https://www.diversitytrust.org.uk/2019/05/the-diversity-trust-podcast-1-christine-burns-transgender-activist-part-1/> ...

#### 17 May 2019

Take a look at our May #blog <https://bit.ly/2VvOXiT> An excellent reflection on the @DiversityTrust and @BristolUni 'Care Under The Rainbow' event, which took place today #CareUnderTheRainbow #IDAHoBiT #IDAHOBIT2019 #Health #Care #PrideInCare #Inclusion #Equality

#### 16 May 2019

Wessex Ward CAMHS Inpatient Unit @WessexWard  
Fantastic day of training from @DiversityTrust learning all about transgender. Thank you so much #transgender #LGBTQaroundtheworld #LearningAtWorkWeek

### Blogs:

#### Care under the Rainbow Launch event on IDAHOT Day

May 17, 2019 By Dr Wenjing Zhang and Dr Paul Willis  
<https://www.diversitytrust.org.uk/2019/05/care-under-the-rainbow-launch-event-on-idahot-day-17th-may-2019/>

#### Your City, Your Voice: Former Youth Mayor Talks Representation, Diversity and Inclusion

March 31, 2019 By Hannah Hier  
<https://www.diversitytrust.org.uk/2019/03/your-city-your-voice/>

#### Subscribe to our YouTube Channel

[https://www.youtube.com/channel/UCYz1ZSS2PRTE\\_u4UoAxYNMQ](https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ)





## 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](http://www.frankduffy.co.uk)

**Email:** [hello@frankduffy.co.uk](mailto:hello@frankduffy.co.uk)

**Facebook:** [www.facebook.com/frankduffy.co.uk](http://www.facebook.com/frankduffy.co.uk)

[frankduffy.co.uk](http://frankduffy.co.uk)

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

## Jargon Busters

**BAME** – Black, Asian and Minority Ethnic

**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.

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

**IDAHOBIT** – A yearly International Day Against Homophobia, Biphobia and Transphobia which occurs every year on 17th May.

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

**LGBTQ+** - Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual, Intersex and so on...

**SARSAS** – Somerset and Avon Rape and Sexual Abuse Support

**Sikh Gurdwaras** - places of worship for people of Sikh faith.

**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.

**Unconscious bias** - Beliefs and values gained from family, culture and a lifetime of experiences heavily influence how we view and evaluate both ourselves and others. Unconsciously we tend to like people who look like us, think like us and come from backgrounds similar to ours.

## Our Services

We've expanded our range of services. We now deliver a wide range of services for reaching diverse communities. These include supporting care services, health and wellbeing, hate crime and discrimination and youth services. Read more about our range of products and services at:

[www.diversitytrust.org.uk](http://www.diversitytrust.org.uk)

### Care Services

We've developed a toolkit for creating inclusive care homes, which is available on our website <https://www.diversitytrust.org.uk/careunderrainbow/>

### Digital Communication

We know the importance of digital communication; we provide blogs, podcasts and newsletters which showcase our work with diverse communities, as well as the work of our partners and clients. Visit our website and social media to find out more. You'll find us on Facebook, Instagram, LinkedIn, Twitter and YouTube.

**Filmmaking:** 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. Read more here <https://www.diversitytrust.org.uk/filmmaking/>

## Hate Crime & Discrimination

We work in partnership with Stand Against Racism & Inequality (SARI) to provide education, awareness and empowerment to diverse communities affected by hate crime and discrimination. For further details visit <https://www.diversitytrust.org.uk/hate-crime-services/>

## Health & Wellbeing

We work in partnership with Southern Brooks Community Partnerships to deliver wellbeing workshops for diverse communities - to improve everyone's health, wellbeing and access to local services.

Visit our wellbeing page for updates: <https://www.diversitytrust.org.uk/wellbeing-services/>

**Research and Development:** We tailor our 'equality, diversity and inclusion' research so you have better access and inclusion in your organisation. Please visit [https://www.diversitytrust.org.uk/research\\_development/](https://www.diversitytrust.org.uk/research_development/)

**Training and Consultancy Services:** We can help you access the communities who need you. We cover accessibility audits, cultural awareness, research, policy writing, equality and diversity audits, reviews and so on. Please visit <https://www.diversitytrust.org.uk/training/>

## Youth Services

Our specialist youth services, funded by Local Authority's, the National Lottery Community Fund and Awards for All provide

safe and supportive spaces for young people from diverse backgrounds. Visit <https://www.diversitytrust.org.uk/young-peoples-services/>



**For more Information please visit:**

**Visit:** [www.diversitytrust.org.uk](http://www.diversitytrust.org.uk)

**Call:** 0844 800 4425

**Media Enquiries:** 07747 752 454

**Email:** [info@diversitytrust.org.uk](mailto:info@diversitytrust.org.uk)

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

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

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

**YouTube:** [https://www.youtube.com/channel/UCYz1ZSS2PRTE\\_u4UoAxYNMQ](https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYNMQ)

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