

Diversity News

Issue 17

Winter 2019

The Diversity Trust is a Community Interest Company. We deliver high quality and tailored equality, diversity and inclusion training and consultancy – regionally, nationally and internationally.

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

- ★ deliver specialised youth services
- ★ provide voice and influence

- for equalities groups
- ★ 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 and our work please visit:

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



The Diversity Trust
Influencing Social Change

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As we end 2019 and start 2020, we reflect on the last twelve months while planning the next twelve months. Another year of opportunities and possibilities opens the door to new achievements and life changing events. The start of a new year really is a fresh start and a time to let your imagination run wild.

Next year celebrates five years since I began writing and editing our Diversity Trust newsletter. I love writing a newsletter, which is diverse and inclusive, so it communicates timely, relevant, interesting and useful information for supporting you and your service.

In 2019, our newsletter covered our first Podcast series, our work in China, creating inclusive care homes and our various youth projects.

We launched a new wellbeing service, and we developed our digital communications

and access auditing service. Please explore our Impact Report at:

https://www.diversitytrust.org.uk/wp-content/uploads/2019/09/DT_IR_7.pdf

We also use our newsletter to promote your fantastic work and services. We love working with you and our virtual door is always open.

We're planning a new Podcast series for 2020, and the environment is very much in our hearts and mind. Please follow us in 2020 to see how the climate crisis impacts on social justice and human rights, and what we're doing to tackle the emergency.

This newsletter issue is packed with sexual health advice, especially for people aged over 50. Our associate and trans awareness trainer, Aaron Barnes, talks about pronouns, which you can explore further in our training. We have

various business, youth and wellbeing event updates, especially during hate crime awareness week. And we acknowledged the significance of Black History Month.

Our newsletter introduces our Podcast with human rights activist, campaigner and friend, Peter Tatchell. We also featured in the news, as our awareness training increased by around 50%.

Our Community Interest Company, couldn't exist without you. So thank you for working with our Directors and Associates. Let's commit to creating an equal and inclusive society, which celebrates diversity, social justice and human rights in 2020 and beyond.

**Enjoy the season and Happy New Year!
Dave Sully, Associate**

News in Brief

We're Celebrating Same Sex Marriage and Abortion Rights in Northern Ireland

Northern Ireland is changing the law allowing same sex marriage and access to abortions by February and March 2020.

Westminster passed these laws in July 2019, which took effect on 21 October 2019. The Northern Ireland Assembly could have influenced the changes. However, these laws were passed by Westminster.

The new legal framework for accessing abortion services

in Northern Ireland is now in line with the 2018 United Nations Convention on the Elimination of Discrimination against Women report.

Northern Ireland Secretary, Julian Smith said: "At the latest, the first civil same-sex marriages will take place on the week of Valentine's Day 2020."



Diversity Trust at South Gloucestershire Business Show 2019 - by Maisy Griffiths

Bringing together businesses, charities and social enterprises, the South Gloucestershire Business Show was an opportunity to meet and network with other local businesses.

It took place at the Bristol and Bath Science Park from Wednesday 2 October to Thursday 3 October 2019. Our stand promoted our training and the wellbeing service we currently offer in South Gloucestershire, which seemed a winning combination!

Our Diversity Trust Associate, Maisy Griffiths, said, "It was really refreshing to speak to such a wide-range of people

and encouraging to find so much interest and passion for equality, diversity and inclusion.' Maisy continues saying, "We met start-up businesses, such as Callum from 3D Print. We discovered social enterprises, for example, a project, which supports people with learning difficulties into work. We also met LGBTQ+ employers and answered questions about gender identities. It gave us real hope".

The business show was a great



opportunity to expand our reach and share our messages across South Gloucestershire. It brought the third sector and the business world together in a relaxed and buzzing environment.

Watch this space to see what happens next!

© Chris Boulton Photography

News in Brief continued

Trans Pride South West – Celebrating Gender Diversity

While we were writing our newsletter Trans Pride South West were preparing a week of various events, starting on Tuesday 19 November 2019. We booked our Diversity Trust stall for the Community Day on Saturday 23 November 2019. G(end)er Swap are returning to run the clothes swapping activity and the committee are planning further talks and workshops. Last year, the Community Day was packed with local and national Transgender and LGBTQ+ organisations and charities. The committee is working hard to make Trans Pride South West bigger and better this year. So, we're excited about telling you



what happened in our next newsletter.

If you want to support, engage and celebrate gender diversity at Trans Pride South West (TPSW) and during the year, please contact TPSW at:

Website: <https://transpridesw.webs.com/> - The website also has TPSW social media links.

Email: transpridesouthwest@gmail.com

World AIDS Day

We marked World AIDS Day 2019 by joining Brigstowe and The Eddystone Trust to host a public event. Our event was at Grimsbury Community Farm on Thursday 28 November 2019 from 6-9pm.

