

Diversity News

Issue 18
Spring 2020

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

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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Welcome to our Spring 2020 newsletter!

In this issue you'll notice our key theme for 2020, which is equality, diversity and inclusion in the context of the climate crisis and taking environmental action. This year, we'll continue focusing our campaigns on this theme. In particular, how the climate crisis impacts on diverse communities around the world. I want to say a personal thank you to Manu Maunganidze, who wrote a recent guest blog post on Equality in the Green Sector. You can read Manu's blog on our website.

This issue also covers other exciting and interesting new projects, such as a fantastic new film by **Out of the Can** in Swindon, the LGBTQ youth project, which we support. There are new cafés, called **Catch up Café**, for people aged over fifty, as well as new cafés for trans and gender diverse people called **T&Coffee**.

Our newsletter also features

our most recent events, one celebrating LGBT History Month in February and our World AIDS Day event in December last year, when we held an HIV and AIDS myth-busting session.

We said a fond farewell to Maisy Griffiths, who led our communications strategy until the end of 2019. But said 'hello' again to Maisy as she started her new role with the local Healthwatch.

We're also saying a big hello to the newly shaped communications team here at #TeamDiversity by introducing Ani, Dave and Susie who are developing and leading our strategy for 2020 and beyond.

There is a date for your diary, as we plan an Equalities Forum conference with our partners in South Gloucestershire, which will highlight inclusion in education. The conference takes place on Wednesday 20 May at the Aerospace Museum.

There's an update from

#TeamSARI who we absolutely love, adore and support as they combat hate crime and discrimination across the region. We're sadly noticing an increase in hate crime and hate incidents directed at our most vulnerable communities. Attacks on one of us are an attack on us all. We'll fight tirelessly until hate crimes like these are consigned to history.

And finally, I'm delighted to announce that we're launching a new monthly 19+ LGBTQ+ social and support group in South Gloucestershire. The group will complement the work we already do with LGBTQ young people aged 12-19, as it will offer ongoing support for people aged 19+ in South Gloucestershire. We really are "Thinking Globally and Acting Locally".

Berkeley Wilde, March 2020

Warning: There's a Holocaust image on the next page, which you may find upsetting.

News in Brief

Holocaust Remembrance Day

Monday 27 January marked 75 years since the liberation of the Auschwitz concentration camps. We remembered everyone who suffered and died during the Holocaust: Jewish people, the Roma and LGBT+ communities and many others. The Diversity Trust remembers and we will keep fighting until everyone's race, religion, sexual orientation, identity and way of life is respected across the world.

#holocaustremembranceday



Article Correction

Our last newsletter featured an article about 'looking after our sexual health', which excluded information about SWISH, which you can read below.

Residents in Somerset can now order a full sexual health testing kit online. SWISH (Somerset Wide Integrated Sexual Health) is running this pilot project. The packs include testing kits for Chlamydia, Gonorrhoea, HIV and Syphilis, where you take your own sample and then post this for testing. The results are then available in fourteen days by email or telephone. The service is free and confidential. You can check if you're eligible by following the link below:

<https://swishservices.co.uk/online-sti-testing-trial/>

Please note, the online testing service is for those who are not experiencing any symptoms. Visit your local clinic if you experience symptoms. You can find full details of clinic times, along with information about further services, at:

<https://swishservices.co.uk/online-sti-testing-trial/>



News in Brief continued

Shine On

After the tragic news of the death of Caroline Flack, the Diversity Trust endorsed the #BeKind campaign, as we can all experience challenges, struggles, trauma and pain in our lives. Therefore, we encourage compassion and resilience in our communities. Self-compassion is also vital for our mental health and wellbeing. When life gets difficult tell yourself, "I can cope". And seek support if you need it. You're not alone. Please read our Wellbeing Service article on page 20 and our SARI article on pages 11-12. Our Wellbeing Associate, David Sully, highly recommends the following self-help book, written by



Bristol-based psychotherapist and life coach, Daniel Fryer.

<https://www.danielfryer.com/>

Shine On is an ongoing campaign bringing people and organisations together from across Bristol, North Somerset and South Gloucestershire. It tackles the issue of suicide and raises awareness of the support available. The campaign is led by the Independent Mental Health Network.

For more information visit:
<https://www.imhn.org/shine-on/>

International Code of Practice for Diversity, Equality & Inclusion in the workplace

We're working with the British Standards Institute and the All-in Diversity Project to develop the first International Code of Practice for Diversity, Equality and Inclusion in the Workplace. Our Director, Lou Hart, represents the Diversity Trust on the steering committee, which is developing this Code of Practice for public consultation later this year.

To read our press release visit:

<https://www.diversitytrust.org.uk/2020/03/codeofpracticepressrelease/>

Out of the Can - Like A Person (Short Film)



The Longleigh Foundation grant fund and Stonewater social housing provider work with the Diversity Trust to support an LGBTQ+ youth group called Out of the Can (OOTC). OOTC supports young people in Swindon and in the surrounding areas. With funding from Swindon Borough Council, young people at OOTC created a short film with help from Create Studios.

It shows young LGBTQ+ people receiving support rather than facing discrimination. This short film supports other LGBTQ+ young people and their allies while educating youth work professionals.

To watch the film please visit:

<https://www.youtube.com/watch?v=wpYp-JUfQrQ&feature=share&app=desktop>

Out of the Can website:

<http://outofthecan.org/>

Cafés Urged to Welcome Older People

A campaign was launched to persuade cafés and businesses to become more age friendly. Age UK Bristol is behind the initiative. It aims to end isolation and loneliness and support the over 50s. The project is called Friends Ageing Better (FAB). The project runs regular café meet ups, which are called Catch up Cafés, across Bristol for bringing people together.

The Catch up Café happens in many different locations, in high street cafes, community centres and temples, mosques and so on.

