



The Diversity Trust: **influencing social change**

Impact Report (2018-19)

→ We increased our training, services and projects by almost **50%**

→ **213** young people have used our LGBTQ+ youth services

→ We delivered **62** training events between April 2018 and March 2019

→ Our work has influenced others in **Africa, Australia, Austria, China, Germany and Iceland.**

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1. Chair's Report

We've worked with many and varied client organisations during 2018-19 for changing the system. This means achieving equality, diversity and inclusion for everyone and where we can see ourselves reflected in the services we need. Our clients range from the public, private and third sectors, in the UK and abroad; making 2018-19 our best year so far.

Our Directors, associates and partners provide our core services, which include:

- Support and services for young LGBTQ+ people in Somerset, South Gloucestershire, Swindon and Wiltshire.
- Training and consultancy on topics such as equality, diversity and inclusion; and hate crime and discrimination awareness.
- Trans Awareness training.
- Accessibility and inclusion audits.

We worked with the University of Bristol to launch a groundbreaking project called 'Care Under the Rainbow'. Managers and staff in care homes now have films and online learning resources, for including LGBTQ+ people in their care homes. Care Under the Rainbow was launched in England and Wales, and has attracted interest from as far afield as Spain and China.

This year, we created more services, which secured a small financial surplus in 2018-19. The Diversity Trust is extremely grateful to:

- CVS South Gloucestershire
- The Longleigh Foundation
- Stand Against Racism and Inequality (SARI)
- South Gloucestershire Council
- The National Lottery Community Fund
- Awards for All

They all supported and funded our work, so our diverse communities have equal rights and inclusion. However, we still have much more work to achieve for creating fair and safe societies for everyone, both here and abroad. Please

keep supporting our work and donate if you can.

Our Founding Director, Berkeley Wilde, has featured in the media and he networks enthusiastically at local events and meetings, which benefits the Trust and our clients. Berkeley also lectures and he continues blogging and podcasting to promote awareness and education. Berkeley, and our other Directors and associates have represented the Diversity Trust well both online and offline, so you can clearly see the social and business impact we can achieve together.

We look forward to working with you, so more people can benefit from a fair, safe, equal and more tolerant, just society and working environment. Please enjoy reading our report to discover how we can work together for creating a social impact in 2019-20.

Derek Froud, September 2019

2. Treasurer's Report

Increase in turnover

This year, we doubled our sales and income, which allowed buying more administrative support. We secured our basic income through grant funding. Our sales were driven by a popular demand for our training and consultancy in Equality, Diversity and Inclusion, in Human Resources and Corporate Governance. During 2018-19, we added Accessibility Auditing from an Equality, Diversity and Inclusion point of view.

Members' Funds b/fwd @ 01.04.2018	£269
Income for the period	£82,164
Expenses	(£74,736)
Operating Surplus	£7,428
Members' Funds c/fwd @ 31.03.2019	£7,697

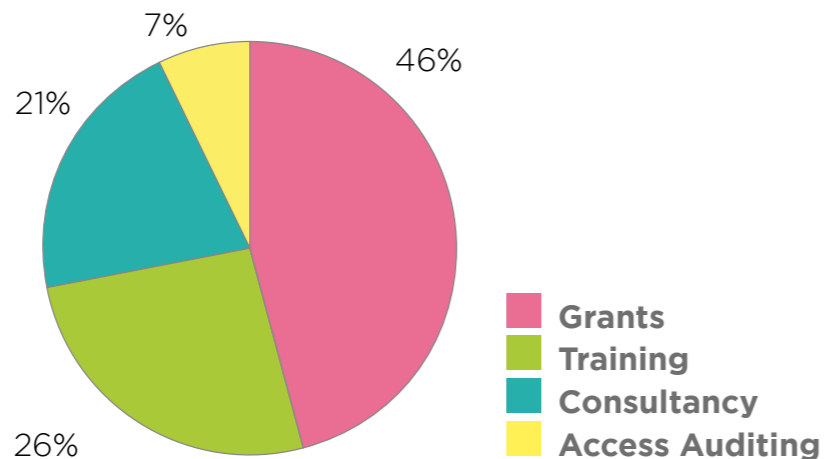
Income streams

In 2018-19, the Diversity Trust achieved a turnover of £82,163.91 – an increase from last year, which was £37,545. We secured more successful grant applications and increased our training and other activities by around 50%, which explains our turnover in 2018-19. However, alongside this, we also increased the costs of our services.

This year we launched our Podcast series, invested in more advertising and we launched our new website. As the demand for our services increased, so did the costs.

Here's a breakdown of our services by percentage (%):

Percentage (%) Income



We were mainly grant-funded to work with LGBTQ+ young people, with LGBTQ+ Equality Networks and with care services.

The majority of our income from training comes from our Equality, Diversity and Inclusion training. Our most popular "issue based" training is "Transgender Awareness - Working with the Trans Community". Our consultancy brings in slightly less income than the overall training, while our lowest income stream, at present, comes from our new thread of work 'access auditing'.

Please read our treasurer's report with our financial statement on page 8 and 9.

