



The 
Diversity Trust
Influencing Social Change

Impact Report

1st April 2019 - 31st March 2020

Influencing social change to achieve a safer and fairer society

- Values and research driven
- Collaborative approaches
- Resources for all, a voice for the marginalised
- Diverse team, all with lived experience
- Driving culture change in society, institutions, organisations and communities

1

Youth Activities
Wellbeing
Voice & Influence

2

Research &
Development

3

Training &
Consultancy

Note from the Chair

In last year's report I described the success and reach of the work of the Diversity Trust as "unprecedented". Little did I realise at that time how overused the word would become in 2020. However, it remains a true description of the Trust's work, as I hope you will discover by reading further.

In the following pages you may glimpse some of the many and varied client organisations with whom we have worked during the year - clients from across the public, private and third sectors. You can read some of their appreciative comments about the work of the Diversity Trust, together with representative reactions from the many individuals whose attitudes and lives have been changed by their experience of that work.

The core services provided by the Diversity Trust, its directors, associates and partners include:

- ➔ Support and services for young LGBTQ+ people in Somerset, South Gloucestershire, Swindon and Wiltshire
- ➔ Voice, influence and wellbeing
- ➔ Training and consultancy on topics such as Equality, Diversity and Inclusion; and hate crime and discrimination awareness
- ➔ Trans Awareness training
- ➔ Accessibility and inclusion audits

Most notable in the past year was the launch of "Care Under the Rainbow" in May 2019. This joint venture with the University of Bristol offers care homes online learning resources and films with a focus on the inclusion of LGBTQ+ clients into their homes.

"Care under the Rainbow" has already been introduced into more than 100 care homes in South-West England and South-East Wales, and has also attracted international attention.

During the year, the Diversity Trust received generous financial support from several grant-giving bodies, including:

- ➔ Awards for All
- ➔ Longleigh Foundation
- ➔ National Lottery Community Fund
- ➔ South Gloucestershire Council

As well as taking part in collaborations led by CVS South Gloucestershire, Southern Brooks Community Partnerships and Stand Against Racism & Inequality (SARI).

The Trust is grateful to all its funders and partner organisations. Together we look forward to building a fair, safe, equal, more just and tolerant society and working environment for our clients and their customers and employees.

The Trust's directors much appreciate the continuing commitment and dedication of our associates and, in particular, that of our founder-director, Berkeley Wilde. His energy in delivering training and promoting the Diversity Trust locally and nationally is exceptional. The figures for training and consultancy sessions and the many thousands of individuals reached through social media will give you a hint of that energy and the widespread, often unprecedented, impact of the Trust's work.

**Derek Froud,
November 2020**

Our Year In Review

1. Service Delivery (LGBTQI+ Youth)



A group of young people represented Alphabets at Bristol Pride. They took part in the parade and carried the banner. Our stall was really busy this year and we gave out hundreds of promotional leaflets and take-aways.

| Partner | Alphabets South Gloucestershire | Alphabets Glastonbury | Out Of The Can Swindon | Total |
|--------------------|---------------------------------|-----------------------|------------------------|-------|
| Sessions delivered | 12 | 9 | 39 | 60 |
| Attendance | 62 | 10 | 1235 | 1307 |

We provided diversity sessions with young people at Wickwar Youth Centre in Wick and with Krunch South West in Thornbury.

Our Year In Review

1. Service Delivery (LGBTQI+ Youth)



Out of the Can - Swindon LGBTQ Youth Group

“I wanted to feedback to you all what an amazing group this is. I was a bit blown away actually. A big group now with about 40 through the door, safe and with a lovely energy, even though some of the young people had had very difficult weeks.

It was great to stay and hear from the group how much they value this space, and to see them supporting each other...”

Siouxie Bytheway, Swindon Safe Space

Out of the Can:

The Film Project was a massive success. It got a great reach of over 1500 views on YouTube and BBC Oxford and BBC Wiltshire reached out to the group.
<https://www.youtube.com/watch?v=ThkQigWCZQ&t=9s>

Resources produced for young people in the pandemic (aged 13-19)
<https://bit.ly/2UxgaUr>

Feedback

Youth Services

“It’s a place that lets me meet people who’s become much like a second family.”