For example, the Kingfishers Café in Fishponds host two monthly FAB Catch up Cafes for people living in the area. The first Catch up Café event focuses on new careers, looking for jobs and volunteering for the over 50s. The second Catch up Café event has a retro games theme at the end of the month.

Silvia Jimenez Cruz at Friends Ageing Better says, “We know that many older people experience isolation, particularly after losing a partner or through reduced health and mobility or retiring from their jobs. FAB works with local businesses and organisations to provide older people with incentives and opportunities to get out and about, meet neighbours and enjoy more of what the city can offer.”

The charity is calling on cafes to sign up to FAB and offer discounts for older people / or host regular Catch up Café sessions. This may encourage older people to meet on a



particular day or time when the café is quiet.

Around a thousand older people have signed up to FAB, which is growing. The free service is open to anyone aged over 50 and members are invited to Catch up Cafes in their neighbourhood. You can also join special events, such as tours and talks.

If you run a business and are eager to find out more, why not contact the Friends Ageing Better team on 0117 440 4301 or email fab@ageukbristol.org.uk

If you would like to become a member please visit: www.ageukbristol.org.uk or call: 0117 440 4301

Reduce your carbon footprint by contacting The Centre for Sustainable Energy



Have you heard about The Centre for Sustainable Energy? The charity has supported people, communities and organisations in becoming energy efficient since 1979, while influencing government policies. It's based in Bristol, but the charity works across the region. Increasing energy bills can widen gaps in living standards. Nobody would choose a cold, damp and mouldy house, which causes breathing and heart problems. This is where the Centre for Sustainable Energy steps in. And your organisation can reduce its carbon footprint with its support.

The Centre for Sustainable Energy (CSE) gives free, impartial, energy saving advice to anyone in Bristol, Dorset, Somerset, South Gloucestershire and Wiltshire, so we can stay warm while reducing our energy bills.

Around ten thousand people have received advice from its Home Energy Team over the years, which is mainly delivered over the phone. However, they also visit people in their homes, community centres, workplaces, doctor's surgeries and so on. For more information please visit:

<https://www.cse.org.uk/advice/how-we-can-help/how-we-can-help>

You can also browse the Home Energy Team's free factsheets, which guides you on everything from loft insulation and storage heaters, to electric vehicles and battery storage. To read or download these factsheets, please visit: www.cse.org.uk/adviceleaflets.

The Home Energy Team can help with:

Reduce your carbon footprint continued

- ★ Advice on energy saving measures – insulation, ventilation, heating systems, glazing, lighting and appliances
- ★ Helping customers get to grips with complex grant legislation and how best to navigate schemes such as the Energy Company Obligation
- ★ Referrals to external grant schemes
- ★ Reading meters and understanding energy bills
- ★ Advice on solar panels, heat pumps and other renewable energy technologies
- ★ No-cost and low-cost energy saving tips
- ★ Signposting to other areas of support e.g. Citizens Advice (CAB) and debt advice agencies.

You may be eligible to access a grant for heating systems or having energy saving measures installed. The criteria varies, depending on your circumstances. So, it's best to call the Centre for Sustainable Energy and one of their advisors can help you understand what support you can have.

Its YouTube channel has lots of useful videos, offering help from 'how to use a night storage heater' to 'how to start your own solar power project.' Visit:

https://www.youtube.com/channel/UCR3Li2z-FLCsiYY_umdKbpA

To browse its case studies on YouTube visit:

- ★ This video gives an overview of how we can help with your cold home or energy bills. <https://www.youtube.com/watch?v=D7zWZil8IVQ&feature=youtu.be>
- ★ This video shows what it can be like living in a cold home and how funding to upgrade your central heating system can make a big difference. <https://www.youtube.com/watch?v=-crFuFAb0R8&feature=youtu.be>

- ★ This video below shows what it's like to get solid wall insulation applied to the outside of your house. Too disruptive or well worth it? A Bristol resident explains. <https://www.youtube.com/watch?v=LgCGZh0SCn0&feature=youtu.be>

Our next Diversity Trust newsletter will feature more case studies to support you and your clients. In the meantime, you can contact the Centre for Sustainable Energy on:

Telephone: 0800 082 2234

Email: home.energy@cse.org.uk

Or complete a contact form at: <https://www.cse.org.uk/advice/contact-us>

The Centre for Sustainable Energy is open from Monday to Friday, 9am to 5pm.

For updates, you can sign up to its newsletters at:

<https://www.cse.org.uk/contact/enews-sign-up>



T&Coffee – Supporting you, to be you...

We're excited to announce the official launch of T&Coffee, a new community support project, where trans and gender diverse people can meet and chat. T&Coffee launched its first regular event last January in Surrey, which has started a series of regular and special meet-ups at different locations across the country.

'Out at Tesco' are supporting T&Coffee to use its Tesco café network across the UK. This means trans and gender diverse people are supported in being themselves in public locations, which are safe, accessible and trusted. The only charge is buying your own food and drink. T&Coffee founder Samantha Howard says, "it's important we meet in safe and accessible venues, which champion our LGBTQ+ community. An alcohol-free venue is very important to us. We recognise the disproportionate level of substance misuse in LGBTQ+ communities. Therefore, a pub / club environment may not be a safe and supportive space."

All gatherings are open to people at any stage or point in our gender journey, and they include our families, friends and supportive allies. The events will bring people together for peer support. Volunteers welcome and offer each person information and an introduction to your local T&Coffee group. Therefore, T&Coffee allows marginalised and a largely online community to have a safe and friendly space for seeking support, information, friends and allies.

As well as Out at Tesco's support, T&Coffee are also members of 'Trans in the City' who have provided invaluable guidance to help the T&Coffee project reach more people.

Samantha said, "The support we received from Tesco and Trans in the City brings me to tears", Samantha continued "We'll add more capacity to existing services and local groups, rather than replace them. Therefore,



we'll collaborate where we can. We want trans and gender diverse people to feel 'normal' and celebrated by meeting other people in our community."