Financial Report

Detailed Income and Expenditure Account for The Year Ended 31 March 2019

	2019	2018
£	£	£
TURNOVER		
Sales	70,095	34,343
Grant income - Awards for All	6,940	3,200
Grant income - South Glos Council	250	
Grant income - National Lottery	4,879	
Donations received	0	2
	<u>82,164</u>	<u>37,545</u>
COST OF SALES		
Materials	0	19
Grant Expenditure - Awards for All	1,555	0
Grant Expenditure - South Glos Council	250	0
Grant Expenditure - National Lottery	4,879	0
Subcontractor costs	<u>44,766</u>	<u>27,967</u>
	<u>(51,450)</u>	<u>(27,986)</u>
GROSS SURPLUS	30,714	9,559
Administrative Expenses		
Travel expenses	7,744	5,334
Venue hire	1,049	796
Insurance	398	398
Reports	1,575	0
Training seminars and workshops	5,266	60
Promotional costs	4,226	2,092
Accountancy fees	500	500
Subscriptions	25	120
Depreciation	90	90
Sundry expenses	414	259
Website	<u>2,000</u>	<u>0</u>
	<u>(23,285)</u>	<u>(9,649)</u>
OPERATING SURPLUS/(DEFICIT)	<u><u>7,428</u></u>	<u><u>(90)</u></u>



3. Meet our Treasurer Lou Hart

Lou Hart wears many hats at the Diversity Trust! Lou is;

- ➔ one of our Directors;
- ➔ our Treasurer;
- ➔ our Accessibility and Inclusion Auditor and Consultant; and
- ➔ our Fundraiser.

As a Diversity Trust Director, Lou supported fundraising to finance our new work. This includes; doing Accessibility and Inclusion Audits and securing our LGBTQ+ youth projects with grant applications and fundraising.

Lou advises and supports small to large scale organisations with Accessibility and Inclusion audits, as many new projects and services don't include accessibility and inclusion at the start. Therefore, Lou's Equality, Diversity and Inclusion audits improves the management and physical adaptations of these services and the facilities within them.

For example, some of the physical changes we've made for including everyone are;

- ➔ changing the facilities within multi-faith rooms;
- ➔ having gender neutral bathrooms;
- ➔ separating food to prevent cross contamination; and
- ➔ creating spaces, which are suitable and safe for visually impaired people.

As you can see, we aim to cover the nine protected characteristics when doing our accessibility audits.



Jargon Busters

Protected characteristics

It's against the law to discriminate against someone because of a protected characteristic. Here's more information on the Equality and Human Rights Commission website: <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Lou went the extra mile by supporting an organisation with its Equality, Diversity and Inclusion management strategies and policies. This meant, we facilitated inclusion for an organisation, which has members in over fifty-five countries.

Quotes

“Lou has provided some excellent sessions which have been well received by our staff and for which I am most grateful.”

“Lou Hart demonstrated acute insight in her comments on our draft questions and accompanying explanatory materials, advising amendments and ensuring that our approach was sound”

For more information about our Accessibility and Inclusion Audits visit: <https://www.diversitytrust.org.uk/audits/>

This year, Lou also achieved an 'Awards for All' grant by working with LGBTQ+ young people and their families in Glastonbury. The grant funded 'Glastonbury Alphabets' (LGBTQ youth project) since July 2018. This means, children and young people can benefit from an LGBTQ+ youth service in Glastonbury. Parents in Glastonbury also identified this initiative for tackling the isolation for LGBTQ+ young people in their rural communities.

Lou is also our Treasurer and she works closely with the Board and our accountant. Lou makes sure our accounts and budgets are set and our financial housekeeping is kept in order.

“Lou has provided some excellent sessions which have been well received by our staff and for which I am most grateful.”



4. Impact on Youth Services

Alphabets LGBTQ in South Gloucestershire

In 2014-15, South Gloucestershire Council asked us to explore LGBTQ+ needs in South Gloucestershire. Our report identified having LGBTQ+ youth groups in South Gloucestershire. So, we launched our Alphabets LGBTQ+ youth service in Yate that year. Four years on, we've now added monthly LGBTQ+ youth cafés in Kingswood and Patchway. This means, South Gloucestershire has LGBTQ+ youth venues, where young people can connect and seek information and support, without barriers, and in open and non-judging environments. Alphabets LGBTQ+ gives young people a platform to discuss relationships, to influence council services and policies, such as safeguarding and mental health. We often see young people 'come out' after years of hiding themselves.

Below are a few examples in how we've supported young people while giving young people a say in local services.

- We invited Hannah Panes from Creative Youth Network, PC Mike Steven, the LGBT+ Liaison Officer at Avon and Somerset Police and colleagues from South Gloucestershire Council to talk to young people about their work. We covered Youth Ambassadors, reporting hate crime and discrimination; and early interventions for mental health and wellbeing.
- Coming out to family and friends is regularly discussed. FFLAG has booklets on 'coming out to parents' and a booklet for parents about 'having LGBT children'. We use these resources to support LGBTQ+ young people in our youth clubs and groups.