This year we focused on information sharing. There's myths and misunderstandings, so we want to help change this. We kept things simple by offering a space for you to learn, ask questions and develop your HIV and AIDS knowledge.



As well as interactive sessions with Brigstowe and The Eddystone Trust, LeaSuwana Griffith, our keynote speaker, presented 'Highlighting the Experiences of Women Living with HIV'. LeaSuwana is a Black woman who is HIV positive. We were very excited to hear LeaSuwana story.

Read our next newsletter for more about what happened.

Youth Fest 2019



We joined Krunch South West and the Creative Youth Network at 'Youth Fest 2019' in Thornbury Skatepark on Sunday 28 September 2019. Youth Fest offered a great opportunity to meet young people from Thornbury, and the surrounding areas.

Despite the wind and rain, lots of young people arrived and took part in the skateboarding competition, graffiti workshop and DJ lessons. We hosted our stand in the wellbeing tent where we shared information about Alphabets (our LGBTQ+ youth project). We also asked young people what diversity meant to them; our favourite was **"Being different is being you."**

We love working with Krunch South West and the Creative Youth Network for supporting young people in South Gloucestershire. Here's more information:

Krunch: <http://www.krunch.org.uk/krunch-sw/>

Creative Youth Network: <https://www.creativeyouthnetwork.org.uk/>

Diversity Trust Training



We're making your services more equal and inclusive for you, 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.”

“Huge thanks to the Diversity Trust for a brilliant Equality, Diversity & Inclusion workshop and action planning session. It was a really positive and inspiring day for the Gaia House team and we look forward to making continued progress in this area.”

Training Case Study: Working with Swan Advocacy



Swan Advocacy started working with the Diversity Trust in 2019, after being awarded the Victims of Crime Advocacy Service (VOCAS). A contract from the Police and Crime Commissioner.

About Swan Advocacy

The charity supports marginalised and vulnerable people across the South West of England to have their voices heard, choices respected, and rights upheld.

VOCAS provides advocacy, alongside practical and emotional support, to those victims considered 'enhanced' under the Victims Code of Practice.

Swan Advocacy specialises in supporting people with mental health, physical, sensory and learning challenges. However, it needed to strengthen its skills in accessing and working with people from a wide range of communities, including, Black and Minority Ethnic (BME), LGBTQ+ and faith and religious communities.

Niki Westerling, Director of Development at Swan Advocacy, says, "we wouldn't be where we are now without the Diversity Trust".

What We did

The Diversity Trust did an Equality, Diversity and Inclusion audit for Swan Advocacy. We developed its staff, volunteers and trustees with our training in Equality, Diversity and Inclusion / LGBTQ+ Matters / and Trans Awareness. By growing a strong relationship



Emma Dowie on the right. An Advocate from Swan Advocacy's Living Well Advocacy Service.

with Swan Advocacy we've hosted joint events and awareness events. And we continue mentoring Swan Advocacy in Equality, Diversity and Inclusion.

Niki said, "The training was so accessible. The trainers read the room well to make sure everyone was comfortable and included." Niki continued saying, "The ice-breaker asked us to talk about our identity and what it meant to us. My colleagues opened up and I felt I started to know them better." Niki then talked about her Equality, Diversity and Inclusion training by saying, "most equalities training covers the law. However, the Diversity Trust explained why the law was important for making services accessible. And how people have different needs, so we need equal opportunities for our workforce and for those accessing our services."

Training Case Study continued

Our impact

Niki explained that the Diversity Trust supported Swan Advocacy to think for themselves, rather than dictating their Equality, Diversity and Inclusion actions. Niki said Swan Advocacy now has an action plan for improving its inclusion. They have Diversity Champions. And at meetings they introduce their name, job title and pronouns.

“The Diversity Trust made us believe. They empowered us to take action for reaching and including all communities with our advocacy services and become excited about our future.”

Using Swan Advocacy Services

Swan Advocacy is a charity delivering free advocacy services. The issues may cover:

- ★ Finding it difficult to get your views across to other people?
- ★ Feeling like people are making decisions about you without your input?
- ★ Finding it difficult to speak up about how you're feeling during meetings?
- ★ Are you unhappy with a service or organisation and feel you need support to make your voice heard or complain?
- ★ Are you having difficulty considering your options and making decisions because of difficult circumstances?

If you or someone you know are experiencing these issues, please contact Swan Advocacy:

Website: <https://swanadvocacy.org.uk/>

Call: 03333 447 928

Email: reception@swanadvocacy.org.uk

Instagram: swan.advocacy

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

Twitter: [@swanadvocacy](https://twitter.com/swanadvocacy) & [@VOCAS-SWAN](https://twitter.com/VOCAS-SWAN)

National Hate Crime Awareness Week 2019



Thank you to everyone who joined our Hate Crime Awareness Week event at CURO Housing Headquarters in Bath on Tuesday 15 October 2019. We led a workshop with Stand Against Racism and Inequality (SARI), Bath and North East Somerset Council and Avon and Somerset Police. The workshop generated some great ideas for improving hate crime reporting, especially for minority groups. And starting a community forum to

support this.