Alphabets Member

“[My daughter] was a very shy anxious girl at times and this group has changed that completely, I even think she would not of got through her GCSEs without you guys.”

Parent of Out Of The Can Member

“The Alphabets youth group is a VITAL resource for the well-being of all LGBT+ young people, with so many of our young LGBT+ people having mental health struggles, to have somewhere to go to talk and listen to like-minded others is a huge advantage.”

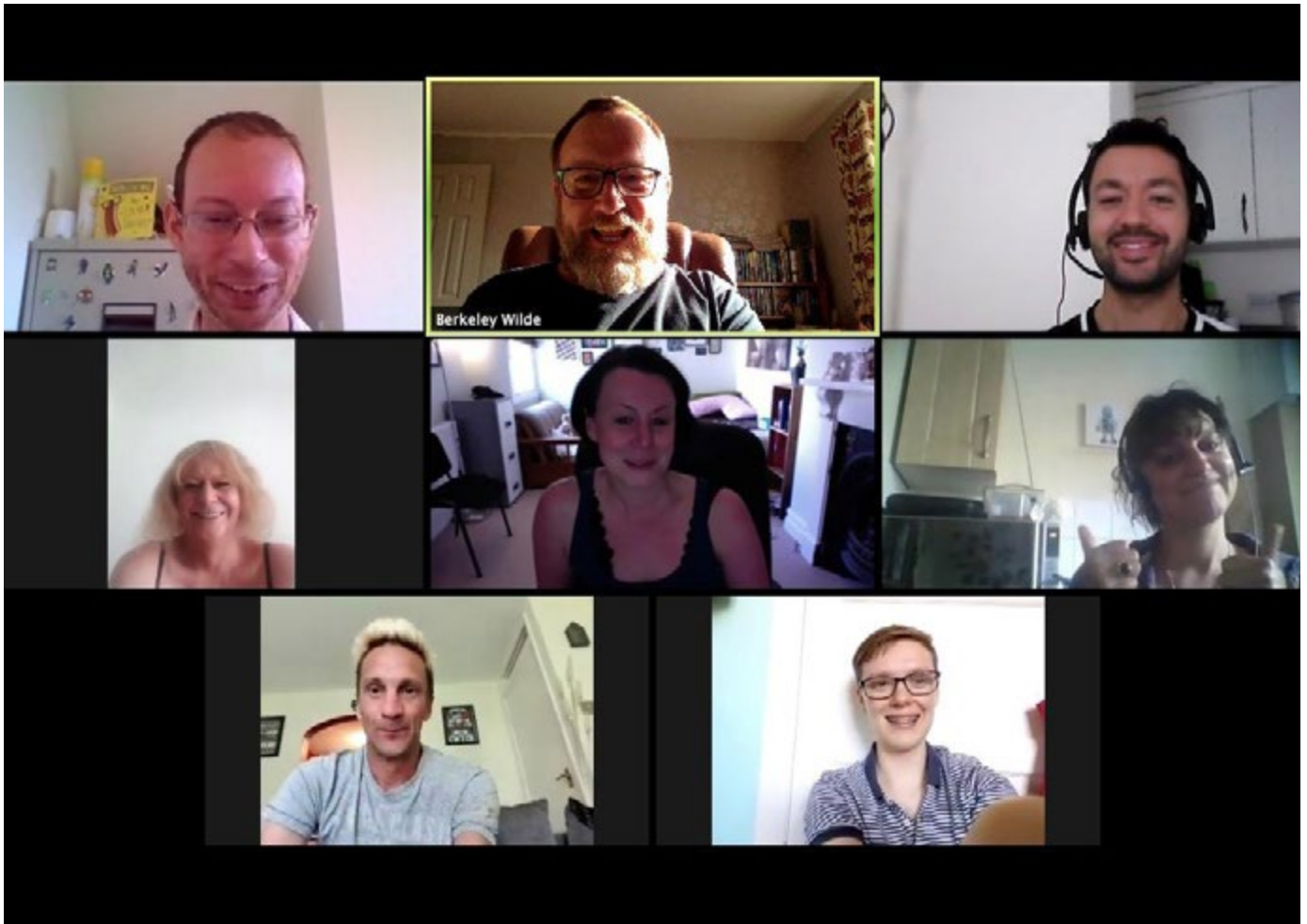
Sue Allen, FFLAG Bristol

“Somewhere I can go and be myself without worry of judgement and where I feel normal.”

