




**THE
DIVERSITY TRUST**
INFLUENCING SOCIAL CHANGE

IMPACT REPORT

1 April 2021 - 31 March 2022

Influencing social change to create a safer and fairer society

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



**Training and Consultancy
Research and Development
Specialist Services**





**Mark
Greenburgh**

Note from chair

It gives me great pleasure to present this year's Impact Report for the Diversity Trust CIC.

As we have celebrated our 10th year of operating as a Community Interest Company, we continue to go from strength to strength.

In the aftermath of the pandemic, we saw our online trainings continue to grow, allowing us to reach further afield than pre-pandemic. We have increased the number of consultants on many of our teams, learning from and drawing on the new wealth of lived experience that they bring.

This report shows that we have reached well over 13,000 individuals during 464 events and our ongoing campaigning is also reflected positively in our consistent growth across all social media channels and our newsletter, bringing our total reach to over 10,000 people.

The Diversity Trust could only be this

successful under the management of a truly inspirational leader. Berkeley Wilde has been campaigning relentlessly for equal rights for most of his adult life and The Diversity Trust continues to flourish due to his hard work and effort, along with his incredible team. His leadership has once again been noticed; this year he has been nominated for the Local Leader category by PinkNews Awards.

It is with deep and heartfelt gratitude that I also acknowledge our wonderful Board of Non-Executive Directors and dedicated and diverse admin teams who continue to support us. It is the whole DT team responsible for our success as we continue to develop and grow as a successful enterprise.

As always, we remain immensely grateful to our sponsors, clients and supporters, without whom none of this would be possible.

Mark Greenburgh (he/his/him) June 2022



Ahmer Ashraf



Aaron Barnes



Winsome Barrett-Muir



Agnese Cigliano



Jeanette Cross



Katie Donovan-Adekanmbi



Alessia Dalceggio



Delenn Drennan



Frank Duffy



Mark Greenburgh



Jacob Gregg-Harris



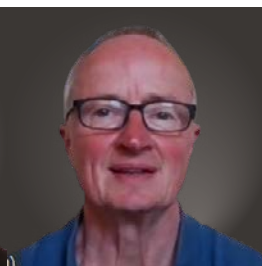
Dr Roger Griffith
MBE



Lou Hart



Dr Howard P
Haughton



Steven Leather



Manu Maunganidze



Cheryl Morgan



Stephen Morley



Dr Lateesha
Osbourne



Sarah Parfitt



Errol Pitter



Amit Popat



Samuel Ramothibi



Samantha Renke



Pat Rose



Sarika Sharma



Susie Steyn



Stella Sutcliffe



Mervin R J Taylor



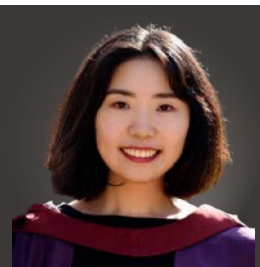
Russell J Thomas



Matthew Trerise



Berkeley Wilde



Wenjing Zhang



Elizabeth Wright



Harry



Tinashe



**Berkeley
Wilde**

Executive Director's Report

Another year of being completely humbled by the journey since creating the Diversity Trust back in 2012. Each year we see an increase in growth, with more people and organisations supporting our work to create lasting and impactful social change.

I am hugely indebted to the staff, and to the Board, as well as to our ever-expanding team of amazing and talented consultants who literally bring a wealth of knowledge and experience to the organisation.

This year's highlights, for me, include:

- Our Annual Meeting and Away Day in London in September 2021
- Meeting new people for the first time, in person, having worked so intensively together for so long online
- Getting to attend the Youth Partnership conference near Bristol in November 2021 and seeing the Alphabets youth group for the first time in nearly 2 years!

Read my speech to our Annual Meeting in London in September 2021 <https://www.diversitytrust.org.uk/2021/10/diversity-trust-agm-executive-directors-report-20-21/>

“You have made a huge positive contribution to humanity locally, nationally and internationally. You have also provided a vehicle to empower others to spread the message.”



**Russell J
Thomas**

Race and Bias Team

This has been an amazing year for the Race and Bias Team. We've had so many successes! Too many to mention in this impact report.

I am grateful for my appointment as the Director for People, Culture and Strategy. Also notable, we have welcomed many wonderful new consultants over the last year. Their joining has brought to the Trust:

- ➔ more diversity
- ➔ continued professionalism
- ➔ increased skills and authenticity.