We heard, “It’s not good enough to just have a policy and procedure”. Hate crime isn’t a nine to five job. People need support while having their needs met, which is different for each person.

Together we can reduce and stop hate crime in Bath and North East Somerset.

SARI in action

During Hate Crime Awareness Week, our partner, Alex Raikes from Stand Against Racism and Inequalities (SARI) and Superintendent Andy Bennett held a Facebook ‘Live’ Chat on Thursday 17 October. They spoke about hate crime and national hate crime awareness week, before answering questions and queries from viewers.

SARI support survivors of any hate crime including racist, faith-based, disablist, homophobic, transphobic, age-based or gender-based hate crime.



If you witness, suspect or feel you’ve experienced a hate crime, please report it. SARI will believe and support you.

For more information visit: <https://www.sariweb.org.uk/> To report a hate crime call 0800 171 2272

National Hate Crime Awareness Week continued

King Chase Shopping Centre, Kingswood



We joined South Gloucestershire Council by hosting a stand during its community event at King Chase Shopping Centre in Kingswood, South Gloucestershire, on Friday 18 October 2019. As well as engaging the public with Hate Crime Awareness Week, we had interesting chats with:

- ★ Avon and Somerset Police
- ★ Bromford Housing
- ★ Stand Against Racism and Inequality (SARI)
- ★ Swan Advocacy
- ★ Victim Support
- ★ Unity Sexual Health / Eddystone Trust

The Anti-Social Behaviour and Community Safety Team at South Gloucestershire Council also ran a social media campaign to raise awareness and encourage reporting. Hate Crime Awareness posters in the council's leisure centres, libraries and one-stop shops supported its online campaign. Hate crime scenarios were also published on the staff intranet to raise awareness and reporting among council colleagues.

Using our Diversity Trust Socials



On Facebook and Twitter, our Diversity Trust Founder and Director, Berkeley Wilde, interviewed Superintendent, Andy Bennet, who leads the Hate Crime service at Avon and Somerset Police. Andy said, "Last year, over three thousand hate crimes were reported in Avon and Somerset, that's ridiculously low and we know there's more. For example, there's an 80% under reporting from LGBTQ+ communities. Agencies, such as SARI and Victim Support can help you. And you can report a Hate Crime online at 'True Vision'. If you're at immediate risk call: 999. If you're safe and your hate crime is previous call: 101 for starting your hate crime reporting." Andy continued saying, "We also need to encourage our own staff to report when they're racially, homophobically, religiously abused."

True Vision: <http://www.report-it.org.uk/home>

To watch the full video visit: <https://www.facebook.com/DiversityTrust/videos/913261282378208/>

Looking after our sexual health during the festive season

With the festive season comes the chance to eat, drink and celebrate. Indulging in the festive spirit with alcohol may make us less careful with our sexual health. We can save our anxiety, sexual health and protect others during the festive period by getting into good sexual health routines or making ourselves aware of the options.

Condoms are still one of the best ways at preventing us against HIV and other sexually transmitted infections. There's a full range of condoms, including king size, trim and latex-free along with 'thin' for people who don't enjoy the feel of condoms. It's important to find the right condoms for you and prevent damaging them by using water-based lubricants. You can get condoms and lube from your local sexual health clinic or sexual health charities, such as Brigstowe, Eddystone Trust or the Terrence Higgins Trust.

If a partner says they're HIV positive, if they're undetectable, an undetectable viral load means medication is controlling the virus and can't be passed on. Even when having sex without condoms.

If you feel you've been exposed to the HIV virus there's medication to prevent HIV from establishing itself in the body. Post Exposure Prophylaxis (PEP) is a four-week course of medication. Visit your local sexual health clinic, who will make an assessment on your level of risk before prescribing. A course of PEP needs to start immediately after the exposure, within 72 hours, for PEP to take effect. If your local sexual health clinic is closed, don't panic, visit A&E instead.

The Pre-Exposure Prophylaxis (PrEP) drug immunises our body against the HIV virus. When taking the drug every day, PrEP is 99% effective in preventing HIV, creating a similar level of protection to condoms. You can take PrEP in many different ways, visit



James Mead, Men's Health Worker at The Eddystone Trust



www.prepster.org and www.prepfacts.org to find out. However, PrEP only protects us against HIV, so we recommend using condoms alongside it to prevent other Sexually Transmitted Infections.

PrEP isn't currently available to everyone. But, there's a three-year Impact trial running throughout the UK. The Terrence Higgins Trust and PrEPSTER have lobbied to expand

Sexual health continued

the trial, which means there's now more places available on the trial. So, it's worth contacting your local sexual health clinic to see if you can access the PrEP trial. You can also check by visiting: <https://www.prepimpacttrial.org.uk/join-the-trial>.