Alphabets Member

Our Year In Review

1. Service Delivery (LGBTQ+ Adults' Wellbeing)



8 community-based events hosted and attended

4 interactive wellbeing sessions delivered:

- 13 attendees (18-74 years)
- 23% reported physical/mental health conditions
- 85% satisfied with service

2 trainings delivered:

- Diversity/LGBTQI
- Trans Awareness

Resources produced for adults in the pandemic (aged 18+) - <https://bit.ly/3f47xdn> and <https://bit.ly/2ILn5ab>

Updated Out in South Gloucestershire, with support from UWE Bristol <https://bit.ly/3oXjt4h>

Our Year In Review

1. Service Delivery (Voice & Influence)



photo: @JonCraig_Photos

We lead the South Gloucestershire LGBTQ+ Equality Network. We organise, present at and attend events to represent:

- South Glos Leaders Board meetings, with SGC and the CCG
- Equalities Forum Conference Planning Sub-Group
- NHS SW England Conference
- South Glos Youth Partnership meetings
- VCSE Showcase Event
- Bristol Pride
- Youth Fest event in Thornbury
- South Glos Business Show

Responded to the Scottish Government's planned reform to the Gender Recognition Act: <https://bit.ly/38Nln1x>

Facilitated Theory of Change workshops: South Gloucestershire Equalities Partnership (refresh) and Network Supporting Male Survivors (Male Rape & Sexual Violence)

Voice & Influence:

Ian Boulton at the LGBT History Month event.

“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.”

“Thank you for putting on such a wonderful event – and making it free. It’s brilliant to have something high quality, organised and accessible.”

Taking part in events enables us to reach people who wouldn't necessarily engage with us, and advocate on behalf of LGBTQ+ communities across South Gloucestershire:

- Hate Crime Awareness & Champions Event
- World AIDS Day Event
- Network Supporting Male Survivors (Male Rape & Sexual Violence)
- Trans Pride South West
- HIV Awareness Week open session
- LGBT History Month Event (speakers, photos, film)
- Spectrum Conference South West
- CVS Trustee, Board meetings and AGM.

Case Studies



Sam* has been attending the group for almost two-years, starting aged 13. They have a very supportive parent who enables them to use their preferred gender pronouns and be home schooled. They can be withdrawn at times and then at other times very animated. They have mild learning difficulties and diagnosed mental health conditions.

Sam has slowly been integrating within the group and increasingly taking part in group activities. Improved communication skills as well as a boost in Sam's self-confidence has been noted, alongside them forming positive social relationships with others in the group.

Alphabets Youth Group Member

*Names changed

Casey* moved to the UK from Hungary on her parents' insistence. While being gay is not illegal in Hungary, they felt Casey would have more opportunities to find a partner, start a family and feel accepted.

After settling, Casey worked long hours and her boss was very demanding. She became very tired, depressed and lonely, with little life outside of her job. On relocating to Yate, Casey found a better job, but needed support to gain the confidence to connect with the LGBTQ+ community. We explored options: LGBTQ+ badminton groups, volunteering at Bristol Pride and with animals. Casey was also keen to seek therapy and learn a musical instrument. Casey thoroughly explored her struggles in a safe, understanding and non-judging environment. She was visibly relieved and happy with her mini-connect plan. She said we are good for the LGBTQ+ community and that she "really benefitted from the sessions."

Wellbeing Group Member

2. Research & Development



Care Under the Rainbow was launched in May 2019 to 100+ care homes in South West England and South East Wales.

The free online learning resource in English and Welsh, including four films, was designed for care and nursing home staff and managers, to inform and improve care home practice with older residents identifying as LGBT+ and foster more socially inclusive living environments for all residents.

<https://bit.ly/3r3Ze6l>

“The project set out to create two short films capturing LGB and trans older adults’ perspectives, but produced a much more comprehensive, and comprehensively adopted, resource.”