To get involved, please follow T&Coffee on social media and register your free membership on its website, so you're the first to know about T&Coffee events. Please contact T&Coffee for more information if you're interested in joining an event near you.

Email: info@tandcoffee.co.uk

Facebook, Instagram & Twitter: @TnCoffeeLGBT

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

Short Link: <http://bit.ly/2QPx1Bb>

World AIDs Day 2019



We marked World AIDS Day last year by hosting a public event with Brigstowe and the Eddystone Trust at Grimsbury Community Farm on Thursday 28 November 2019 from 6-9pm. We focused on information sharing, which challenged HIV myths and misunderstandings. We kept things simple by offering a space for learning, asking questions and developing our HIV and AIDS knowledge.

As well as the 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 living with HIV. We were very excited to hear LeaSuwana's story.

Aled Osborne, Fundraising and Communications Manager at HIV Charity, Brigstowe, started our event with a lively presentation about 'HIV and AIDS Myths Busting'. It covered the stigma, some key statistics, how HIV is transmitted (from high, low to no risk). Aled showed a presentation slide, which highlighted comments on dating apps and websites, such as, "are you clean?". The Terrence Higgins Trust U = U campaign will hopefully help to diminish the stigma, as people learn that effective medication stops the virus from being passed on.

Aled says, 'Brigstowe are delighted that we were able to partner with the Diversity Trust again as part of our World AIDS Day Programme. It was a superb event with much needed information presented. It is vital that these events happen so we can

World AIDs Day 2019 continued

continue to break the stigma. People living with HIV who are on effective treatment cannot pass the virus on. U=U which means Undetectable = Untransmittable'.

We then heard from James Mead, Men's Health Worker at the Eddystone Trust. James' presentation explained that just under half of people being diagnosed with HIV are diagnosed late. This indicates we're not in the habit of testing for HIV, caused by the fear of finding out or believing we weren't at any risk. James' presentation covered the following myths and facts relating to HIV and testing.

Myth: If it says in my doctor's notes that I've tested for HIV, I could be denied life insurance?

Fact: Insurance companies are not interested in negative results. There are also specialist insurance companies who provide policies for people living with HIV. Notes held at the sexual health clinic and at the HIV specialist clinic are anonymised and not linked to your main medical notes. You do not have to tell anyone you have tested for HIV or have tested positive for HIV unless you choose to do so, including your GP.

Myth: I have regular blood tests; I would know if I was HIV positive.

Facts: Blood tests taken at GPs or in the hospital do not include a routine screen for HIV.

Myth: I'm too old to catch HIV/ I'm straight.

Fact: Over the last fifteen years we've seen a rise in new HIV diagnosis in the over 50s. Anyone who may expose themselves to the virus can test positive, including heterosexual women and men.

We abbreviated the myths and facts above, so for more information please visit The Eddystone Trust website at:

<https://www.eddystone.org.uk/>

Quote from the Diversity Trust

Berkeley Wilde, Director, the Diversity Trust said: "We're delighted Brigstowe worked with us again this year for marking World AIDS Day, as well as the Eddystone Trust joining us and sharing their presentations and knowledge. All our speakers are so passionate about raising awareness and challenging the stigma, which still exists about HIV and AIDS. We all learnt a lot and hopefully the learning, challenging and education will continue. We are already looking forward to hosting our next World AIDS Day event in December 2020."

Our keynote speaker, LeaSuwana Griffiths, discovered she was HIV positive while pregnant with her second child. Before she became aware of her HIV status, LeaSuwana worked in childcare for Positive East, a charity offering care and support for children and families affected by HIV. LeaSuwana is now part of a campaign called, Changing Perceptions. This initiative educates people about those living with HIV and their experiences.

For more information about Changing Perceptions visit:

<https://changingperceptions.co.uk/>

We Interviewed Sacha Reid at SARI

Meet Sacha Reid, who is a project worker at SARI (Stand Against Racism and Inequality). SARI is a hate crime charity. It works with many organisations and partners, such as the police, housing associations and mediation services, to find the right solution and justice for the victim and perpetrator. Sacha covers the South Gloucestershire area and he currently has over forty clients on his caseload.

Sacha originally worked in sales and finance. After being made redundant, Sacha cared for his mum. His friends and family noticed Sacha's skills in care work and suggested exploring work in this area. So, for the next five years, Sacha was a mental health support worker. Sacha heard about SARI through the people who used the service. He was successful in his application and is now SARI's Project Worker who covers South Gloucestershire.

Sacha said that in Bristol SARI is supported by hate crime officers working in other agencies, which specialise in one of the protected characteristics. For instance, The Brandon Trust and Bristol Mind, etc. However, Sacha covers all the protected characteristics in his role across South Gloucestershire.

There's three layers in Sacha's work:

- ★ Client
- ★ Incident
- ★ Person(s) responsible

Sacha coordinates the best response for dealing with the client, the incident and the perpetrator. This may involve supporting the police or accessing a mediation service. His client may need reassuring that their incident is being investigated. Sacha listens and then empowers the client to take action with confidence, so they become a survivor