Finally, you can order a self-testing kit online from many clinics in the South West. This makes testing for Chlamydia, Gonorrhoea, HIV and Syphilis easier if visiting a clinic is difficult. You only need to provide and post your sample. Results are usually sent by text within ten-days. Please visit the websites below to order a test in your area:

Plymouth - <https://yourship.uk/stis/online-home-sti-test-kits/>

Weston, North Somerset, Bristol & South Gloucestershire - www.unitysexualhealth.co.uk

Gloucester - <https://www.hopehouse.nhs.uk/sti/tested/>

While writing this article the Diversity trust was busy preparing our World Aids Day event with Brigstowe and the Eddystone Trust. It was a myth busting session, which offered a space for people to learn, ask questions, and develop their HIV and AIDS knowledge. Our event ran from 6pm at Grimsbury Community Farm on Thursday 28 November 2019. The week before, we supported the Eddystone Trust to run a confidential drop in session for HIV testing.

A Black History Month Special – October 2019

Bristol is a diverse city, with many cultures, faiths, communities and groups, so in October 2019 it celebrated Black History Month. It spotlighted African and Caribbean achievements and contributions. A Black History Month Magazine featured articles, poems and adverts for and by the African

and Caribbean community. It also listed poetry, film, art and talk events - for preserving and continuing the African and Caribbean cultural heritage in Bristol. However, it's hoped that Black History Month will continue telling its stories and history across the year.



Photoshoot Director Bashart Malik / Photography by Nicole Gehle

Black History Month continued

A poem by Pearl Kofi, 20 September 2019.

We never had a Black History Month when I was at school.
We had reading, writing and arithmetic, as a general rule.
No mention of Carter G Woodson, the U.S Historian,
Who created Black History Month in America, and not just for fun.

We didn't get to celebrate the achievements of our race.
But what we got was slavery, slapped right in our face.
No hearing of how Harriet Tubman, an American Activist,
freed hundreds of plantation slaves, regardless of the risks.

We never learnt of great icons. Such as Mary Seacole,
Who tended to Sick and Wounded soldiers and made that her role.
We learn only of Florence Nightingale, the other British Nurse.
It's as if Seacole did not exist, to make matters worse!

No mention of Frederick Jones, Inventor and Engineer,
who pioneered refrigerated transport, that today we hold so dear.
I wonder, if not for Frederick and his brilliant mind,
Would it have been possible to transport goods, of the perishable kind?

As for Black History Month in England, that was started by a man,
who gleaned information from the States, and with it he just ran.
But we never heard of Ghanaian, Akyaaba Addai-Sebo,
yet without his inspiration, would Black History Month go?

So for all these great Black icons, who I've acknowledged up above,
Black History Month gives us a chance to tell them that we love,
their innovation, determination, strength and courage too.
They've helped to make Black History Month a worthwhile thing to do.

We included Pearl Kofi's poem in our
newsletter, as it summarises the unsung
heroes, which made modern life possible.
This is why we need Black History Month
and for its stories and histories to continue
throughout the year.

For more information about Black History
Month visit Bristol Live at: https://www.bristolpost.co.uk/whats-on/whats-on-news/black-history-month-bristol-magazine-3381872?fbclid=IwAR3cOu-2j_VLRiSGiDZUtrftI67YQvVI2vCyU_nyXj65F3PSzVXuzijlZnY

Bristol City Council hopes more Black, Asian and Minority Ethnic people will consider fostering



“Approximately 200 children in care in Bristol are Muslim or from a BME background.”

Bristol is a multicultural city with people from many ethnicities, cultures and religions. The children who come into care are equally diverse.

Bristol City Council make every effort to place children who need a foster family with carers who can;

- ★ reflect their ethnicity;
- ★ meet their religious and cultural needs; and
- ★ enable them to stay within their community.

It's tough leaving your family, but leaving your community and joining a family, even for a short while, where the food, customs and routine are so different makes it harder.

Angela, a foster carer for two children with Bristol City Council says, “I would never want any child I look after to feel as though

they were outside their community – that connection is so important to maintain. As someone from a minority background I do feel it's easier to understand the children who are also from BAME communities – having that insight is a bonus because it's something you've actually lived through and can understand at the most basic level.”

Foster carers are ordinary people who are willing to care for children who need a home and family. For many reasons these children are unable to live with their own family at this point in time.

Some children and young people may need foster care for short or long periods of time.

If you would like to support and care for a child or young person, contact Bristol City Council on:

Telephone: 0117 353 4200

Website: www.bristol.gov.uk/fostering



fosterwithbristol

Muslim LGBTQ+

Muslim LGBTQ+ people can access a UK volunteer-led organisation called, Hidayah. It offers online and face-to-face networks for Muslim people who identify as LGBTQ+ to meet and share their experiences.

There are many events offering discussions, support, advice and networking for LGBTQ+ Muslims at: <https://www.hidayahlgbt.co.uk/social-events>

Hidayah also educates that LGBTQ+ Muslims exist, and identifying as LGBTQ+ and Muslim can co-exist.