The team's ability to learn from and support each other to develop skills and knowledge, as well as to step out of our comfort zones, has been very apparent and fundamental to our continued progress. This has allowed us to extend our reach and impact across different companies, sectors and industries. We are now truly global, providing sessions in Australia, America, Africa, Pan-Asia, and throughout Europe, delivering new

and tailored programmes and extending our consultancy work.



We continue to make successful bids, utilising the expertise of our team, in particular Amit Popat, Ahmer Ashraf and now Dr. Lateesha Osborne (congratulations!). They have all had very positive outcomes for the Trust, but they could not have done this alone.

We have developed new courses, including one on the Intersectionality between Race, Ethnicity and Gender. Thank you, Pat Rose and Katie Donovan-Adekanmbi, for enabling this to take place. Our 'Speak Up and Speak Out' programme is also hugely popular, complementing our wider approach to encouraging Allyship.

I know that together we will continue to be successful in the years to come.



**Samantha
Renke**

Disability Awareness Team

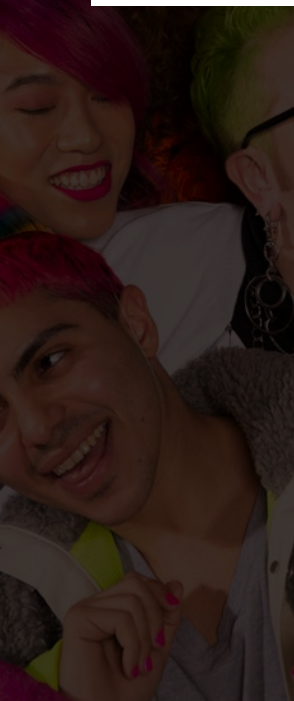
I am a broadcaster, actor, campaigner and educator, I wear many hats and have many labels including “inspirational” and “burden”. I am the Disability Lead for the Diversity Trust. In our sessions we take an honest, no bars spared look into how disability is viewed today. We unpack the harmful stereotypes disabled people face, and how our own unconscious bias impacts the disability community and adds to marginalisation of the largest minority group. We touch on the medical model and social model of disability from lived experience, whilst addressing ableism and how you can become an ally of the community, understanding why disability isn't a dirty word.

My partnership with the Diversity Trust this past year has been as disability lead - creating a wide range of bespoke disability awareness and inclusion training for our clients. From one hour inspirational keynotes to a deep dive three hour disability session jam packed with disability history, theory, tangible take-aways all from a lived experience. My training is ever evolving and curated to represent the vast multifaceted and wonderfully rich disability community.





**Stephen
Morley**



Mental Health Awareness Team

The training workshops and consultancy projects we undertake are often about helping people and organisations to look at the world in a different way. To encourage inclusion, embrace diversity and understand and appreciate difference. As human beings we all have our bias. We are all apt to make assumptions and judge another's worth, ability, value or indeed their place in the world.

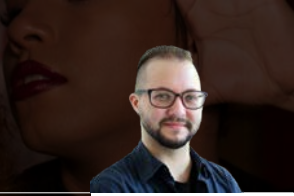
Buying into stereotypes often means accepting the stigma that goes along with it. Whether that's to do with a person's race, sex, sexual orientation, or disability status.

Stigma is rarely more evident than around mental health. Events like the Paralympics and Special Olympics have, to some extent, changed people's view of disability. However, society's view of mental health still has a long way to go.

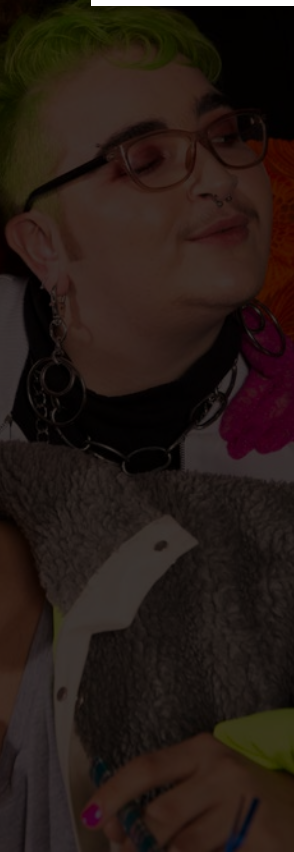
Our Mental Health and Wellbeing workshops are designed to help people explore this sometimes-difficult subject. We examine

the disconnect between physical and mental health, and why we are happy to talk about one, but not the other. We look at stigma, where it comes from and how we can overcome it. We look at language, how it frames the narrative and how insensitive and poor choices of words can so easily have a negative effect on those experiencing poor mental health. The workshops are designed to help people support themselves as well as friends and colleagues who might be facing mental health challenges. They are delivered to a wide range of organisations and national charities. They offer, not just an overview, but practical advice on sleep, diet and suggested adjustments companies can make to support staff in the workplace.

