



**THE**   
**DIVERSITY TRUST**  
INFLUENCING SOCIAL CHANGE

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**IMPACT REPORT**

1 April 2022-31 March 2023

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## 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**



## Note from chair



### **It gives me great pleasure to present this year's Impact Report for the [Diversity Trust CIC](#).**

As always, we have continued our work influencing social change to create a safer and fairer society for all.

We also continue to expand our teams and trainings where increased demand dictates, always leading by example by ensuring that we remain inclusive ourselves and drawing on the wealth of lived-experiences our staff and consultants offer.

This report shows that we have reached well over 10,000 individuals during 487 events and our ongoing campaigning is also reflected positively in our consistent growth across all social media channels and our newsletter, bringing our total social media reach to over 11,500 followers, with over 100,000 unique visitors to our website each year.

Each year, my thanks has to go first and foremost to Berkeley Wilde, whose unwavering passion and enthusiasm for The Diversity Trust is the backbone of its success. He continues to campaign for equal rights for all and leads an incredible team. My heartfelt thanks also goes to the amazing consultants, trainers, board of non-executive directors and all the admin teams who continue to support The Diversity Trust, helping us to amplify, develop and continue to be successful in our mission.

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)  
October 2023**



Ahmer Ashraf



Naomi Alormele



Winsome  
Barrett-Muir



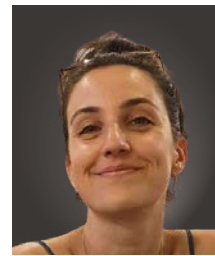
Agnese Cigliano



Jeanette Cross



Katie Donovan-  
Adekanmbi



Alessia  
Dalceglio



Frank Duffy



El Green



Mark  
Greenburgh



Jacob Gregg-  
Harris



Dr Roger  
Griffith MBE



Lou Hart



Dr Howard P  
Houghton



Steven Leather



Colse Leung



Manu  
Maunganidze



Cheryl Morgan



Stephen Morley



Dr Lateesha  
Osbourne



Sarah Parfitt



Errol Pitter



Dr Michael  
McKeever



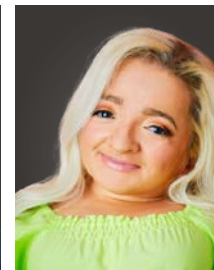
Haley White



Amit Popat



Samuel  
Ramothibi



Samantha  
Renke



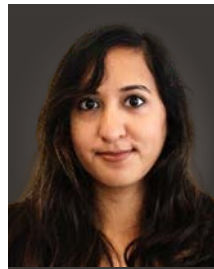
Stephanie Reid



Khesha Patel



Mara Clarke



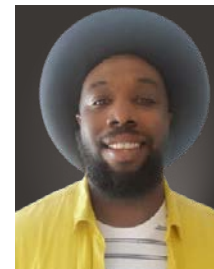
Sarika Sharma



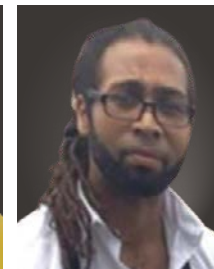
Susie Steyn



Stella Sutcliffe



Mervin R J  
Taylor



Russell J  
Thomas



Matthew Trerise



Berkeley Wilde



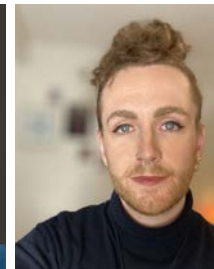
Wenjing Zhang



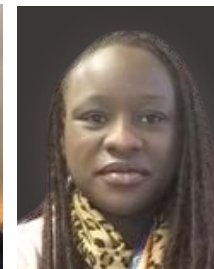
Elizabeth  
Wright



Harry



Joni



Tinashe

## Chief Executive's Thoughts



**What a year, again! I was delighted to celebrate our 10-Year Anniversary at the Watershed in Bristol, on a hot Summers day in July.** A chance to bring us together and to celebrate our achievements.

This was followed, shortly after, with our AGM and Away Day in London in October. With thanks to St Luke's Community, Islington, for hosting. Providing an opportunity to regroup and explore the future. A lovely space to think and explore and some tasty food! We considered what does diversity and inclusion look like going into the future... as well as developing ourselves as thought leaders and the organisation as a

*think tank.* Taking steps to position ourselves centrally in the D&I space.

My thanks, as always, must go to our amazing people; our staff and volunteers, our clients and partners, and our supportive Board who help us steer the organisation. As well as to my wonderful colleagues who continue to keep me humble.