For more information and for getting involved visit:

Website: www.hidayahlgbt.co.uk

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

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

Email: info@hidayahlgbt.co.uk



Directors at the Diversity Trust are Podcasting



Directors at the Diversity Trust have interviewed some of the most influential people of our time, they include Christine Burns MBE, Stella Creasy MP and the human rights activist and campaigner Peter Tatchell. You'll hear their stories for influencing better equality, diversity and inclusion.

Our last newsletter featured our Director, Lou Hart, interviewing Stella Creasy MP, which explored Stella's passion for achieving equal rights for women across the world.

Our next Podcast features our Diversity Trust founder, Berkeley Wilde, interviewing Human Rights Campaigner Peter Tatchell. Peter is best known for influencing LGBT+ rights both here and abroad. Since 2013, Peter became a full-time employee of the Peter Tatchell Foundation, which promotes

and protects the human rights of people, communities and nations, in the UK and abroad.

Our Podcast with Peter will support you to influence those in power and authority to change their position. Peter talks about Equality for All, for example, civil partnerships and marriages should apply to everybody, not just same-sex or opposite-sex couples.

Peter talked about everything from human rights across the world to relationship and sex education in schools. However, the work is never over, as human rights can be lost as well as won.

Peter is driven by his passion for freedom, equality and justice. He lives with injuries

Peter Tatchell continued

from protesting against human rights abuses. So, Peter's inspired by other activists who put their lives on the line.

Elections are important, and we should vote. However, we have the right to challenge the policies, which effects our freedom, democracy and human rights.

Everyone, including the people reading this article and listening to our podcasts can be Change Makers. Individually and collectively we all have power.

Be part of the solution by joining the Peter Tatchell Foundation. The Peter Tatchell Foundation depends on individual donations. All donations, no matter how small, will add up to keep the foundation going. Visit: www.petertatchellfoundation.org/

Before we interviewed Peter Tatchell, we asked you what questions and comments you have for Peter, which included:

- ★ "I would like to shake his hand and tell him I admire the work he does, and has done for years, for the rights of a section of society that is so often underserved and maligned."
- ★ "Just ask him if he realises how well loved and respected he is."
- ★ "Could I have another dance with you please.... (last one was over ten years ago...!)"
- ★ "Can I have your autograph?"

Your comments reassured Peter to keep fighting for our human rights, especially when met with resistance.

To hear the Podcast visit:

<https://www.diversitytrust.org.uk/2019/07/the-diversity-trust-podcast-3-peter-tatchell-human-rights-and-lgbt-activist/>



Peter says, "You too are doing great work, you know, locally-based, diverse LGBT+ organisations are really, really important. We mustn't have one voice. We need a multitude of voices and a multitude of action embedded in local communities and regions and counties."

To stay in touch with the Peter Tatchell Foundation, please visit or follow Peter at:

The Peter Tatchell Foundation website: www.petertatchellfoundation.org/

Twitter: [@PT_Foundation](https://twitter.com/PT_Foundation) | [@PeterTatchell](https://twitter.com/PeterTatchell)

Instagram: [@petertatchellfoundation](https://www.instagram.com/petertatchellfoundation)

Facebook: [@PeterTatchellFoundation](https://www.facebook.com/PeterTatchellFoundation)

LinkedIn: www.linkedin.com/company/peter-tatchell-foundation/

Our Diversity Trust Associate, Annie Moon, at 'Be the Difference Services' specialises in supporting organisations to work together for creating the social change we need. Therefore, Annie created our Podcast series during 2019. Our next newsletter will announce our Podcast series for 2020. So please keep reading and subscribing.

HIV diagnosis rates are increasing in the over 50's, despite progress being made at reducing rates in the under 50's. AgeUK Wiltshire has launched its 'HIV: Age is No Protection' campaign to address this issue.

The campaign will help people aged 50+ to understand more about HIV, and encourage them to access sexual health resources. To publicise this information, AgeUK Wiltshire is using a wide range of media. Posters and leaflets are being circulated throughout Bath and North East Somerset, Swindon and Wiltshire. There's a short film on the AgeUK Wiltshire website, supported with more detailed information. AgeUK Wiltshire are tweeting and posting reminders on Facebook. Local BBC Radio and Television will broadcast features to push the publicity campaign further. A key date for the campaign is World Aids Day on Sunday 1 December. AgeUK Wiltshire will run a digital campaign before and afterwards. Therefore, by using different methods of communication, AgeUK Wiltshire hopes to maximise contact with older people. It will support older people to make informed decisions and choices and encourage them to get tested for HIV.

AgeUK Wiltshire discovered there are several factors why the increase occurred. These include; people being ill-informed about HIV generally; a reluctance to disclose sexual history to new partners; mistaking symptoms and therefore taking the wrong medication; and missed or incorrect diagnosis in primary care. Late diagnosis is higher in older age groups, which delays treatment, alleviating any symptoms, and could mean that the infection gets passed on to others.

The campaign will make sure older people understand the advances made in preventing and treating HIV. It's now possible for people living with HIV to live an active and healthy

life, because the medication can now keep the HIV virus totally under control. This means not passing on the virus or experiencing symptoms. This state is called 'undetectable', which means the virus is 'untransmittable'. U = U, undetectable = untransmittable, is therefore a significant message in the campaign.

The main message is summarised as Think – Test – Treat. Think about safe sex; if there are any concerns, get Tested, and if necessary, effective Treatment is available.

AgeUK Wiltshire is working closely with several partners on this initiative and is very grateful for all their help and support. The National Aids Trust says:

“We wholeheartedly support AgeUK Wiltshire’s campaign to raise HIV awareness among older people. Thanks to prevention efforts, new HIV diagnoses in the UK have fallen significantly since 2015. But we’re not seeing the same rate of progress among older people, especially older women. And two-thirds of people over 65 are diagnosed late, which can have serious consequences for health outcomes. HIV and sexual health interventions must consider people of all ages if we’re going to tackle HIV effectively and achieve our goal of ending HIV transmissions in the UK by 2030.

By using its role in the community to improve awareness and encourage testing, AgeUK Wiltshire is doing just that. It would be great to see other groups across the country promote and normalise HIV testing as a way of taking care of yourself, and of helping end HIV.”

Further information is available on the Age UK Wiltshire website: <https://www.ageuk.org.uk/wiltshire/about-us/hiv-awareness/>

Let's talk about pronouns, by Aaron Barnes

One of our Associates, and Trans Awareness Trainers, Aaron Barnes, wrote an essay about pronouns, here's a summary.

We use pronouns every day, and without much thought. Without pronouns we would say the full name of every noun, which is exhausting.

Some pronouns in English are gendered. They indicate the noun's gender, for example, "Alex was late for work today because she woke up late," and "Sam is having a hard time, he could use some help." We assume Alex is female, and Sam is male.

Sometimes we assign gender to objects that aren't male or female. This doesn't only reveal our relationship to the object, but to an entire gender. For example, we often refer to vehicles as "she" - "She's a good ship." "I've had my car for years, she's very reliable" - which shows a paternal relationship. It's a thing I own, a thing that needs my care and protection. However, it stereotypes anything feminine as helpless, an object to own or control.

In this short essay I'll focus on the positive aspect of pronouns; when applied correctly, we can use them to affirm and validate each other.

Have you ever been in that awkward situation where you referred to someone with the wrong gender or been referred to incorrectly? Like; when you're a "sir" and the telemarketer on the phone keeps saying "yes ma'am". At best it's mildly uncomfortable that everyone laughs off right away. Sometimes you may really upset someone or feel disrespected. Especially if it happens repeatedly.

It's called, "misgendering," and while it can



happen to anyone, it happens more often to some people than others. In particular, it happens to transgender, nonbinary, and gender nonconforming (GNC) people.

Most of the time it's an accident. It happens by seeing or hearing a person, which doesn't match our assumptions or expectations. However, sometimes it can be intentional and even malicious; you disrespect people when you misgender them.

If you're not sure, and you really need to know, it's perfectly ok to ask. Just ask "What pronouns should I use for you?" or "What language best reflects your gender?" or "Hey, I just realised I've been referring to you as 'she' this whole time, but I haven't checked if that's correct!"

Offer a quick and sincere apology if you misgender someone, and do your best to remember the correct gender language going forward.

Train ourselves not to assume anyone's gender. Ask and invite others to ask you.

Pronouns continued

Or offer gendered pronouns early on and regularly.

Support trans, nonbinary and GNC people by offering your pronouns when you introduce yourself: “Hi, my name is Alex Jones, my pronouns are he/him/his, nice to meet you!” or include them in your email signature. It reinforces the idea that you can’t tell someone’s transgender just by looking.

Normalise saying “they”. For example, “Someone left their phone in the meeting room! I hope they remember to come back for it!” Defaulting to “they” when you don’t know someone’s gender is great for not assuming and for escaping our two-gender culture.

Of course, these aren’t perfect solutions. Imagine spending hours every morning, trying to represent the right pronoun, only to have this questioned?

Even using gender neutral “they” by default can have the effect of de-gendering someone. In fact, some people refer to a transgender person as “they” after she’s made it clear her pronoun is “she”.

A policy like “everyone in this company must include their pronouns in their email signature” can create an uncomfortable situation for a trans person, who’s not ‘out’. So, misgendering themselves avoids awkward conversations.

Putting pronouns in your email signature or including them when introducing yourself invites people who aren’t in the know to ask, “why did you do that?” This means explaining trans, nonbinary, and GNC inclusion.

However, with any social engagement, it’s important to try and maintain awareness. prepared to apologise, accept correction, and move on.