“When we acknowledge our mental health, we get to know ourselves better.”



**Aaron
Barnes**



Trans and Non-Binary Awareness Team

So, online is the new normal. Who knew?

Much of our training in the past year has been delivered online. While we miss the human interaction, the benefits of online training are obvious. We've been busier than ever before, and our clients are spread not just across the UK, but across the globe.

With more work comes the need for more staff. We are delighted now to have Sam Russell in place as our LGBTQ+ Team Administrator, and to have welcomed several new Lived Experience Contributors (LECs) to the team. Unfortunately, we've had some LECs withdraw, too. The political environment for trans and non binary people in the UK has reached the point where some of our LECs have felt unable to continue sharing the issues they face.

Despite the wider impacts of the debate around trans rights, our team has worked with some wonderful people, from all walks of life. We've had the privilege of working with New Victoria Hospital, who are now

the providers for NHS trans-masculine lower surgery. We're proud to have supported and trained over 300 members of their staff.

Our clients have been keen to support trans and non-binary people and have come to our trainings with curiosity and a true willingness to learn. We've also learned a great deal from their feedback and will be working to diversify our training in the future.

“The session was extremely informative and I thank all of you for your openness and honesty in this regard, as it certainly helps to stimulate discussion.”

David Marshall, Chief Executive Officer at New Victoria Hospital



**Matthew
Trerise**

Autism & Neurodiversity courses

In the last year the Trust has provided Autism & Neurodiversity awareness sessions to a wide-range of organisations, from NHS Foundation Trusts, to Voluntary Sector support providers, and Government Security Agencies. Some of these sessions have been delivered to ensure neurodivergent people are supported in the workplace, and some to increase accessibility to mainstream services and events. Autism & Neurodiversity is a huge, complex subject for attendees and there are often significant differences in knowledge, understanding and personal experiences within each session. Whilst we are providing a broad overview within the time allocated, the sessions have provoked a lot of very positive discussion and we always ensure that attendees identify key takeaway messages, and next steps for their organisation. We try to provide a balanced perspective on the subject, to recognise the challenges that many neurodivergent people experience, but also focus on strengths, skills and qualities that people who think differently bring to the world!

“To reiterate, the trainer’s positive messaging was very encouraging. Discussion of neurodiversity is not always like this, and I found it engaging from the outset. Also the message that being inclusive in events planning is beneficial to all, not just your target group.”

Anna McMahan,
Library Development Officer



Emma Gersch

Role-play training (Emma Gersch)

I have had the pleasure to collaborate with the Diversity Trust over the past few months, offering a ‘learning by doing’ approach, using role-play in the Equality & Diversity and Trans & Non Binary training workshops. As a trainer, I devise and facilitate role-play training with professional actors, and we are then able to engage delegates to practise and apply the skills learned.

In a recent workshop for the University of Bristol, I collaborated with Dr Lateesha Osbourne to deliver a highly dynamic and experiential Equality & Diversity workshop using three actors and a series of scenarios for the delegates to observe, re-direct and then engage with directly. I also have a commitment to casting role-play actors with lived experience of training issues, to authenticate the scenarios even further. For more information on role-play training: www.emmagersch.com

“The whole session was well planned and well executed with a good degree of adapting to our situation and how things developed.”

“Great, really enjoyed it. The live action roleplay stuff was brilliantly done.”
Participants from University of Bristol

Training & Consultancy

| Workshop (Apr 21 – Mar 22) | Participants | Events |
|--|--------------|------------|
| Equality, Diversity, Equity & Inclusion (EDEI/EDI) | 3512 | 145 |
| It's About Race (IAR) | 3342 | 91 |
| Unconscious Bias (UBT) | 1451 | 40 |
| Managing and Mitigating Bias (MAM/MAMB) | 233 | 7 |
| Speak Up and Speak Out (SUSO) | 729 | 24 |
| LGBTQ+ Diversity in Practice | 621 | 23 |
| Transgender Awareness | 1217 | 45 |
| Mental Health in the Workplace | 77 | 3 |
| Hate Crime Awareness | 164 | 2 |
| Disability Awareness | 333 | 10 |
| Inclusive Leadership (IL) | 127 | 6 |
| Autism & Neurodiversity | 104 | 5 |
| Accessible Information Standards (AIS) | 62 | 3 |
| Everyday Inclusion (EI) | 296 | 14 |
| Achieving Cultural Competence (ACC) | 141 | 6 |
| Other Bespoke Training | 1133 | 34 |
| Events | 130 | 6 |
| Total: | 13624 | 464 |