FFLAG website <https://www.fflag.org.uk>

We're also proud members of the South Gloucestershire Youth Partnership. This year, we're supporting the partnership in recruiting Youth Ambassadors, which puts young people at the heart of youth services. The partnership are training and supporting young people to represent the views, feelings and opinions from their peers.

The South Gloucestershire Youth Partnership includes:

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

The Diversity Trust made sure that voices are heard from all young people so youth services in South Gloucestershire are fair and equal for everyone.

Alphabets LGBTQ Youth Project <https://www.diversitytrust.org.uk/young-peoples-services/>

LGBTQ+ Youth Support in South Gloucestershire: <https://sites.southglos.gov.uk/mind-you/homepage/teens/gender-identity-and-sexual-orientation-lgbtq/>

Out of the Can in Swindon

From September 2018 the Diversity Trust and Stonewater Housing, supported a Longleigh Foundation funding application, so Out of the Can (OOTC) can expand its LGBTQ+ youth service in Swindon. The youth group have met every Tuesday evening in a Swindon Town Centre venue since 2004. The extra funding meant this service can include a new Saturday morning session every month, as well as continuing the weekly group sessions. This is vital for young LGBTQ+ people living in Swindon and rural Wiltshire and those who are potentially more isolated. OOTC offers a safe and secure space for young LGBTQ+ people age 13-19, and those who are unsure or questioning their gender identity or sexual orientation. If a young person is nervous about joining the group, a family member, friend or ally can join the group as well.



Quote: Out of the Can Volunteer Youth Leader, Jo Sharpe, says “We really value working with Stonewater and the Diversity Trust. The group has grown from strength to strength to over 30 members. This collaboration allows us to provide more services for LGBTQ+ young people who are struggling with their sexual orientation and gender identity. OOTC is a safe and supportive environment for young people to be themselves without any judgement”.

Out of the Can website: www.outofthecan.org
 Stonewater website: <https://www.stonewater.org>



Glastonbury Alphabets LGBTQ Youth Project

This year we implemented a similar project in Glastonbury, known as Glastonbury Alphabets. We planned a range of activities for LGBTQ+ young people in the Glastonbury and Mendip areas with our Awards for All grant from the Community Fund. The activities include:

- ➔ games and chat
- ➔ foosball tournaments
- ➔ hate crime presentations
- ➔ offering support and encouragement for increasing confidence
- ➔ advocating for young LGBTQ+ people
- ➔ doing outreach events in local schools and colleges
- ➔ blogs and a booklet for supporting LGBTQ+ young people

Please read our next Impact Report, where you'll read stories and updates about our Awards for All funded youth work.

Quotes

“My child goes to the Glastonbury LGBTQ youth cafe, and I’ve seen them benefit hugely. Thanks to lottery funding, the monthly group gives my child more contact, continued inclusion and acceptance. They’re with a group of peers who have similar thoughts, feelings and emotions. I know joining the group has helped my child find the confidence to come out to us this month. Although it was obvious to us, and they were already attending the group, it was still a huge thing for them to do. Their confidence came from the support that this group offers. Teenagers need to feel supported and not alone. If we give young people the best support and care we can, then surely they’ll be better equipped to face adulthood with all its challenges.” Parent

“The youth group is important to me, because it provides a safe space where I feel completely accepted no matter how I may present myself. I know I am cared for and surrounded by people who not only understand how I feel, but also care about my feelings and support me in whatever I do. It means a lot to me.” Member

“M has really enjoyed attending LGBTQ+ Glastonbury and meeting other LGBTQ+ people his age. He has very much enjoyed talking about what’s important to him, as well as learning from others.” Parent



For more information about our young peoples' services please visit: <https://www.diversitytrust.org.uk/young-peoples-services/>

“Teenagers need to feel supported and not alone. If we give young people the best support and care we can, then surely they’ll be better equipped to face adulthood with all its challenges.”

We're really passionate about our youth work. We made sure that young people are happy, healthy and not disadvantaged by our identity. Therefore, we've supported...

- 213 individual young people with 1060 attendances at our youth clubs and groups in Glastonbury, Kingswood, Patchway, Swindon and Yate this year.

Impact in Schools

We ran school assemblies about being LGBTQ+ at Bristol Grammar School, Bromsgrove School and Redland Green School in Bristol. At Bromsgrove School we spoke to over three-hundred young people in Year-Nine.

An Alphabets LGBTQ group member talked about their school being homophobic and transphobic, so we're exploring Alphabets visiting and working with more schools.

So please contact us - if your school or college in Somerset, South Gloucestershire or Wiltshire would like our assembly, seminar or enrichment activity.

5. Impact on Care Services

We've worked with the University of Bristol to create free online learning materials and films, informed by research, for care home staff and managers in England and Wales. The content includes the following learning tools and documents:

- short digital films for raising staff awareness
- case studies to use in staff training and in continuing professional development
- practical guidance for promoting LGBTQ+ inclusion in care homes
- top tips for making care homes more inclusive
- legal and historic timelines included in LGBTQ+ Awareness Training

The learning materials has the University of Bristol and Diversity Trust brands, which shows our collaboration in this project.