If you’re looking for ways to show solidarity with trans, nonbinary and gender nonconforming people, make non-assumptions normal, and make asking for and offering pronouns a normal thing to do. But don’t make it a requirement or demand on anyone else.

During our Diversity Trust Training we’ll explore pronouns and nonbinary identities in detail.

In the News: Demand for transgender awareness courses 'up 50%'



The Diversity Trust featured in BBC News on Thursday 17 October 2019. Changes in the law and Trans visibility increased the demand for our transgender awareness courses by 50%. The changes include care, prisons, funeral care, reviewing the gender reassignment process and so on.

Our Diversity Trust Director and trans awareness course leader, Cheryl Morgan, says, "It's not being trans that's the problem, it's people's attitudes."

According to Home Office figures, Transphobic hate crimes increased by 37% from 2018-2019.¹

Therefore, our training is for staff who want to support and treat everyone fairly, so no one is disadvantaged by our gender identities.

The University Hospitals Bristol NHS Foundation Trust, said we were "instrumental in developing a deeper insight for supporting trans patients and staff".

To read the article visit: <https://www-bbc-co-uk.cdn.ampproject.org/c/s/www.bbc.co.uk/news/amp/uk-england-bristol-49969909>

To book our Transgender Awareness course visit:

https://www.diversitytrust.org.uk/wp-content/uploads/2018/05/Healthwatch_Jan16_1_.pdf

¹ <https://www.bbc.co.uk/news/uk-50054915>

Advertorial: One You South Gloucestershire

ONE YOU SOUTH GLOUCESTERSHIRE

One You South Gloucestershire is a healthy lifestyles and wellbeing service for adults to help make important, lasting improvements to their health. One You South Gloucestershire is for all adults over the age of 18 who are South Gloucestershire residents or registered with a GP practice in South Gloucestershire.

The new service is delivered jointly by Southern Brooks Community Partnerships and South Gloucestershire Council and community partners including Oasis Talk, Circadian Trust, The Diversity Trust, The Carers Support Centre and Developing Health and Independence (DHI). This service builds on the previous provision of the Wellbeing College, Community Connectors and Health Champions.

Activities include Peer Support Groups, 5-Ways to Wellbeing Workshops and a range of taster sessions including Mindfulness, Glass Fusing, Creative Writing with more.

For more information on One You South Gloucestershire visit the website: <https://oneyou.southglos.gov.uk/>

For more information on wellbeing events visit the Southern Brooks Community Partnerships website: <https://southernbrooks.org.uk/wellbeing/>

In this newsletter, please look under Dates for your Diary, so you know when the Diversity Trust is running our next wellbeing workshops.

Research: Young Adults Relationships and Health (YARAH)

Domestic violence (also known as domestic abuse) includes physical, emotional and sexual abuse in relationships or between family members. The University of Bristol and the University of Central Lancaster are exploring how young people are affected, and what action we can take to reduce the impact on health, wellbeing and on future relationships.

The researchers would like to interview people between ages 18-25 years who have experience of domestic violence/abuse with partner(s).

They are interested in the views of both perpetrators and victims and survivors of domestic violence.

The interview will be in a confidential, safe space. You'll receive a £15 shopping voucher as a thank you.

How to take part

For more information and to take part please contact:

Mind You

Mind You is a South Gloucestershire mental health and emotional wellbeing hub for young people.

The Public Health team are keen to understand if young people and children know about about their mental health services and information.



Researcher: Maria Barnes

Emails: maria.barnes@bristol.ac.uk

Mobile: 07971 754258

Website: <http://www.bristol.ac.uk/primaryhealthcare/researchthemes/yarah-study/>

Maria can call at a time which suits you – just text your message.

Maria contacted the Diversity Trust so different voices and communities are represented in the research and recommendations.

If you work with groups of children or young people (aged 5-18), please share this survey link with them.

<https://southglos.researchfeedback.net/s.asp?k=157251265434>

Advice Appointments



North Bristol Advice Centre offers **advice appointments** across North Bristol and South Gloucestershire every week. We can provide advice by telephone too.

Debt Advice

Tuesday

Southmead - Greenway Community Practice, BS10 6AF

Lawrence Weston - Lawrence Weston Youth Centre, BS11 0RX

Thursday

Lockleaze - NBAC office, 2 Gainsborough Square, BS7 9XA

Welfare Benefits & General Queries

Monday

Lockleaze - NBAC office, 2 Gainsborough Square, BS7 9XA

Patchway - One Stop Shop, Rodway Road, BS34 5PE

Lawrence Weston Appeals - LW Youth Centre, BS11 0RX

Tuesday

Shirehampton - Health Centre, Pembroke Road, BS11 9SB

Wednesday

Kingswood - One Stop Shop, High Street, BS15 9TR

Southmead - Greenway Community Practice, BS10 6AF

Thursday

Lockleaze - NBAC office, 2 Gainsborough Square, BS7 9XA

Call 0117 951 5751 to book

(office hours Mon-Thurs, 9am-5pm)

www.northbristoladvice.org.uk

Gay & Bisexual Men's Peer Support Group



A professionally facilitated safe and confidential space
for all self-identifying Men who identify as Gay or
Bisexual who are over 50

- FREE Weekly sessions
- Facilitated by a member of the male Gay and
Bisexual community

Safe, Inclusive, Supportive
Every Wednesday 6pm-8pm

**Location: Oasis-talk, 10 Orchard St,
Bristol BS1 5EH**

**Contact: Sharifa Whitney James on
swhitneyjames@ageukbristol.org.uk
07932370456**

Please book in advance, limited spaces.