Training & Consultancy continued

1 April 2021 – 31 March 2022

| Podcasts & Snippets | Twitter | LinkedIn | Facebook | Instagram |
|---|---|---|--|---|
| Listens: 956 +143% New Episodes, Allyship: Dr Howard P Haughton - Inclusive leadership K-Dogg - A tool to fight racism Hira Ali - Advancing your potential | +451 followers +13% (from 3,532 to 3,983) | +546 followers +65% (from 844 to 1,390) | +132 followers +8% (from 1,643 to 1,775) | +260 followers +20% (from 1,279 to 1,539) |
| | 83,929 impressions | Reach of 40,426 | Reach of 18,700 | Reach of 17,166 |

Unique views DT website: 106,280 (+41% from 75,459)

Blog posts: 8

Training & Consultancy: UK Client Heatmap



Young People's Services and One You South Glos Adult Services

“Over the last year I have helped run monthly Alphabets sessions which create a safe space for LGBT+ young people. It has been a privilege working with the young people, supporting them through their self-discovery and watching them grow into themselves in a space where they feel safe and accepted for who they are.” - El

“I joined the Diversity Trust as a volunteer in June and then as a Youth and Community Worker in October. Working for an organisation that cares so deeply about LGBTQ+ young people and giving them the safe space to express themselves and be themselves unapologetically is an honour. In addition to supporting young people, creating a space for LGBTQ+ adults to come together and meet others like them has been amazing.” - Jacob

**“My highlights of the past year working with Alphabets have been seeing the young people gain confidence, helping to set up an adults wellbeing session, and knowing that we are there to support the community whoever may need it.”
- Pyxis**

Young People Services - Out of the Can



We continued to run our sessions online for current members and developed a virtual onboarding session, so we could start to introduce new members. As things started to return to normal in the summer, we worked with our online members to plan for our reopening and our new youth safe space at Swindon & Wiltshire Pride - young people were heavily involved in the planning.

Shortly after attending Swindon Pride, we were able to reopen our face-to-face Swindon sessions. We set up the first session for existing members to re-connect, and to give the older members the opportunity to say goodbye, because they were off to Uni or full-time work. This also gave us the chance to provide signposting to young adult services for those that required them when

leaving our service. 27 young people attended this session. The following week we welcomed a group of new members, introduced them to existing Out of the Canners, and re-established the group agreement to ensure everyone felt safe and comfortable in our space.

We steadily rebuilt our membership back to pre-covid numbers with over 70 members registered so far.

We've also run a variety of sessions based on member feedback: The LGBT PCSOs returned to discuss hate crime, educate on online safety/online communities. We followed this up with a workshop on safe relationships, celebrated International World AIDS day and Queer Prom Day.



Voice and Influence - South Gloucestershire LGBTQ Equality Network

Highlights of the year:

- ➔ Held an online event organised with local Healthwatch for LGBTQ communities on the Covid-19 vaccine programme. South Glos LGBTQ Equality Network Chair, Ian Boulton, chaired the event.
- ➔ Co-hosted BiVisibility Day Event with UWE Bristol, attended by 43 people.
- ➔ Recruited a new Youth & Community Worker to join the team.
- ➔ Hosted a Chem Sex in the City Event with Brigstowe, Eddystone Trust and Unity Sexual Health to educate about the impact on individuals and communities.
- ➔ Hosted an online event - We Need To Talk About Dementia in partnership with Southern Brooks Community Partnerships.



We need to talk about
Dementia - LGBT+
Communities Talking



Voice and Influence – B&NES, Somerset & South Glos

We have added value through hosting/attending/participating in:

75 meetings

4 planning sessions

3 training sessions

7 board /AGM meetings

3 voice sessions

1 steering group

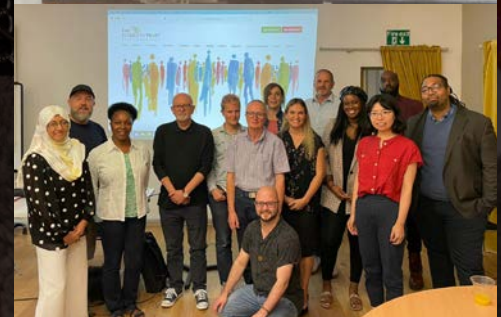
2 working groups

1 Community Day

3 LGBT History Month Talks

Lunchtime webinars for council staff during LGBT History Month

And publishing
8 blog articles



Corporate Partnerships



Skin Deep - Promote inclusivity through their skin tone products. Partners since February 2021. We have produced a podcast series together on the theme of Allyship. Our logo is printed on Skin Deep's packaging. Skin Deep donate 10% of profits on skin tone plasters to us.