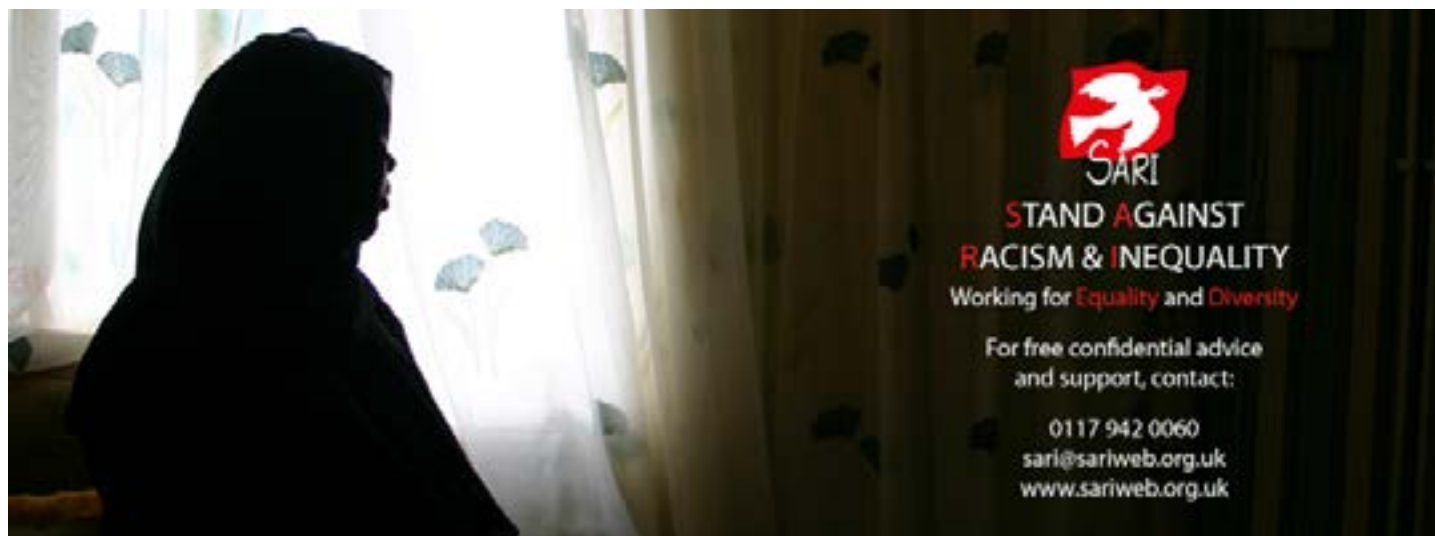


rather than a victim of hate crime.

For instance, a pupil tells their parents and school that they're being racially bullied at school. The school contacts SARI for seeking the best response. Sacha would speak to the school and see what they need. He would support the parents in having face-to-face meetings with the school, and support the pupil. Sacha's support will continue until everyone's happy that the incident has been dealt with thoroughly and appropriately.

Sometimes it's important to work with the perpetrator to create a permanent change. For example, Sacha supported a perpetrator who was overweight when they were younger. The perpetrator started boxing and lost weight. However, they judged and bullied other body shapes.

Sacha Reid at SARI continued



Sacha identifies what's needed and coordinates the appropriate support. For example, if there's a race issue between neighbours, Sacha will contact Resolve West to offer mediation and restorative justice. He will host case meetings, which invites different agencies for problem solving and identifying the support that's needed for each client.

Sacha pursues action which recognises that each person is unique and has different needs. The SARI approach is very person-centred. Therefore, Sacha will explore what the client wants and will support their needs after their hate crime or incident.

Very often the police can only deal with facts, proof and tangible evidence, so it uses SARI to support a hate crime survivor while they investigate the case. Therefore, Sacha will check if the case is being investigated, and get regular updates, while supporting the client in identifying wider support.

Agencies, the police, housing associations, friends and family can refer people into

the service after seeking the person's permission. And you can refer yourself. SARI is here to help. If they can't support you, they'll see who can.

We know we can call the police if we're assaulted or burgled. However, often we don't recognise a hate crime or hate incident, such as name calling, which targets our sex, race or disability and so on. No matter how small, it's important to listen and log a hate crime or incident and SARI will pursue the appropriate action.

For more information and for contacting SARI please visit:

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

Healthwatch South Gloucestershire:

Interviewing Maisy Griffiths

While saying goodbye to Maisy Griffiths, our Communications Associate at the Diversity Trust, we say hello to Maisy in her new role at Healthwatch, where Maisy's the Area Lead for South Gloucestershire. Therefore, Maisy remains a close ally as she enables people to have their say in shaping their local Health and Social Care services, so these services work for everybody.

Healthwatch is an independent champion for people who use health and social care services. It puts people at the heart of services, so our voices are heard, and we can influence change. For example, Healthwatch are running a campaign called 'Speak up 2020', which is gathering feedback on NHS services - good or bad.

We asked Maisy about people who may feel their feedback isn't heard or nothing will change as a result? Maisy says, "the only way we can achieve change is by highlighting the concerns. Without a mass of voices speaking up, it's hard for change to happen."

For example, Healthwatch researched a local NHS Stroke Rehabilitation service, it supported an action plan for improving the service based on patient feedback. Weston Hospital didn't have hand sanitisers. Patients and visitors worried about infections, hospital hygiene and cross contamination. Healthwatch made recommendations, and now Weston Hospital has hand sanitisers. These examples show Healthwatch using its statutory powers in response to patient feedback and concerns.

Rather than use Healthwatch, can I make a direct complaint? Healthwatch has the capacity to influence improvements or



request an apology if you send your complaints or comments to them, (which can be anonymous). Because Healthwatch is an independent champion who will fight your case and support the necessary changes in NHS and Social Care services.



Maisy mentioned a scenario in Thornbury and Yate, where people experience difficulties in getting an NHS dentist appointment. Healthwatch will explore this issue and see if it's part of a wider problem, such as, a lack of dentist or NHS capacity. In Thornbury, it seems the increase in housing hasn't matched the demand in local services. Therefore, Healthwatch would report the problem identified by patients and seek answers.

Healthwatch South Gloucestershire continued

Maisy was always interested in Health and Social Care and values the NHS. So she aims to involve the community in making services better, more user-friendly and inclusive for everyone by giving people the chance to comment. Maisy studied politics, so she's aware of injustice and solving this through her work.

You can take part in many ways.