Read my speech to our 10-Year Anniversary event at Watershed in Bristol in July 2022 <https://www.diversitytrust.org.uk/2022/07/10th-anniversary-celebration/>

**Berkeley Wilde**

“I want you to know how enthusiastic I am about the organisation which, frankly, probably saved my son's life.” Parent

## Race and Bias Team



### Another busy and impactful year for the **Race and Bias Team**.

Thank you to the team, colleagues and partners for playing your part and contributing to countless successes... We look forward to celebrating more successes this coming year!

One of the approaches that has been tried and tested over the last year is bringing together different task and finish/project groups from across our 30+ Race and Bias consultants to lead on delivering outcomes.

A few of the highlights across different sectors include:

- ➔ **Total Jobs** - Research and engagement relating to the intersectionality between Race and Gender and the barriers to career advancements
- ➔ **University of the Arts, London** - Design and delivery of the UAL Anti-Racism

Education Workshops for university Staff

- ➔ **Ealing Council** - Design and delivery of 3 levels of Anti-Racism education for Health and Social Care staff
- ➔ **Healthwatch England** - Bespoke design and delivery of, and stepped approach to cultural competence and inclusive leadership

As a team, we continue to learn from and support each other to develop skills and knowledge. We continue to develop and update our training to adapt to our constantly growing reach and remain current within the climate.

I'd like to thank the team, Berkeley Wilde and The Diversity Trust as a whole, for their continued hard work and dedication. I know that together we will continue to build on our successes.

**Russell J Thomas**





## LGBTQ+ Team



“What a wild year! I could never have predicted where my journey with The Diversity Trust would take me, but it’s been an incredible year and I’m so proud of this team. The highlight for me has to be working alongside Joni; creating such an incredible core team, knowing that we’re all on the same page, working towards the same goals.”  
- Sam

“For me, stepping up from LEC to Team Coordinator/Trainer this year has been amazing. I feel so lucky to be working with Sam, who teaches me, mentors me and encourages me. I’m constantly learning and developing my skills and I feel really blessed to be part of this organisation that uphold all my beliefs.”  
- Joni

Other highlights of the year for the team include:

- Lived Experience Contributor (LEC) Recruitment
- Bristol Pride and Trans Pride South West
- Somerset Equalities Officers Group / SEOG sessions and assets
- Continuing our work with The New Victoria Hospital



## Disability Awareness Team



Today, 1 in 5 working adults have a disability and 1 in 7 are neuro-divergent. 1 billion people live with a disability; that's 15% of the global population - 'the world's biggest minority'! So, it's time for real action.

First things first, making the workplace accessible for people with disabilities goes beyond making a building physically accessible. It's about tackling a disabling world in a holistic way. Sometimes changing infrastructure, sometimes people's attitudes and behaviours, or the tools we use. It should be about autonomy and agency, and above all, collaboration.

We want to understand and address the needs of employees with disabilities and spread awareness and understanding.

We need to remember to put in the ground-work and not lose sight of what we're doing and why.

### **Samantha Renke**

“The training has given me more insight in how to challenge ableism and disablism. It was useful to explore terminology and gain confidence in what might be considered 'appropriate' language/responses.” -  
Course participant

## Accessibility Team



The main highlight for me this year has been branching out more with the Building Accessibility Audits we offer. They expand beyond Equalities or Mental Health or Unconscious Bias as they encompass a broad spectrum of needs and provide the chance to promote and be truly physically inclusive.

It's not just considering ramps where there are stairs or adding lifts to offer easier access; it's considering the lighting in rooms, or offering quiet areas, adapting signage or making height adjustments. It's looking at how welcoming the building actually is and ensuring that everyone feels genuinely included.

We all have bubbles that we live in and many of us enjoy certain privileges, so it's good not to take those for granted and also to

remember to look beyond and consider what obstacles others might be facing. Fostering empathy goes a long way so we should all expand this wherever we can.

### **Stephen Morley**





## **Autism & Neurodiversity courses**

- Matthew Trerise



The Autism & Neurodiversity in the Workplace training has continued to be well received by a wide range of businesses and organisations this year. We've engaged with a really diverse range of clients, from NHS Trusts and charities in the UK, to global

webinars for video games and publishing companies in the Americas and Asia!



## **Menopause Awareness**

- Haley White



It's been a great first year working with the Diversity Trust. I've had excellent feedback on the Menopause training and the Men's Mental Health training. Two very different subjects that are equally important. The feedback has been excellent from organisations and participants. It's wonderful

to be working across a range of sectors, educating people, raising awareness and working together to make a difference.



## Training & Consultancy

Workshop (Apr 22 – Mar 23)	Events	Participants
Equality, Diversity, Equity & Inclusion	100	2381
It's About Race	110	2458
Unconscious Bias	43	974
Managing and Mitigating Bias	3	39
Speak Up Speak Out	39	477
LGBTQ+ Diversity in Practice	20	552
Transgender Awareness	44	1133
Mental Health in the Workplace	2	24
Hate Crime Awareness	8	168
Disability Awareness	17	213
Inclusive Leadership	15	164
Autism & Neurodiversity	21	483
Everyday Inclusion	13	142
Achieving Cultural Competence	7	97
Other (i.e. Ethnicity/Religion & Belief/Sexual Orientation/ Power & Privilege/ Building Resilience/ Gender ID/ Gender Awareness, Practice Inclusivity)   Bespoke Training	38	549
Events	7	168
<b>Total:</b>	<b>487</b>	<b>10022</b>



## Our Social Reach

1 April 2022 – 31 March 2023

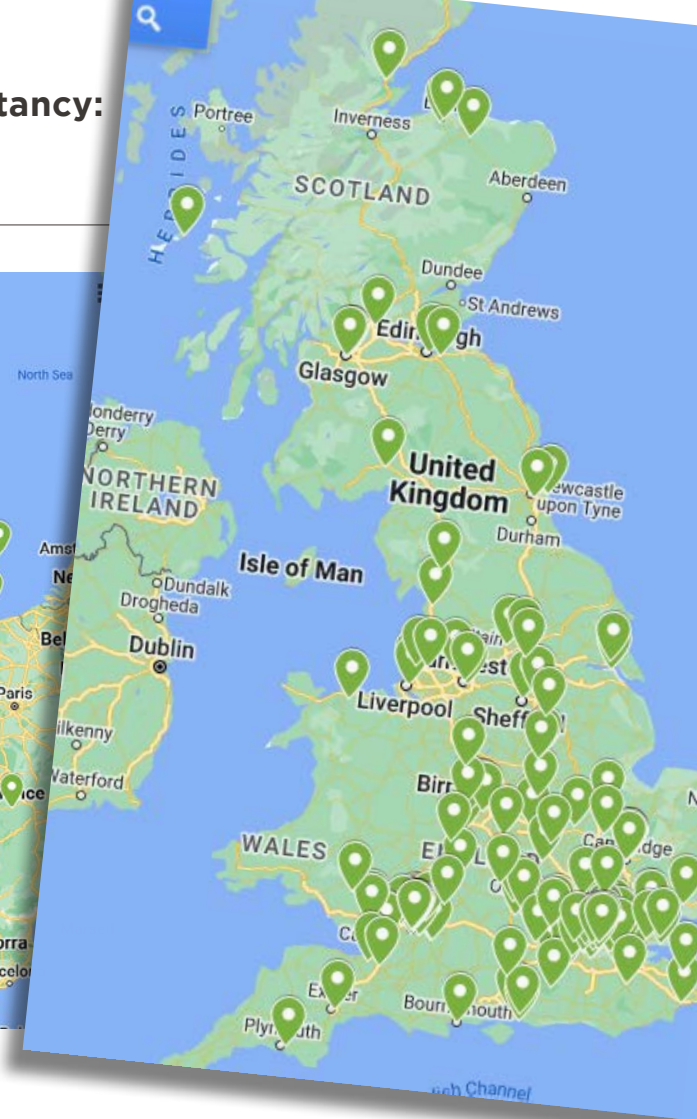
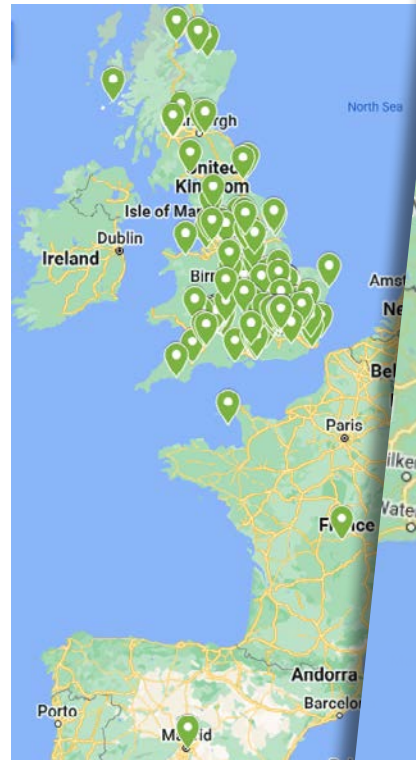
Podcasts & Snippets	X	LinkedIn	Facebook	Instagram
<b>Listens: 1,707</b> +79% New Episodes, Ritu Mohanka – Allyship and Employee diversity	+235 followers +6% (from 3,983 to 4,218)	+715 followers +51% (from 1,390 to 2,105)	+132 followers +4% (from 1,775 to 1,884)	+734 followers +48% (from 1,539 to 2,273)
	23,984 impressions, Aug-March	52,537 impressions, Aug-March	Reach of 5,833 (up from 4,969)	Reach of 5,669 (up from 2,304)