University of Bristol



3. Training & Consultancy



In line with our focus on culture change in institutions and organisations, in communities and society, as a whole

Sessions:

- ➔ 45 Equality, Diversity & Inclusion
- ➔ 20 Transgender Awareness
- ➔ 18 Diversity in Practice (LGBT+)
- ➔ 15 Hate Crime Awareness 'Every Victim Matters' (with SARI)
- ➔ 8 Unconscious Bias Training

Feedback

Training

“The Diversity Trust gave expert and interesting equality training... It was thought-provoking and challenging and has made us think about service provision in new ways.”

Lucy Nicholls, Somerset NHS Partnership Trust

“Brilliant delivery of information done in a really engaging

way.” Rosemary Sheppard,
South Kent Coast CCG

“That was so helpful, thank you for offering us a safe space to voice any issues or concerns and helping us to be a more patient, accepting and diverse

team!”

Ellie Stewart, St Luke's Community Centre

“The training event gave excellent ideas and comments on the problems of equality and diversity.” Participant

“Excellent 100% my understanding of the subject has improved substantially.”

EDI induction training - SGC Councillors

“Thank you for being so willing to adapt your material and delivery style. Especially for being so positive about changing the language on the slides and reducing the number. The more direct language made the session much more accessible.

What also worked well was the way you encouraged discussion. For many Deaf people, having the opportunity to discuss ideas and concepts is essential to learning. This is of course true for many people, but particularly so for Deaf participants.

The session also met my aim of providing an opportunity for trustees and staff to come together and contribute on an equal basis.”

Claire Wickham, Centre for Deaf People

Education and Awareness Raising



In line with our values, which include publishing resources and materials for everyone to access.

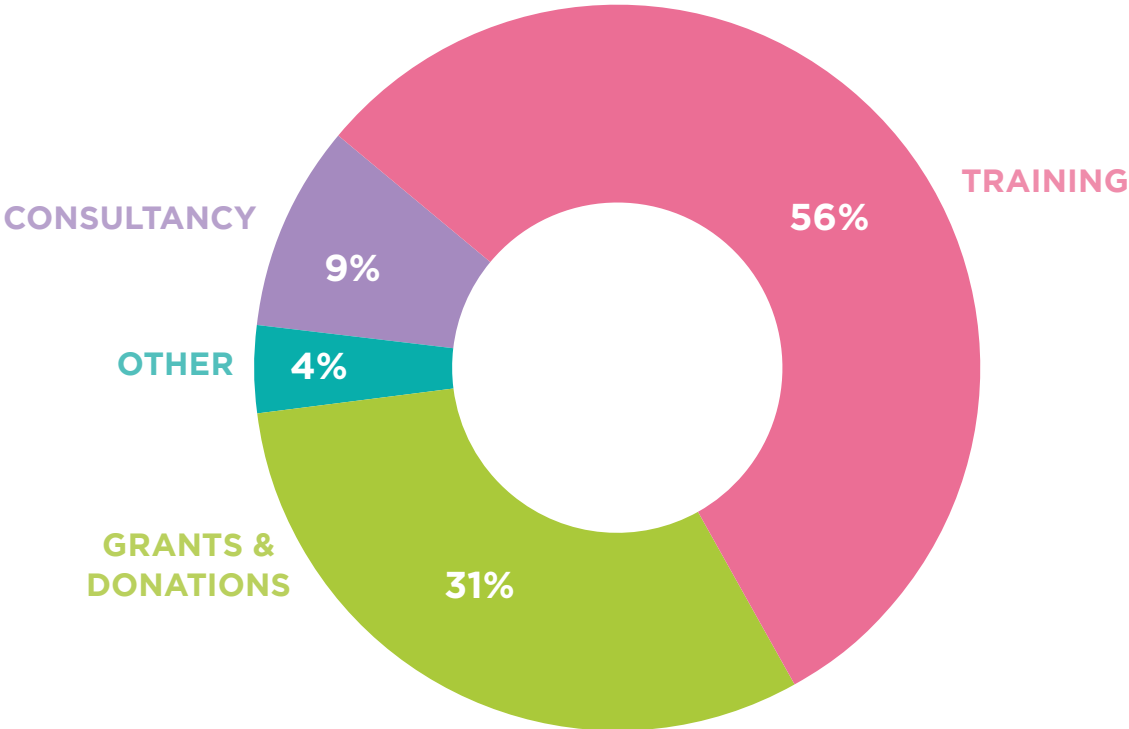
Campaigns include: International Women’s Day, Trans Day of Visibility, World Mental Health Day.