distillery

distillery - The studio created 'Diversity Type Project' to start the conversation about the lack of diversity and inclusion in the creative industry. In partnership with the Diversity Standards Collective, the project created a brand-new typeface to celebrate diversity while raising money for DEC, the Diversity Trust and UN Women, their chosen diversity champions around the world. Partners since February 2021.



PURPLEFISH

Purplefish - Bristol communications agency supported three South West-based non-profit partners in 2021, including the Diversity Trust. Purplefish donated to the Trust and has worked on social media campaigns and research to help promote equality, diversity, and inclusion in Bristol.



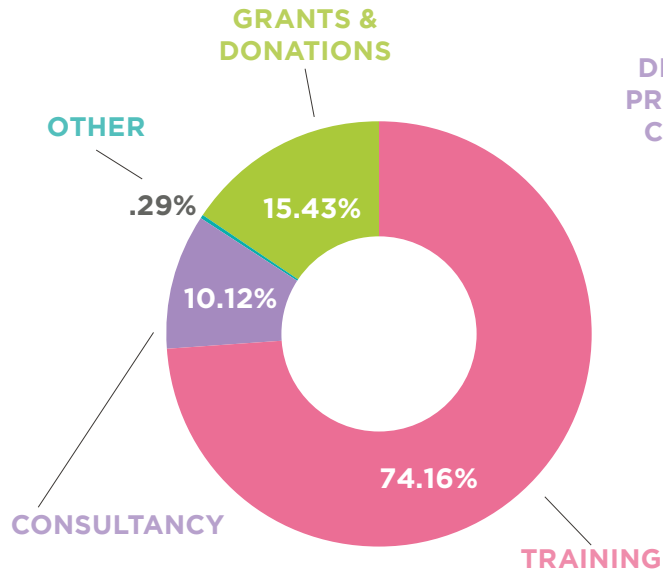
CitySprint - Celebrating Pride, diversity and inclusion isn't just for Pride month at CitySprint. As part of its ongoing support of diversity, it made a generous donation on behalf of its employees to the Diversity Trust in 2021.



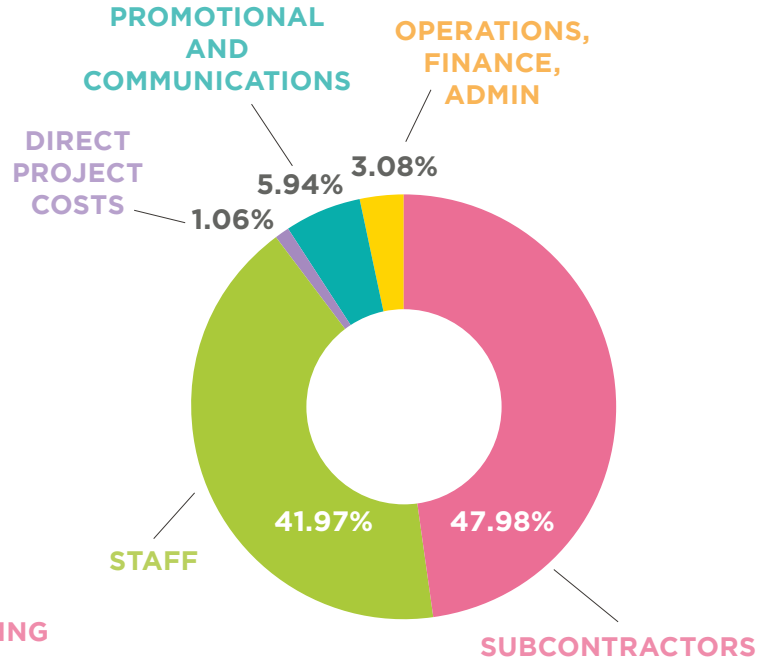
Stepstone - Our heartfelt thanks to Stepstone for their generous donation and support for our work in 2021.

Financials

INCOME



EXPENDITURE



Contacts & Links Page



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



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

Sincere thanks to our funders and supporters including:

