

The Diversity Trust Autumn Newsletter

What an impact!

With Autumn well and truly in full swing and another AGM and Impact Report completed, we'd like to update you on some of our impact, as well as upcoming courses and events we have to offer, as we continue our work to influence social change for a fairer society.

Spotlight on... **Our Impact Report!**



We've published our latest Impact Report detailing how and where we've made a difference for the last financial year. Full of positivity and achievements, the report shows what an impact we can have with support from our valued clients, partners and friends.

In a look back through previous Impact Reports:

- We have gone from 106 to 487 training events per year in the last three years.
- We've impacted 10,000+ participants in the last two years, up from 5,309 in 2021.
- Website visits have grown from 9,358 in 2019 to 104,808 in 2023.

Check out the report [here](#).

Spotlight on... **Our AGM**



We held our AGM at the Watershed in Bristol on Friday, 13 October and shared our thoughts and ideas on past and future years.

Berkeley Wilde, our Founder, addressed the team, outlining some of the highlights and successes:

“I know it’s getting to be a cliché, as I stand here in front of you every year and say ‘wow, what a year it’s been!’ But 2022-23 did not fail to deliver!”

Read Berkeley’s full speech [here](#).



Spotlight on... **New Recruits**



We'd like to introduce our newest members of the Race and Bias team, Niamh, Julie, Cindy, Leila and Carina. All have a wealth of lived experience and are passionate about making a difference. You can read more in their bios on our [Meet the Team page](#), as well those of the other members that make up the Diversity Trust 'family'.

We'd also like to introduce you to our Board: [Mark](#) (Chair), Derek, [Russell](#), [Wenjing](#), [Susie](#), [Mara](#), [Cindy](#) and our newest member Heather Kapeluch.

Spotlight on... **Lunch and Learn: Mental Health & Menopause**



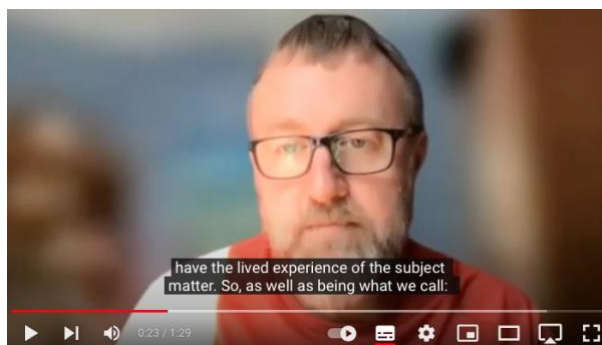
On 10 October, World Mental Health Day, we held an online webinar for Mental Health and Menopause. The lunch and learn session saw 50+ people join and offered practical tools and tips from expert trainers with professional, as well as personal, lived experience in this space. You can listen and view the webinar [here](#).

Our inspiring consultants, [Haley White](#) and [Stephanie Reid](#), offer training and guidance for companies on how better to support their workforce with regards to menopause.

We have also been working closely with Haley White to produce a white paper, documenting our research on the menopause and intersectionality, to be shared soon.

Spotlight on... **National Hate Crime Awareness Week**

From 14 to 21 October, we had a strong campaign filled with video clips, a blog article and a podcast episode.



Watch the short video where our founder, Berkeley Wilde, outlines our approach to tackling hate crime, centring the experience of the victim, [here](#).



Our blog article was written by our very own Khesha Patel on The Lasting Effects of Asian Hate Crime Post-Covid in the UK. Khesha offered numerous strategies for combating hate crimes, Home Office stats, and further information on the impact of hate crime.

You can read the full article [here](#).

If you would like to contribute to our guest blog with a relevant article of +/-600 words, let us know by reply to this mail.

In case you missed it... we've also published several other articles recently. Check out:

- James Fellowes article on why he wouldn't [Give Back His Bipolar Disorder](#),
 - Jennifer Scott's article on [Directing Towards Diversity](#),
 - Dr Serep Kele's article on [Linguistic Racism and Accent Bias](#), or
 - Summerly Devito's piece promoting a [Free Inclusive Refugee Recruitment Toolkit](#).
-

We teamed up with our long-time friend Alex Raikes, the Executive Director of Stand Against Racism and Inequality (SARI) charity, to bring you an impactful podcast, focusing on hate crime, an intersectional perspective.

We were joined by [Samantha Renke](#), [Khesha Patel](#) and [Joni](#) to discuss their experiences and the changes they would like to see, alongside Chief Inspector Deepak Kenth, Hate Crime Awareness Lead for Avon and Somerset Police.

Equalities podcast / Global
Influencing social change by thinking globally and acting locally

Hate Crime Awareness Week 14th - 21st October 2023
an intersectional perspective







Samantha Renke


Joni


Khesha Patel


Deepak Kenth

“I think a lot of people do make sacrifices in order to remain within their like assigned gender boxes. I think sometimes seeing someone just stepping out of that and being like, ‘Well, no, I’m going to live in a way that feels right and authentic to me’...can open up a lot of quite deep questions for people like ‘Why am I so invested in what I’m doing?’.”

We had a very frank and quite emotional conversation that really shone a light on some of the difficulties faced by our podcast guests. You can listen to the full episode [here](#).

In collaboration with our partners, [Skin Deep](#).

Podcast Series:
ALLYSHIP


SET THE TONE


Influencing Social Change





Our Podcast episodes are free to stream via our website...

- Episode #13 with Renee Bracey Sherman, Part 1 - [Listen here.](#)
- Episode #12 with Ritu Mohanka - [Listen here.](#)
- Episode #11 with Hira Ali - [Listen here.](#)

Spotlight on... **Upcoming Webinars**



Join us online to raise awareness for LGBT+ experiences of elder people and discuss how inclusive care practices in different roles can be highlighted, developed and improved.

LGBT+ & Ageing Webinar
Thurs, 7 December
4-6pm
RSVP: info@diversitytrust.org.uk

The event will include discussions from three key speakers:

- Dr Paul Willis, Cardiff University LGBT+ & Ageing
- Dr Wenjing Zhang, University of Kent Supporting Older LGBT+ People's Moves in Later Life
- Cheryl Morgan, the Diversity Trust, Supporting Trans People in Later Life



We also have our Unconscious Bias webinar coming up in January 2024. Look out for more information on this session with our consultants Khesha and Cindy.

Coming Up...

There are lots of important dates in the coming months, here are just a few:

- 13–19 November – Transgender Awareness Week
 - 14 November – Anti Bullying Week
 - 20 November – Transgender Day of Remembrance
 - 10 December – Human Rights Day
-

If you are not already registered for our newsletter, please email info@diversitytrust.org.uk.

The Diversity Trust:

Huntly Business Centre, Gordon Street, Huntly
Aberdeenshire, AB54 8FG

Kemp House, 124 City Road,
London, EC1V 2NX

www.diversitytrust.org.uk