| Podcasts & Snippets | Twitter | LinkedIn | Facebook | Instagram |
|---|--|--------------------------------------|---------------------------------------|--|
| Listeners - 206 Stella Creasy Peter Tatchell Christine Burns Tanmanjeet Dhesi | +119 followers +5% (2,345 to 2,464) | +267 followers 266% (1 to 267) | +274 followers 45% (604 to 878) | +280 followers 90% (311 to 591) 103 posts |
| Themes: Gender Equality Human Rights & LGBT+ Transgender activist Faith equality | 401,416 impressions | 7,554 impressions | Reach of 41,218 | Reach of 9,610 |

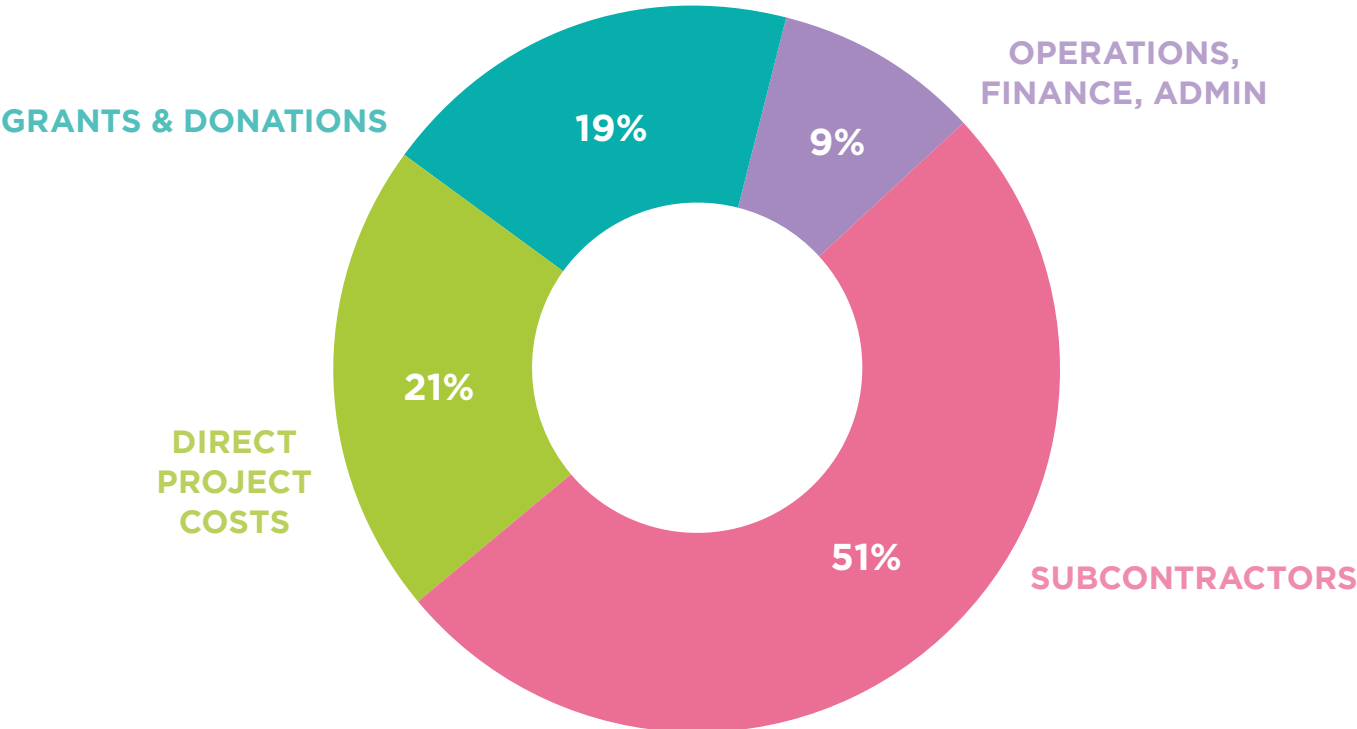
Unique views DT website: 29,692
Blog posts: 7