Healthwatch has a Patient Prioritisation Panel, which includes its staff, Trustees and volunteers. The general public are also invited to these meetings. It identifies the health and social care priorities and the possible projects from these priorities. Although Maisy's work covers South Gloucestershire, Healthwatch Bristol, North Somerset and South Gloucestershire has a central office in North Somerset, which supports working across the region to create a wider picture. Therefore, Healthwatch welcomes members and feedback from Bristol, North Somerset and South Gloucestershire.

However, there's a Healthwatch in every local authority area. You can find your local Healthwatch by visiting its website, which has telephone numbers, email addresses and social media links in your area. There's a 'Have Your Say' page, where you can leave your comments. The website has events listings. And you can volunteer.

Please contact Healthwatch for any of the issues explored in this article. Its virtual door is always open.

<https://www.healthwatch.co.uk/your-local-healthwatch/>

Introducing the Communications

Team at the Diversity Trust

Hello Dave

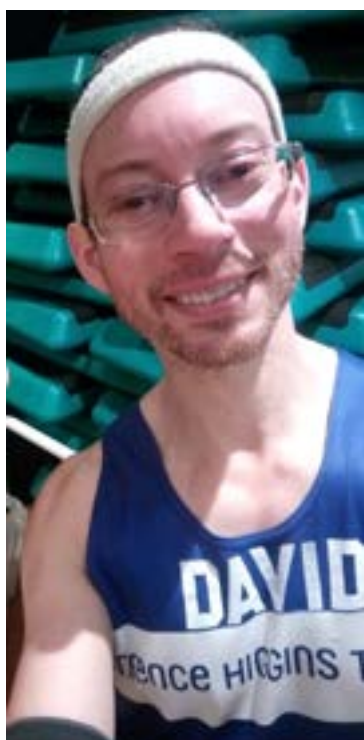
1. Name: David Sully

2. Work

background: I've supported charities, the NHS and councils in telling their stories while working as a fitness instructor and a wellbeing coach.

3. Position at the Diversity Trust:

Wellbeing and Publicity Associate



4. What brings

you to the Diversity Trust? I've worked with the Diversity Trust since May 2015, after working in the council, the NHS and a Housing Association, which developed my publicity skills in the third sector. As a mix race LGBTQ+ person, who experiences low to moderate mental health issues, I'm passionate about creating a fair and equal society, where differences are celebrated and accommodated. I have a natural drive in supporting the campaigns and publicity at the Diversity Trust, where I learnt the art in writing inclusive and accessible publicity.

5. What are your plans for 2020 at the Diversity? 2020 is an exciting year. As our services gather pace, we'll highlight how climate change effects equality. We'll write more press releases. And create a desk calendar for 2021.

6. Any digital media tips? Know your audience and write for them. What do they need to know, what are their priorities, beliefs and existing knowledge? What's useful, relevant and interesting to them?

Keep asking and addressing these questions in your publicity. Cover the who, what, when, where, why and how, and speak their language and not yours.

7. What's your views on climate change and how this effects equality, diversity and inclusion? We know that climate change can affect low income families with rising fuel bills, as resources run low, but the demand increases. Further abroad, draughts and famine can affect whole communities, while governments do little to reduce their carbon footprints. The Diversity Trust will keep highlighting these issues and their effects on equality and inclusion.

Hello Susie

1. Name: Susie Steyn (Robbie)

2. Work background:

I'm an experienced lawyer and ex-head of Investec Bank Plc's Social Investment team. I'm passionate about writing and excited in helping to build my husband's digital communications business, called dDigital.

3. Position at the Diversity Trust:

Representing dDigital as a Communications Associate, specialising in digital communications.

4. What brings you to the Diversity Trust?

I have a lot of respect for the work being done by Berkeley and colleagues at the Diversity Trust. I feel there is a good fit for me in terms of my values and wanting to create a fairer society.

5. What are your plans for 2020 at the Diversity? During 2020 I would like to focus



Communications Team continued

on promoting the Diversity Trust's training, consultancy and auditing services, to be able to maximise the Trust's overall social impact.

6. Any digital media tips? Help us to help you. Forward your images and information to communications@diversitytrust.org.uk and engage with us on LinkedIn, Twitter, Instagram and Facebook. We'll use our skills and communication platforms to promote your exciting equality, diversity and inclusion work and opportunities.

7. What are your views on climate change and how this effects equality, diversity and inclusion? It is, without a doubt, a human rights issue. Our local actions affect people across the globe. We need to take urgent action now, no more excuses and 'passing the buck'.

Hello Ani

1. Name: Ani Laurie

2. Position at the Diversity Trust: I work with Susie at dDigital

3. What brings you to the Diversity Trust? I'm drawn to people, projects, organisations and work cultures that influence positive social change.

4. What are your plans for 2020 at the Diversity? We'll use digital campaigns to increase visibility, raise consciousness, engage, connect and collaborate further with people, partners and allies. It's a real privilege for me to work actively to create a fairer and safer society.

5. Any digital media tips? "Stories" - create connections.

6. What's your views on climate change and how this effects equality, diversity and inclusion? We can no longer wait for another tragedy to happen like the fires in the Amazon and Australia; before becoming active in mind and spirit we need to take necessary steps in our own lives to consciously preserve our planet. Our diverse planet is a gift, we must increase our efforts to live more sustainably.

For contacting the Communications team email:

Digital communications

communications@diversitytrust.org.uk

Newsletter and Press:

newsletter@diversitytrust.org.uk

Telephone:

0844 800 4425

Berkeley's Top Tips on living more sustainably "We have been mostly vegan at home for the last few years. I am really conscious about attending meetings via platforms such as Zoom, Skype or by telephone conference to reduce travel and mileage. My next vehicle will be an electric one. I am choosing to have less holidays abroad which require longhaul flights. I am reducing the amount of clothes that I buy, focusing on re-use, recycle and repair. We can all play our part in helping our planet. There is no Planet B!"