Berkeley Wilde says, "We're really pleased to be collaborating on this important project. We know from our own community-based research that LGBTQ+ people have a wide range of different and varied experiences when they move into residential care homes. Experiences ranging from very positive, inclusive settings, through to hostility, discrimination and in some cases acts of prejudice. We are working together in this collaboration to bring the voices of older LGBTQ+ people aged 60+ into training for managers and staff."

"It has been a real pleasure to co-lead this important work with Berkeley Wilde from the Diversity Trust. Working in co-production with the Diversity Trust, and older LGBTQ+ community members, was at the heart of this project and it has truly paid off with the creation of resources in which LGBTQ+ perspectives and life-experiences are the central focus." Dr Paul Willis, School for Policy Studies, the University of Bristol.

'Building on the partnership between the University of Bristol and the Diversity Trust, we've co-produced learning materials together with older LGBTQ+ volunteers and care



home managers and staff. We will work together to extend the impacts of this project in creating inclusive care home environments for older LGBT+ residents. I also look forward to our future collaboration in research, training and impact activities in promoting diversity and inclusion.' Dr Wenjing Zhang, School for Policy Studies, the University of Bristol.

You can access our free 'Care under the Rainbow' learning resources on our Diversity Trust website at: <https://www.diversitytrust.org.uk/careunderrainbow/>

Our Care Under the Rainbow project, with the University of Bristol, was funded by the University's ESRC Impact Acceleration Account.

6. Impact through Voice and Influence in South Gloucestershire

Our last Impact Report mentioned CVS South Gloucestershire leading a new South Gloucestershire Equality Partnership. This means marginalised communities and groups can influence creating fair and equal communities and services across South Gloucestershire. In this partnership, The Diversity Trust is representing and leading the South Gloucestershire LGBTQ Equality Network.

CVS South Gloucestershire is a charity that supports, develops, represents and advocates for voluntary communities and social action in South Gloucestershire.

CVS South Gloucestershire website: <https://www.cvs-sg.org.uk>

The partnership also includes: Age UK South Gloucestershire, South Gloucestershire Disability Equality Network, South Gloucestershire Over 50's Forum, South Gloucestershire Race Equality Network and Southern Brooks Community Partnerships.

The South Gloucestershire Equalities Partnership was officially launched on Thursday 27 September 2018, at the Lyde Green Community Centre.

South Gloucestershire LGBTQ Equality Network

The South Gloucestershire LGBTQ Equality Network brings people and local organisations together for improving LGBTQ life in South Gloucestershire. The Network arranged regular meetings and events during 2018-19 and here are some highlights:

LGBT Film: Sunday 20 May 2018

We hosted a film afternoon for the general public at the Armadillo Cinema in Yate. Eighteen people were moved by a fascinating collection of films showcasing LGBT Britain, which documented a century of LGBT+ rights and freedoms progressing from criminalisation to Pride.



Here's a preview of the film:

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



South Gloucestershire Council at Bristol Pride: Saturday 14 July 2018

We helped run a stall during Bristol Pride Day, with staff from South Gloucestershire Council, which included the LGBTQ+ Staff Network.

We supplied our Out in South Gloucestershire booklets, as well as the materials we purchased which includes; rainbow sunglasses, beach balls, unicorn rings, rainbow lanyards and wristbands.

Our stall was very popular, giving away hundreds and thousands of items. Colleagues identifying as LGBTQ+ at South Gloucestershire Council were able to chat with us. Some of these colleagues weren't out as LGBTQ+ at work but were genuinely delighted to see us there so proudly.



Supporting Bristol Crossroads: November 2018

The LGBTQ Equality Network Chair, Councillor Ian Boulton and our Director, Berkeley Wilde, visited Bristol Crossroads, a trans support group in Wick. For twenty-nine years, the group meets every month during Saturday evenings. It's a safe space for transgender people, and for cross dressers, to meet and socialise together. The people attending the group seemed pleased to see us and were interested in our work. We gave away free copies of Out in South Gloucestershire publications while enjoying long and interesting conversations.

Lauren, organiser at Bristol Crossroads Transgender Support Group, says "In November 2018 we had the pleasure of having Berkeley Wilde (Diversity Trust) and Ian Boulton (South Gloucestershire Councillor) attend our regular monthly meeting. This was an opportunity for them to chat to a wide range of Transgender people (from fully transitioned to those only able to represent themselves in our meetings). We explored how the Trust and local councils

could better support our community, and we listened to some of the difficulties we face. It was also a chance to hear what the Diversity Trust and South Gloucestershire Council are already doing and what plans there are for the future. A very pleasant and informative evening. We look forward to seeing them join us again."