Unique views DT website: 104,808

Blog posts: 10



## Training & Consultancy: Client Heatmap





## Young People's Services – Schools

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- Delivered workshops to all of Year 7 and Year 8 at Kingsoak Academy (284 students across two days)
- Visited Barley Close Primary School (spoke to 50 students)
- Visited St Chads Primary School (100 students)
- Attended SGS Freshers Fayre (engaging with 100+ people)
- Visited Vinney Green Secure Children's Home
- Visited Chipping Sodbury School (30 students)
- Visited Yate Academy Diversity Club (approx. 25 young people)
- Spoke at Castle School in Thornbury (approx. 280 students)
- Visited LGBTQ+ Clun @ Brimsham Green School (approx. 20 LGBTQ+ students)
- 67 South Gloucestershire young people have benefited from the project
- Over 920 young people reached through working with schools
- 2 student placements
- 1 new Wellbeing Practitioner appointed and started in January 2023
- 9 young people received 1-2-1 mentoring support
- Produced a new digital asset called Out in School for local schools (Years 7-11) which is available on our website to download: <https://www.diversitytrust.org.uk/wp-content/uploads/2023/04/Out-in-School-with-The-Diversity-Trust-March-2023.pdf>





## Young People's Services – Alphabets Youth



“I like Alphabets because it’s always fun and I like all the different activities we do. I like to come because it’s very enjoyable and I feel like it’s a safe space where you can always be yourself.”  
– Young person

“The last year of Alphabets has been really amazing to watch. We have seen Alphabets get bigger and our young people grow in confidence. It is always a privilege to watch young people on their journey and this year was no different. I am really excited to see what the next year holds.” – Jacob, Youth Worker

# Alphabets Youth in South Gloucestershire

## YOUTH PARTNERSHIP SOUTH GLOUCESTERSHIRE



Year 2 report July 2022 - June 2023



THE DIVERSITY TRUST  
INFLUENCING SOCIAL CHANGE

## DIVERSITY TRUST



Young people have been able to enjoy the following activities at Alphabets youth group:

- Annual summer BBQ.
- Attended Trans Pride Southwest. This was a great community event attended by lots of different organisations and the trans and non-binary community. We spoke with roughly 75 people about what we do as an organisation including training, our youth services and wellbeing services.
- Christmas Party. This was good to spend some time building relationships with young people, especially some of our newer members.
- Youth worker from the Armadillo attended our session; we are launching a C-Card Scheme in partnership with them, so it was good for them to meet our young people.
- Made bunting that both youth and adult Alphabets groups have created together.

- Mental Health Awareness Month – activities around reflected self-care and wellbeing; we could sit down and have meaningful discussions. It was also a good way to check in with our young people's mental health and wellbeing. This was particularly important as LGBTQ+ young people are more likely to struggle with their mental health than their cisgender peers.
- Prep for Bristol Pride. This is always particularly exciting because we ask our young people to design a little patch to go on a banner that we take to pride. This way even if a young person is unable to go to pride and march with us in the parade, a part of them will still be us marching.

56

young people worked with

10

sessions run

265

positive outcomes achieved



Reflected on the last year and what we can do moving forward differently. Compared to last year, we can see the confidence of the group has grown and feel more comfortable being able to talk about what they like and what they want changed. Young people also talked about what change they wanted to see in their day-to-day lives too. Young people highlighted why they come along to Alphabets. They said that they have fun playing games and meeting new people, but that they often find it "easier to talk and spend time with other queer people" and that Alphabets Youth gives them this.

In January, CYN & Diversity Trust recruited our LGBTQ+ focused Wellbeing Practitioner role, offering 1-2-1 low intensity CBT. The worker is employed by CYN, part of the SAP training programme, but delivers across CYN & Diversity Trust's groups such as the Wickwar LGBTQ+ Wellbeing Group & Alphabets. We aim to co-deliver all LGBTQ+ sessions, ensuring there is as much access to these groups for young people as possible.