Inclusive Learning – Achieving Inclusion in Education, Learning and Skills conference



The Diversity Trust is a partner in the South Gloucestershire Equalities Forum. It's planning a conference about diversity and inclusion in education, learning and skills training for young people. In fact, the conference is for anyone interested in education and how diversity and inclusion can lead to a better economy. You'll hear about the 'South Glos Way' – a holistic approach to education, learning and skills. You'll hear personal stories and reflections, about what the West of England region is doing about diversity and inclusion, and you'll hear about the new Oftsted framework. Finally, our marketplace of stalls will support your diversity and inclusion ambitions. Please read our article or skip to the end to sign up via the Eventbrite link.

We spoke to Dan Wood, an Equalities consultant working with South Gloucestershire Council. Dan gave an interesting scenario about his three-year-old daughter, who watched a plane flying overhead. She said, "who drives the plane daddy?", Dan replied, "She's called a pilot". Dan was glad he said 'She', because it challenged certain professions and its stereotypical pronouns. Therefore, his daughter may think 'I could be a pilot'.

We see a gender bias in most professions. Research shows that even young children are likely to draw a man when thinking about, for example, a fire fighter or a police officer. These stereotypes influence our attitudes and choices in many ways. From

a young age, characters such as Bob the Builder or Fireman Sam influence a gender bias.

Inspiring the Future created a two-minute video about A Class That Turned Around Kids' Assumptions of Gender Roles! It's a charity that inspires every young person to achieve regardless of their background and perceptions.

<https://www.youtube.com/watch?v=G3Aweo-74kY>

Research in the UK says if we don't see more girls choosing careers in Science, Technology, Engineering and Maths (STEM) we will run out of workers as the industry grows. In the West of England, the STEM sector is the biggest in the UK, outside of London. Put simply, a more diverse STEM workforce is not only desirable in terms of equality and diversity, but necessary, for maximising individual opportunity and meeting economic need. It's a major reason why we're hosting our conference at the Concorde Museum, because the advanced engineering and aerospace sector is encouraging a diverse range of young people into engineering careers. You'll also hear about its outreach programmes during our conference.

CaSE Report – Improving Diversity in STEM - <http://www.sciencecampaign.org.uk/resource/ImprovingDiversityinSTEM2014.html>

Inclusive Learning conference continued

The world doesn't stand still. Our conference offers a unique opportunity to keep pace with this change positively. For example, are education, learning and skills providers appealing to and including LGBTQ+ communities, young carers, people from lower socio-economic groups, people from black and minority ethnic communities? Are their aspirations and needs being met? We will hear from a diverse range of people in respect of this question.

We can't continue to see some people being left behind because of their personal characteristics such as race, sexual orientation, sex, gender, disability and so on. We know if we tackle and prevent bullying and support physical and mental health - attainment, achievement and community cohesion improves. Therefore, by supporting equalities, people can access a wide range of opportunities, which will benefit our communities and economies.

You can expect an accessible, spacious and an interesting venue with plenty of parking. You'll receive a friendly and warm welcome. You'll gain important information about how equality, diversity and inclusion mean better results, and how you can make this happen. There's an opportunity to reflect, discuss and ask questions either directly or anonymously. And our conversations can start before, during and after the event. Let's keep talking and supporting each other. We don't want anyone to feel uncomfortable or penalised, it really is a 'how can we help your Diversity and Inclusion' conference. You can also influence inclusion practices, so every child is included and experiences a world of opportunities.

For instance, if you attend our conference, and two weeks later you discover your child's school doesn't have an Equality, Diversity and Inclusion action plan, you can

ask us for advice.

The South Gloucestershire Equalities Forum includes many organisations, from schools, charities and the local council aiming to improve equalities and inclusion for everybody in South Gloucestershire.

Call to action:

We very much welcome your story about a challenge you faced at school, and what positive actions your school took to support you; or what you wish your school had done and why. There's no set format for these. You could write to us or record an audio about your story. Please tell us if we can use your story during our conference (if we should include or exclude you and your school's name). And can we use your story in our publicity or as part of our ongoing research? Please send your story to:

Email: sarah.warburton@southglos.gov.uk

Update: Since writing this article, the planning team has decided to postpone this much needed Inclusive Learning Conference until further noticed. We're not giving up, so we'll confirm a new conference date when the peak of this public health crisis has passed, It's a necessary measure to protect the more vulnerable members of our friends and family and the wider community. However, please send us your stories, thoughts, questions and queries. Our Inclusive Learning conversations starts now.

Celebrating LGBT History Month



Voices and Visibility event at Aerospace, photograph by @JonCraig_Photos

For LGBT History Month in February we hosted a free event at Aerospace, Filton, Bristol called 'Voices & Visibility: Uncovering Hidden Stories'. We included talks from inspiring speakers. Everyone enjoyed a free packed lunch and a slice of our rainbow cake. The concorde museum displayed an exhibition revealing the hidden histories of Bristol's LGBTQ+ communities through images, artworks, oral histories and memorabilia. The exhibition showcased the Outstories Bristol project, which collects LGBTQ+ stories and artefacts over the years.

Our first speaker, Caroline Paige, is a retired RAF navigator. She has a thirty-five-year flying career that includes eighteen operational deployments. In 1999, she became the first transgender officer to serve

openly in the British Armed Forces. There was a presentation from Rob Hurley. Rob is a Landing Gear Systems Engineer at Airbus in Bristol; he is also the co-chair and founder of Airbus LGBT+ Network. And then Dr Finn Mackay, a Senior Lecturer in Sociology at UWE Bristol, spoke at our event. Finn also has a PhD from the Centre for Gender and Violence Research at the University of Bristol. In 2004 Finn founded the London Feminist Network, which revived Reclaim the Night.