Read our Out in South Gloucestershire publication at https://www.diversitytrust.org.uk/wp-content/uploads/2019/07/OISG_July19_2.pdf

<https://www.diversitytrust.org.uk/adult-services-voice-influence/>

"We had the pleasure of having Berkeley Wilde and Ian Boulton attend our regular monthly meeting. This was an opportunity for them to chat to a wide range of Transgender people"



7. Our Celebration Event: Thursday 27 September 2018

We arranged a celebration event with Southern Brooks Community Partnerships and CVS South Gloucestershire at the Lyde Green Community Centre. Our event celebrated the investment South Gloucestershire Council and other funders have made in the Voluntary, Community and Social Enterprise sector. This event included a local MP, Councillors and many senior officers from South Gloucestershire Council. Our case studies received positive feedback during and after the event. We achieved referrals for our youth clubs, we discussed our LGBTQ Equality Network in South Gloucestershire, and we launched a film about our Equality Network. To watch the film, please visit our YouTube Channel at: https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYnMQ



“This was great! I found it very interesting, inspiring and would like to continue being involved.”

“Encouraging to hear of on-going work and commitment from South Gloucestershire Council.”

“Great to hear the positive work being done. Feels like this network can work.”

“Important to recognise and commit to act on the relative silence and invisibility of LGBT+ people in mainstream South Gloucestershire.”

8. Impact through Voice and Influence in Somerset

We have been working with the Somerset Equality Officers Group (SEOG) for implementing our voice and influence work.

SEOG involves council's in Somerset, which includes the Somerset County and District Council's. They meet regularly and write newsletters about the work it does, as well as writing important and relevant information to help local people with their equalities work in Somerset.

To subscribe to the SEOG newsletter, email Tom Rutland: txrutland@somerset.gov.uk

So far, we're identifying what support services are needed for LGBTQ+ communities in Somerset. We asked local LGBTQ+ communities what they thought about the following ideas:

- ➔ a community venue for LGBTQ+ organisations to use
- ➔ Community Development Worker to engage with, and build connections within the LGBTQ+ communities
- ➔ training for schools, GP surgeries, businesses and public sector organisations to help demystify transgender
- ➔ Community Engagement Officer to work with existing LGBTQ+ communities and improve the voice of the LGBTQ+ community within the public sector and wider community

To read the comments we received visit: <https://www.somersetvcse.org.uk/wp-content/uploads/2018/09/Supporting-Our-Local-LGBT-Feedback-Final.pdf>

Angela Farmer from the Somerset Equalities Officers Group (SEOG), says, “Over the last year, the Somerset Equality Officers Group (SEOG) have worked with The Diversity Trust to explore better partnership working for the LGBTQ+ community in Somerset. A workshop with the community developed a series of proposals in order to seek the views of the wider LGBTQ+ community in Somerset. An event was held in September 2018 followed by an online consultation. From this work a series of meetings were held with Somerset LGBTQ+ groups to develop further the proposals. The meetings agreed starting a new forum called ‘Somerset Community LGBT+ forum’. We've already started working on the aims and objectives, terms of reference and an initial work plan.”





9. Impact on International Women's Day - March 2019

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

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

For more information about our International Women's Day 2019 event read our newsletter feature at :

https://www.diversitytrust.org.uk/wp-content/uploads/2019/03/DN_issue14-5.pdf



10. Impact through our Training and Consultancy

We delivered our highly recommended training and consultancy services across England and Wales. We adapted and focused our training for each organisation, so they work better as a service for everyone.

We can develop your monitoring, reporting, and toolkits for implementing your policies, and your strategies for better equality, diversity and inclusion. We believe business success comes from diverse and inclusive organisations, because they better reflect the community and supply goods and services which are useful and relevant to everyone.

So far, our guidance has led the way in local services becoming a place where everyone feels accepted, included and represented.

We delivered 62 training events from April 2018 to March 2019, an increase of over 82% from 2017 to 2018. Our training covers a wide-range of subjects, which includes:

- ➔ Cultural Awareness
- ➔ Equality, Diversity and Inclusion
- ➔ Hate Crime and Discrimination
- ➔ LGBTQ+ Awareness
- ➔ Transgender Awareness
- ➔ Unconscious Bias

Impact through Equality, Diversity and Inclusion Training

Our most popular training courses are:

- ➔ Equality, Diversity and Inclusion

These were booked 25 times this year.



We have delivered 62 training events this year!



Impact through Transgender Awareness – Working with the Trans Community

Since spreading our Diversity Trust work around the country our popular Transgender Awareness courses are being recognised nationally. The course is led by one of our Directors, Cheryl Morgan, along with our associates Aaron Barnes and Harry Nutt. The trainers are supported by Pyxis Hardwick, who also adds their Non-Binary experience.

Our Transgender Awareness: Working with the Trans Community courses were booked 19 times this year.

Cheryl Morgan, our Director and Trans lead, has a long career in training, mostly in the energy economics industries. As a trans woman, Cheryl uses her skills, experience and knowledge to deliver our Trans Awareness training. She's also involved with our trans-related research projects, such as our 'Care Under the Rainbow' project with the University of Bristol.

Cheryl says:

“Trans people are very much in the news these days. Our trans training is carried out by trans people. We try using a wide-range of people, because the trans community is very diverse.”

The Diversity Trust offers training that addresses common myths about trans people. We educate about trans issues in a range of areas (scientific, sociological, medical, legal and so on.) And we support our clients in making their workplaces and businesses more trans-friendly and inclusive.

Our Trans Awareness training continued receiving positive feedback during 2018-19.

“Really brilliant training with great personal stories to add context. I just wish all staff had to do this training, not just the keen ones.”