Financials

INCOME



EXPENDITURE



Notes from the team

Founder & Executive Director - Berkeley Wilde



“Yet again, as with previous years, we get busier and busier. What began as a project to be able to bring my work to wider audiences, and fill gaps where I saw them, has expanded to reach much larger audiences. As a team we have been able to expand and bring in more talent and expertise. Reaching more sectors and more communities with our key messages about equity, fairness and celebration. If you want to find out more about how we can work together please get in contact.”

**Berkeley Wilde, Director,
The Diversity Trust**

→ **106** training courses delivered

→ **+70%** in course delivery from 2018-19

→ **253** young people used our LGBTQ+ youth services, **+18%**

Race Equality

**Russell J Thomas: Director, Race, Religion and Belief
Tackling Bias and Cultural Competence Lead**



This year we have again been building on the success of previous years, strengthening the bonds and relationships with those across all sectors. We have been engaged in a number of independent case reviews relating to racism, provided bespoke Race Equality training and continue to foster our strong connection with SARI and other valued partners.

We continue to provide a focus on Race equality embedding this within our training, consultancy and research. This year particularly we have launched a number of new initiatives including a bespoke Black, Asian and Minority Ethnic leadership and talent development and retention program and strengthening our approach from 'Reverse Mentoring' to offering 'Reciprocal Mentoring' opportunities.

Through our 'Unconscious Bias' training

and our new more advanced Mitigating and Managing Bias offer we have really started to tackle and raise awareness of racial bias and micro-racisms exploring the origins and theories, finding solutions and developing actions to mitigate and manage these, as well as overt racism.

Our recent Podcast with Tanmanjeet Singh Dhesi MP although primarily about Religion and Belief crossed over to discussions about Race and Racism and our Podcast with Roianne Nedd looks to get to the heart and soul of this conversation.

We plan to undertake many interesting developments particularly relating to Race Equality in the coming year and although we continue to actively promote and embed Race equality, we are developing specific programs focused on directly tackling racism and racial bias.



Trans Equality



“Recent years have been very difficult for the Trans communities in the UK. Attacks on Trans people’s rights have left many Trans people fearing for our safety.

Through the Diversity Trust training, education and awareness campaigns, we have worked hard to counter the misinformation.

The Trust is also a valuable voice, able to speak with authority, on behalf of the trans community at both a local and national level.”

Cheryl Morgan, Director and Trans Lead

“This session was well done and very informative. Cheryl was open, honest and knowledgeable. For me personally, regarding transgender individuals, I don’t know what I don’t know especially in a study abroad setting. After this session, I do feel more confident in my abilities to address and discuss issues that may arise.” Shannon Fane-Hervey

“Due to the fact that a lot of new media people that I look up to being trans I was very aware and passionate about trans rights, but I have learnt much more about the often harsh realities of life for trans people. As a proud member of the LGBTQ+ community I will be sure to put into practice everything I’ve learnt to do my bit to make the community better for trans people.” Hannah Laycock

“Thank you for a superb session! I thought I knew something about this topic, but I was made aware of how much I did not know and have never thought about.” Session participant

Contacts and links



Diversity Trust website:
<https://www.diversitytrust.org.uk>



Alphabets South Gloucestershire:
<https://www.diversitytrust.org.uk/young-peoples-services/>



Alphabets Glastonbury:
<https://glastonburylgbtq.home.blog/2019/04/08/the-journey-begins/>



Out Of The Can Swindon & Wiltshire:
<http://outofthecan.org>



One You South Gloucestershire:
https://southernbrooks.org.uk/wellbeing/?gclid=CjwKCAjw19z6BRAYEiwAmo64Lflferm3PxLi_YsebsSpNd1tNXtXxVW2SUZ23rvCe2vbRMacX8MfTBoCWxEQAvD_BwE

Thank you