London Feminist Network:

<http://londonfeministnetwork.org.uk/>

Reclaim the Night:

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

We then heard from inspiring speaker

Celebrating LGBT History Month continued

Christina Riley, a trans woman who worked in the construction industry for twenty-six years. Christina flew on Concorde in 1995 around the Bay of Biscay.

Our incredible young people at Alphabets LGBTQ youth group closed our event with their inspiring stories. Alphabets is celebrating its fifth birthday this year: five-years of supporting young people in South Gloucestershire to gather and connect, which creates an environment that is secure and rooted in acceptance #SpacesMatter

Berkeley Wilde said “What a fantastic day! Thank you to all our amazing and inspiring speakers. We heard touching stories, and individual and collective coming out journeys. How society has changed, and from a sometimes bleak and difficult past towards a brighter, more inclusive future”.

Councillor Ian Boulton of Staple Hill and Mangotsfield, chaired our event with his brilliant knowledge of the Aerospace Museum and LGBT History Month. Ian said, “The speakers who attended our event provided an inspirational insight into their lives which, while all being very different, demonstrated how our society is becoming more inclusive, accepting and even celebratory of our sexualities and gender identities. We were absolutely



delighted with the support from our partner organisations and the Aerospace Bristol Museum was the perfect venue to reflect on LGBT+ History in the armed forces and hi-tech manufacturing sectors.”

For more information about Outstories Bristol and LGBT History Month, please visit:

<https://outstoriesbristol.org.uk/>

#LGBTHistoryMonth:

<https://lgbtplushistorymonth.co.uk/>

Our wellbeing service for LGBTQ+ people in South Gloucestershire



Many LGBTQ+ people experience poor mental health and wellbeing, especially in more rural communities. So, we're running an LGBTQ+ wellbeing service in South Gloucestershire. It covers the Five Ways to Wellbeing, which include connecting, learning, taking notice, being active and giving. As LGBTQ+ people, we'll explore the barriers and solutions to these, so we feel more connected in our communities. And it may lead to making better long-term choices for our mental and physical health.

What does our LGBTQ+ wellbeing service look like? We have an LGBTQ+ wellbeing associate. They'll run a get-together every last Sunday of the month from 4-6pm at the Armadillo Café in Yate, South Gloucestershire. You can meet, network and explore your wellbeing in a comfortable, accessible and welcoming space, which has plenty of nearby parking and bus links. You could book beforehand, so we know you're joining us. However, we won't turn anyone away if you arrive without booking.

We'll also visit existing LGBTQ+ groups, such as Crossroads, which supports our transgender communities. And we're exploring meeting individuals who may feel isolated and alone.

Why have a wellbeing service for LGBTQ+ people? It gives LGBTQ+ people an option to use us or a mainstream service or both! It allows LGBTQ+ people a safe space to talk openly about our issues. And to talk with someone who also identifies as LGBTQ+. Therefore, a deeper level of understanding, empathy, signposting and support can happen.

Why is poor mental health higher in LGBTQ+ communities? Family neglect, 'coming out' later in life, heteronormative environments, fearing discrimination in our community, at work, by customers or in a sports team can cause higher levels of mental health issues. And online communities may prohibit real life connections. Here's an Age UK report about

LGBTQ+ Wellbeing Service continued

combating loneliness among older LGBT people:

<https://www.ageuk.org.uk/our-impact/policy-research/loneliness-research-and-resources/combating-loneliness-amongst-older-lgbt-people-a-case-study-of-the-sage-project-in-leeds/>

How will I benefit? We can help identify and plan your activities, which will help your wellbeing as an LGBTQ+ person. This may include, sharing ideas, meeting new people, finding information about community groups, exploring free tools, apps and resources. However, making these positive changes can be difficult, so we can discuss what support you may need.

Our wellbeing service is funded and part of the One You South Gloucestershire wellbeing service and here's more information about it:

ONE YOU SOUTH GLOUCESTERSHIRE

One You South Gloucestershire brings everything together to support local people in South Gloucestershire to improve their wellbeing as well as make healthier choices.

The 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 the Health Champions.

Aims of the Service

- ★ Feel more confident about managing your emotional and mental wellbeing
- ★ Feel more able to get involved in your local communities
- ★ Feel less isolated and anxious
- ★ Feel able to make changes in other areas of your life

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.

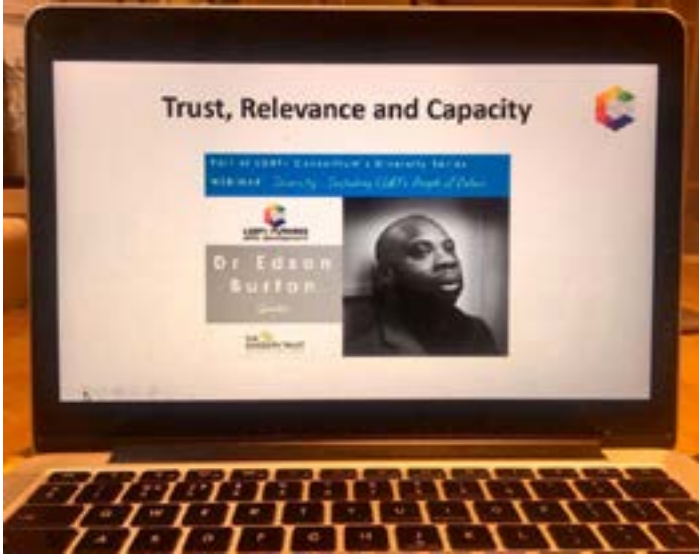
For more information please contact us at:

Email: wellbeing@diversitytrust.org.uk

Call: 0844 800 4425

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

Webinar



We did a live Webinar with Dr Edson Burton and Berkeley Wilde about intersectionality. Our webinar addressed Queer, Trans and Intersex People of Colour.

The LGBT Consortium and Annie Moon at Be the Difference made our Webinar possible.