“Enjoyed the science bit and the facts. Not fluffy or preachy. Well-paced.”

“Fascinating subject, really knowledgeable, patient and non-judgemental trainer. Thank you for sharing your personal experience with us.”

Cheryl has also delivered guest lectures to social work students at Plymouth University, law students at UWE Bristol and psychology students at Bath Spa University.

For more information about our trans awareness training visit: https://www.diversitytrust.org.uk/wp-content/uploads/2018/05/Healthwatch_Jan16_1_.pdf

Impact through LGBTQ Awareness Training

Our LGBTQ awareness course was booked 8 times in 2018-19.

The course covers LGBTQ+ language and discrimination, service access, legislation and LGBTQ+ histories.

We were thrilled in receiving the following comments about our LGBTQ awareness training.

Pez Perrin, Inclusion Manager and Deputy Designated Safeguarding Lead, South Gloucestershire and Stroud (SGS) College said: “I just want to send you an email to say a big thank you for the training your team delivered last Friday... To engage my whole team on a Friday afternoon, on the last day of a very long and hard term; and have them talking about how much they enjoyed it, and discussing their learning with each other after, was credit to such a well presented, and thoroughly engaging training session. Please pass on my thanks to all the team. We have all benefitted from the training, and would highly recommend it being commissioned across other sectors in South Gloucestershire.”



11. Impact through awareness of hate crime and discrimination

We work with Stand Against Racism and Inequality (SARI) and Compass Disability across Somerset, North Somerset and Bath & North East Somerset to deliver training and community empowerment sessions. We raised awareness of hate crime and discrimination across community groups and organisations and for local services.



**STAND AGAINST
RACISM & INEQUALITY**



This year we jointly delivered ten hate crime awareness sessions to:

- ➔ University of Bath
- ➔ Avon and Somerset Police
- ➔ PLUSS / Positive people - supporting people into employment
- ➔ Somerset Adult Social Care
- ➔ Citizen Advice – South Somerset
- ➔ Somerset Magistrates
- ➔ Orchard Lea Nursery in Keynsham.

As a partnership we also delivered six community empowerment sessions to taxi drivers and take away staff, several service user groups for disabled people, school children and a youth LGBTQ+ support group:

1. Glastonbury Alphabets
2. Cannington Church of England Primary School
3. Swallow – Midsummer Norton
4. Taunton Deane Disability Discussion Group
5. Service User Engagement Group – Taunton
6. Taxi Drivers/ Take-Away Staff

The feedback was really positive. Here's some of the comments below:

“It was a very good session and I will use this knowledge in the future. I’m thankful for the presentation today.”

“I have learnt a lot from this and it gave me a better understanding of religion, and I now know what to do if I see someone being racist to someone else.”

“Great content, delivered well, good visuals and respectful delivery - allowed interaction. No question a silly question!”

“Well delivered training and presentation, gave me more knowledge I can take back to work.”

“Very informative, interesting and the speakers were very knowledgeable and passionate.”

Alex Raikes, Strategic Director of Stand Against Racism & Inequality (SARI), says, “We really enjoy working with the Diversity Trust and Compass Disability who are a huge help in ensuring we reach and provide the right services to LGBTQ+ communities and to Disabled people. We hope that we’re able to make a bigger difference going forward regarding raising awareness and improving practice for agencies in their response to hate crime. And we’ll continue empowering those who face hate crime, discrimination and the impact of hate crime”.

If you are a group or service in the wider Somerset area, please follow the link to access our free hate crime and discrimination training.

<https://www.diversitytrust.org.uk/hate-crime-services/>



12. Meet our Director Russell Thomas

Russell says “So far, we’ve experienced our most active and successful year! We successfully promoted and enhanced our services, which includes our high-quality expert training, policy development and community engagement. This meant, we continued achieving our social impact by working with our current clients while attracting new, happy clients.”

“This year we adapted some of our current courses by creating bitesize versions of these. We also developed and launched our new ‘Unconscious Bias’ course, which was an instant success!”

We’ve listed some of our other activities in 2018-19 below:

- Securing clients and new business
- Developed and delivered the new unconscious bias training
- Undertaken an independent review into a harassment and discrimination case
- Reviewed, refreshed and developed Equality, Diversity and Inclusion policies and procedures for our partners
- Updated current Equality, Diversity and Inclusion and Cultural Competence training
- Developed a new Black and Minority Ethnic (BME) Talent Development Course
- Created bitesize, half-day and full day versions of current courses
- Completed a number of perspective project proposals and bids
- Delivered tailored training for the Higher Education Sector
- Our training covered: Race, Unconscious Bias, and Cultural Competence training for Russell Group and Alliance Universities. We also ran a session on Gender-Based Stereotypes and Bias at the University of Exeter.

We strengthened our relationship with the healthcare and higher education sector by using our knowledge and experience of the sector to work with them.

We provided training and support for people in the following organisations and institutions:

- University of Gloucestershire
- University of Cardiff
- University of Bristol
- University of Bath
- University of Exeter
- Alliance Homes
- United Communities
- Second Step
- Citizens Advice
- Unseen
- North Bristol NHS Trust
- Gaia House

We have more exciting courses and approaches planned for 2019-20, which you’ll see in our newsletters, reports and in our Impact Report for 2019-20.