Supporting lesbian, gay,
bisexual, transgender +
over 50s in Bristol



COMMUNITY
FUND



Oasis-Talk
Emotional health & well-being

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.

December 2019

1st: World AIDS Day

3rd: International Day of
Persons with Disabilities

5th: International Volunteer
Day

10th Human Rights Day

Dates for your diary

Event: LGBTQ+ Youth Cafe, Yate, South Gloucestershire

Date: Sessions run on the **last Sunday** of every month.

The next dates:

(please note, we are closed in December and return on Sunday 26 January 2020)
Happy New Year!

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

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: Saturday 8 February

Time: 12noon - 4pm

Venue: Aerospace Bristol, Hayes Way, Patchway, Bristol BS34 5BZ

Why you should go: If you're LGBTQ+, over 18 and living in South Gloucestershire we have Free LGBTQ+ workshops for you. 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 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're interested, so we can alert you to our workshops as they appear during 2020.

To Register Contact: The Diversity Trust - Wellbeing Project

Email: wellbeing@diversitytrust.org.uk

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



Blog: Hair Apparent; a voyage around my roots

Tina Shingler writes and performs a journey with afro hair from childhood to adulthood. Different cultures, social trends, fashion and sexual politics all had a say in how Shingler should feel. Shingler's afro hair was a distinctive feature while growing up in North Yorkshire with a white foster mother. You'll experience the changing attitudes to afro hair from curiosity, hostility, delight and derision through Shingler's journey in time and space.

Please read Shringler's blog on our website:

<https://www.diversitytrust.org.uk/2019/09/hair-apparent-a-voyage-around-my-roots/>

For more information and performance enquiries please visit Tina Shingler's website:

<http://www.tinashingler.co.uk/>



Social Media

Recent tweets

8 November 2019

Take a listen to our wellbeing wonder, David Sully, talk about how he creates a space where exercise is used as a tool not just for improving our physical health, but also to start conversations and build relationships.

<https://www.guylochhead.com/podcast/david-sully?fbclid=IwAR03KF7pgzqBUcTUI-HnJmsLsDmiK8jn25Mj00n0ENX2MQrtxAkANGuj-IA>

8 November 2019

#IntersexSolidarityDay is an awareness day that draws attention to the issues faced by members of the intersex community. It is on Nov 8th, to mark the birth anniversary of #HerculineBarbin. #Diversity #Equality #Inclusion #IntersexDayOfRemembrance

6 November 2019

Excellent morning Equality Diversity and Inclusion session @ EmmausBristol positive people and feedback: 'Great training will really make me think about my unconscious bias'

3 November 2019

@OpenUniversity are conducting a pilot study on how school proms affect the mental health and wellbeing of #LGBTQ+ people.

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

2 November 2019

NEW Gay & Bisexual Men's Support Group

@OasisTalk Find out more by visiting the @BabBristol website

bristolageingbetter.org.uk/lgbt/





Please donate if you can.

Your donation will help us to:

- ★ end discrimination
- ★ tackle inequalities
- ★ stop hate crime
- ★ improve the lives of vulnerable adults and young people
- ★ influence social change

To donate visit: <http://www.diversitytrust.org.uk/donations/>

Credits

Our newsletter was:



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

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

Facebook: <https://www.facebook.com/Mr-Pen-Content-Specialist-802263836511908/>

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

Jargon Busters

BME / BAME – Black & Minority Ethnic / Black, Asian & Minority Ethnic

Cisgender – Cisgender is a term for people whose gender identity and /or gender expression has stayed the same as the sex they were assigned at birth.

Diversity - 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 have the opportunity to fulfil their potential.

Gender nonconforming – a gender behaviour or expression, which doesn't conform to a male or female, binary identity.

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...

Non-binary – a gender that's not exclusively masculine or feminine.

Pronoun - A word standing in place of a noun: You, We, Him, Them, They, etc.

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.

Our Services

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

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, films, podcasts and e-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 other package.

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

[filmmaking/](#)

Hate Crime & Discrimination

We work in partnership with Stand Against Racism & Inequality (SARI) and Compass Disability 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_reports/

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, Longleigh Foundation, 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

Call: 0844 800 4425

Media Enquiries: 07747 752 454

Write to us: PO Box 5189, Somerset BA6 0BN

Email: 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

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