To have a listen visit:

<https://www.youtube.com/watch?v=UE2PMUCXvyY&feature=youtu.be>

Research

There's lots of research about social media and its effects on younger people. However, the number of older people using social media is increasing.

Caroline McDonnell is a project coordinator at LinkAge, while studying an MSc in Public Health at UWE Bristol. Caroline's dissertation will compare users and non-users of Facebook for residents in Bristol, aged 50+.

Please support Caroline's research by completing a multiple choice questionnaire anonymously. It will take about 15 minutes:

https://uwe.eu.qualtrics.com/jfe/form/SV_6z2WsAY5vkuZzzD When you click on the link, please make sure you read the 'Participant Information Sheet', which has more information about the project.



Diversity Calendar

Here's our Diversity Calendar for 2020. It's a working calendar to support our campaigns, events and awareness raising. Therefore, please let us know if we missed anything, or if you would like us to add your events.

April

1 - 5 World Autism Awareness Week
1 - Stress Awareness Month Starts
2 - World Autism Awareness Day
7 - World Health Day
10 - Good Friday
12 - Easter Sunday
13 - Easter Monday
16 - World Voice Day
24 - Ramadan Begins
28 - World Day for Safety and Health at Work
30 - Buddha's Birthday

May

1 - Maternity Mental Health Month begins
4 - 10 - Deaf Awareness Week
5 - International Day of the Midwife
6 - 12 - ME Awareness Week
11 - 17 - Dementia Action Week
12 - ME, Chronic Fatigue Syndrome and Fibromyalgia Awareness Day
15 - Internal Day of Families
17 - International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT Day)
18 - 24 - Mental Health Awareness Week
21 - World Culture Day
23 - Ramadan Ends

June

1 - Gypsy Roma and Traveller History Month begins

1 - Immigrant Heritage Month begins
1 - 7 - Volunteer Week
5 - World Environment Day
8 - 14 - Carers Week
17 - International Father's Mental Health Day
18 - Autistic Pride Day
20 - World Refugee Day

July

1 - Samaritans Talk to Us Month begins
11 - World Population Day
18 - Nelson Mandela International Day
30 - World Day Against Trafficking in Persons

August

19 - World Humanitarian Day
21 - World Senior Citizen Day
23 - International Day for the Remembrance of the Slave Trade and its Abolition
30 - National Grief Awareness Day

September

1 - Menopause Awareness Month begins
10 - World Suicide Prevention Day
21 - International Day of Peace
23 - Bi-Visibility Day
26 - European Day of Languages
28 - National Inclusion Week begins

October

1 - Breast Cancer Awareness Month

1 - Black History Month
2 - World Cerebral Palsy Day
4 - National Inclusion Week ends
4 - World Dyslexia Awareness Day
7 - World Smile Day
9 - 15 - Baby Loss Awareness Week
10 - World Mental Health Day
11 - National Coming Out Day
12 - World Arthritis Day
13 - World Sight Day
17 - International Day for the eradication of Poverty
22 - International Stammering Awareness Day
24 - Make a Difference Day
27 - National Mentoring Day

November

4 - National Stress Awareness Day
8 - Remembrance Sunday
8 - 15 - Inter Faith Week
13 - World kindness Day
14 - Diwali
16 - 20 - Anti- Bullying Week
19 - International Men's Day
20 - Transgender Day of Remembrance
25 - International Day for the Elimination of Violence Against Women

December

1 - World AIDS 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:

26 April, 31 May, 28 June

Venue: Armadillo Youth Café, Station Road, Yate BS37 4FW

Time: 7-9pm

Why you should go? If you're age 12 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/>

Please check ahead to make sure events are going ahead given the current public health situation. We will post live updates on our website and social media. You can also contact us using our contact page on our website.

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

Event: LGBTQ+ Adult Wellbeing and Social group (19+)

Date: Our group runs on the last Sunday of every month.

The next dates:

26 April, 31 May, 28 June

Time: 4-6pm

Venue: Armadillo Youth Café, Station Road, Yate BS37 4FW

Why you should go: Free social and wellbeing support group for people aged 19 or over and identifying as LGBTQ+.

Email: wellbeing@diversitytrust.org.uk

Recent Blogs:

- ★ LGBTQ Rights: With or without EU? By Meg Lewis
- ★ Equality in the Green Sector by Manu Maunganidze
- ★ When actions speak louder than words, race in UK higher education. By Lateesha Osbourne

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

Social Media

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/>

Please Donate

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

Donate here: <https://www.diversitytrust.org.uk/donations/>



Credits

Our newsletter was:



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Jargon Busters

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

CaSE – Campaign for Science and Engineering: The UK’s leading independent advocate for science and engineering. Its mission is making sure that the UK has the skills, funding and policies to enable science and engineering to thrive. It represents over 115 scientific organisations including businesses, universities, professional bodies, and research charities as well as individual scientists and engineers.

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.

Heteronormative – considers that there are only two genders, and that opposite sex couples and relationships are the norm, mainstream or default sexual orientations.

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

Intersectionality – combines characteristics such as race, class, gender, sexual orientation and so on to create an individual or group identity. The original meaning, defined by black feminist Kimberlé Williams Crenshaw, to explain power in relation to race and sex (examples: racism and sexism).

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, Her, She, Him, He, Them, They, etc.

STEM – Science, technology, engineering, and mathematics

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

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 @ DiversityTrust. Email the communications team communications@diversitytrust.org.uk

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 and South Gloucestershire Council 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/wellbeingservices/>

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, accessibility and diversity audits, reviews and so on.

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

Youth Services

Our specialist youth services (funded by Local Authorities, Longleigh Foundation, and the Community Fund) provide safe and supportive spaces for young people from diverse gender and identity backgrounds. Visit <https://www.diversitytrust.org.uk/young-peopleservices/>



For more Information please visit:

Visit: www.diversitytrust.org.uk

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