There’s more information about our training and consultancy services at:

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



13. Impact Through Our Media

During 2018, our newsletters marked 100 Years since (some) women won the vote. We celebrated the women we work with, because without their influence and leadership we couldn't achieve the success we celebrate. We thank those who came before us for putting their lives on the line for what is right, fair and just. And we continue to fight for what is fair and just.

Some of the women we featured were:

- ➔ Lou Hart, Director, the Diversity Trust
- ➔ Cheryl Morgan, Director, the Diversity Trust
- ➔ Vicki Morris, Chief Executive of The Care Forum
- ➔ Julie Close, the Director of Southern Brooks Community Partnerships
- ➔ Caroline Browne, Community Cohesion Manager, Southern Brooks Community Partnerships
- ➔ Catherine Coleman, Volunteers Manager, Southern Brooks Community Partnerships
- ➔ Alison Findlay, now Health and Wellbeing Service Manager, Southern Brooks Community Partnerships
- ➔ Joyce Howarth, Easy Read writer and Associate at the Diversity Trust
- ➔ Sharifa James, Community Development Officer for Older LGBT People, Bristol Ageing Better
- ➔ Helen Riddell, Police Sergeant, Avon & Somerset Constabulary
- ➔ Sue Mountstevens, Police and Crime Commissioner for Avon and Somerset.
- ➔ Bonnie Holt, Community Support Services Coordinator, Terrence Higgins Trust, Bristol
- ➔ Becky Mitchell, PA and qualified personal trainer, run leader and kettlebell instructor
- ➔ Alex Raikes MBE, Strategic Director, Stand Against Racism and Inequality (SARI)

Facebook

We've had a cracking year on Facebook – starting with 412 followers and finishing up with 604 followers! Facebook is an important platform for sharing our ideas, views, events and showing support for other organisations. We know it

gets a tough time and it is not perfect, but we're finding it's a really useful tool as we work to create a fairer, safer and more inclusive society.

Twitter

Over the last year we've grown our Twitter following from 1,870 to 2,435. This platform is a great place for us to interact with individuals and organisations, forming important relationships and building networks. We've racked up 75,562 Twitter impressions in the last year – which in simple terms means our tweets have showed up on 75,562 different timelines!

Instagram

Instagram is a really important platform – it offers a great way to connect with Millennials and Generation X, Y and Z! In the last year we've posted 118 times and gained 311 followers. We're really looking forward to continuing to grow our Instagram following, so why not join our Instagram community? You can find us here <https://www.instagram.com/diversitytrust/>

You Tube

We have a YouTube Channel for showing our films, which is still very active with new films being added. Visit:

https://www.youtube.com/channel/UCYz1ZSS2PRTE_u4UoAxYnMQ

LinkedIn

We've taken the decision to move from a profile to a corporate page – this will be better in the long run as it will mean more people can easily engage with us. However, it does mean we need your help to build up our followers. Please visit <https://www.linkedin.com/company/diversity-trust/> and show your support.



Here are our Blogs during 2018-19

- Celebrating 100 Years Women's Suffrage, Berkeley Wilde, 1 July 2018
- Out in South Gloucestershire, Berkeley Wilde, 1 July 2018
- Welcoming New Directors, Berkeley Wilde, 10 July 2018
- Government LGBT Action Plan, Mark Greenburgh, 10 July 2018
- Bivisibility, Joy MA, 28 September 2018
- Transforming Spaces Conference, Aaron Barnes, 20 November 2018
- Annabel Grace, Screenwriter and Executive Producer, Annabel Grace, 13 January 2019
- Arrested for Cottaging, Dean Fudge, 28 February 2019
- Your City, Your Voice, Hannah Hier, 31 March 2019

Impact Through Film

We have a new Diversity Trust promotional video. We worked with Matt Hemson from the Therapeutic Media Company, who highlighted our key services and the Diversity Trust in action.

The Diversity Trust advocates for social change to create a fairer, safer and more inclusive society. Therefore, the film shows how we do this, so you know how we can support you in reaching and including the people who need you.

https://www.youtube.com/watch?v=gnSV-RV_K6E&list=UUyZ1ZSS2PRTE_u4UoAxYNMQ&index=7

Impact Through Podcasting

In January 2019, Directors at the Diversity Trust started interviewing some of the most influential campaigners of our time. The experts include, Peter Tatchell, Christine Burns MBE and Stella Creasy MP. Our Diversity Trust Associate, Annie Moon at Be the Difference Services, is creating a four series Podcast by collating and editing these interview recordings.

Our Podcast conveys the experts' thoughts about our current equality issues, which covers the gender pay gap, the #MeToo campaign and legal changes and so on. They spoke about their future projections, and how they tackle prejudice and

discrimination. We hope the Podcast series will stimulate ideas, inspirations and a 'can do' attitude for creating a fair, equal and safe future for everyone.

Diversity Trust Directors, Lou Hart, Cheryl Morgan and Berkeley Wilde are doing the interviews. Diversity Trust Founder and Director, Berkeley Wilde, is also introducing and concluding each Podcast interview. The interviews are covering:

- gender equality
- Trans and Non-binary inclusion
- LGBTQ+ equality and human rights

As well as the experts being interviewed, the Directors have first-hand and lived experiences of the same equality issues being discussed. We also coach many organisations in these areas. Therefore, you'll hear authentic and topical interviews, filled with first-hand experiences.

During 2018, we included your thoughts about choosing the right images for our Podcast series, and we're continuing our conversations by hearing;

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

To hear our Podcast series please visit: <https://www.diversitytrust.org.uk/category/podcast/>





14. Impact Around the World

Our 2017-18 Impact Report mentioned our global influence in Africa, Iceland and Australia, and now we're working with academic colleagues in Austria, Germany and China!

The Diversity Trust believes in training while learning from others. This includes learning from our audiences, customers and our national and international partners. We're living in a constantly changing world, where discrimination and prejudice can increase and decrease anywhere at any time. So, we must keep talking and educating ourselves and each other to keep the world fair, just and equal.

The University of Bristol and Fudan University invited our Founder and Director, Berkeley Wilde, to give lectures and join workshops at the University in Shanghai in China, in December 2018.

This was an excellent opportunity for Berkeley to raise inclusion awareness about human rights in a global context – through his 'Creating Inclusive Cultures' lecture. Berkeley then answered interesting questions about the challenges of building inclusion in China.

Examples:

- ➔ One student asked 'how social workers can support LGBT+ people in China and what they could do to support LGBT+ people generally?'
- ➔ Professor Honglin, Fudan University, showed interest in using the right terms when speaking about LGBT+ life and studies.
- ➔ Another student asked, "Compared to Britain, the reasons for coming out in China might be different. In the context of decreasing fertility and rapid ageing, the Chinese government promotes marriages to increase the birth rate. Therefore, what do you think about the different challenges for LGBT+ people to come out in China?"

Berkeley's lectures included;

- ➔ histories and rights in the UK and Internationally;
- ➔ changing legislative contexts; and
- ➔ implementing inclusion.

It was also an opportunity for Berkeley to introduce the joint project between the Diversity Trust and the University of Bristol called "Care Under the Rainbow – Creating Inclusive Care Homes". There's more information about this project on page 17.

Berkeley's visit to China cemented an international strategic partnership between the Diversity Trust, the University of Bristol, and Fudan University.

This relationship united international teams of researchers, social workers, policy makers, influencers and academics. Our visit and potential future collaborative work could enhance our global impact by engaging Chinese academics and social work practitioners. Our work includes collaborative training and research projects on LGBTQ+ inclusion.

Quotes:

'Students, practitioners, and academics including myself have learned a lot about LGBT+ issues and rights from Mr Wilde's lectures. We need to hold more events and training together in this field in China. We are looking forward to our future collaborations.'

Prof. Honglin Chen, Department of Social Work, Fudan University (Our 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 LGBT+ inclusion to Chinese researchers and social workers.'

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

The work with Fudan University in China was funded by the University of Bristol's International Strategic Fund.

Our impact in Austria and Germany

Our Director and Trans awareness lead trainer, Cheryl Morgan, has also travelled the globe for engaging the public on trans issues. Cheryl gave a guest lecture at the University of Graz, in Austria and at the Cologne School of Media Studies, in Germany.



An Update from Reykjavík, Iceland

Our last Impact Report mentioned, The City of Reykjavík Human Rights and Democracy Office, approaching us for accessing our resources and materials. It oversees a project called, Together Against Violence, which aims to improve the communication and collaboration between the city's;

- ➔ welfare services;
- ➔ child protective services; and
- ➔ police;

when dealing and working with domestic violence and abuse.

The project is focusing on various groups of people, and LGBT+ people are receiving special attention.

Quote

“The Diversity Trust gave the project information and teaching materials for training staff who are working on behalf of the project. Therefore, during 2018-19, the training materials from the Diversity Trust focussed attention and awareness on LGBT+ people. The next step in this project is connecting councillors working for the National Queer Organisation in Iceland and people working with the survivors and perpetrators of domestic violence.” **Valgerður Jónsdóttir, Project manager, Reykjavík’s Human Rights and Democracy Office.**

Thank you

Thank you to the National Lottery Community Fund / the Creative Youth Network / and South Gloucestershire Council. They supported our youth work with LGBTQ young people in South Gloucestershire.

Thank you to the National Lottery Community Fund for our ‘Awards for All’ grant. It’s funding our youth work with LGBTQ young people in the Glastonbury and Mendip areas in Somerset.

Thank you to the Longleigh Foundation and Stonewater Housing for supporting our youth work delivered in partnership with Out of the Can in Swindon.

Thank you to CVS South Gloucestershire and South Gloucestershire Council for supporting our Voice and Influence work with LGBTQ communities in South Gloucestershire.

Thank you to Stand Against Racism and Inequality (SARI) and the Community Fund for supporting our partnership to empower communities against hate crime and discrimination in and around Somerset.





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