CASE STUDY

When Alex started coming to Alphabets, they were very shy and struggled to talk to us. Alex had been working on coming out of their shell more and talking to their young people and leaders more. One barrier they came along feeling particularly anxious about their mental gender transition as they were turning 18 years old soon and it was the start of school. They spoke to one of our leaders about it to have their name and pronouns added. It was a big step for them to ask for support with this as historically they "struggled to ask for help."



## Case Study – South Glos Youth Partnership Report

We were commissioned to conduct interviews with Black, Asian, and Minority Ethnic staff across the South Gloucestershire Youth Partnership (SGYP) and the Creative Youth Network, about recruitment processes. These interviews were specifically designed to address the role that race and racial bias may play within internal and external recruitment processes. Dr Lateesha Osbourne conducted interviews with members of staff in November and December 2022.

Staff were asked about their experiences during the application and recruitment process. Some participants also discussed their experiences at SGYP. Their responses fell broadly under four themes, including but not limited to:

- (1) External recruitment: positives of the process
- (2) Underrepresentation
- (3) Internal Recruitment: Overlooked for promotion
- (4) Racism and microaggressions.



## Research

The Diversity Trust collaborated with Totaljobs to complete research into the career progression challenges that Black and South Asian women face. The findings were shocking and featured extensively in the media. You can find our full report [here](#).

Some of the key insights from the research include:

- It takes Black and South Asian women in the UK at least 2 months longer on average than their White colleagues to secure their first job after leaving education
- Black and South Asian women start out with higher levels of confidence about their career trajectory than White colleagues, but face numerous barriers to progression due to racism and sexism

- Two thirds of Black and South Asian women at managerial level believe that their ethnicity or gender has impacted their progression into a position of leadership
- Two thirds of Black and South Asian women have felt the need to code-switch\* at work, while 79% have faced discrimination
- 62% of Black and South Asian women report that their wellbeing at work has suffered as a result

Read [\*An equal path to career progression: an employer's guide to uplifting Black and South Asian women in the workplace\*](#), the report from Totaljobs and The Diversity Trust, assessing the career journeys of Black and South Asian women in the UK.



### \*Code switch

- Changing or modifying behaviour, appearance or language (including dialect and accent) to adapt to different situations.

## Voice and Influence - South Gloucestershire LGBTQ Equality Network



### Highlights include:

- Bristol Pride – 9th July
- We co-hosted an event exploring bisexuality research: From biphobia to bipoisitivity on 23rd September 2022 with UWE Bristol.
- We launched the South Gloucestershire LGBTQ+ Education Task Group on 29th September with representatives from South Gloucestershire Council and Stand Against Racism & Inequality (SARI).
- The team designed, delivered and printed the 'Out in Schools' publication for South Gloucestershire Council.

“It was a well communicated and informative talk that was very accessible.”

- We attended Trans Pride South West on Saturday 26th November, engaging with approx. 75 members of the community
- Holocaust Memorial Day event (Friday 27th January) with the Holocaust Memorial Day Trust for South Gloucestershire schools. [Listen to the incredibly powerful talk here.](#)
- Lunchtime talk given by Berkeley Wilde on Queering Disruption to celebrate LGBT History Month. (Thursday 16th February)
- Hosted webinar on Trans Rights & the Law (14th March) 33 people joined

Find out more about our [Trans Awareness here.](#)

### In addition...

We have bought-in traded services, training and consultation, to the value of £28,800, from delivering training to organisations across South Gloucestershire, including Creative Youth Network, UWE Bristol, Southern Brooks Community Partnerships, St Peters Hospice, North Bristol NHS Trust, Pathways Learning Centre and Forestry England.

- 100+ meetings held or attended
- 13 blogs published
- 3 newsletters
- 1 podcast episode published
- 10 focus/working groups or meetings
- 10 LGBTQ+ role model sessions for schools.

## Voice and Influence – Somerset

The team completed five workshops across the Somerset Network, two in-person sessions for Trans and Non-binary People, learning about different styles and encouraging individuals to experiment with them in order to gain insights and confidence. A ‘Coming Out’ workshop that offered guidance including how to ensure the right support was in place. ‘Scar Care’ workshops were also really successful, with Professor Drew and Max both offering helpful advice and support and encouraging individuals to reframe their relationship with their body after surgery/scarring.

We held a Mental Health panel event, chaired by Berkeley Wilde, that was definitely another highlight. It was attended by 53



people, whose response and feedback was incredible and the asset that came out as a result, [\*Supporting Trans Mental Health\*](#), has been really influential.

## Voice and Influence - Somerset

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We also offered a session on Trans rights and the law, with Mark Greenburgh, Charlie Lord & Cheryl Morgan for the community, as well as service providers. They covered an array of legal logistics and were so well received that feedback requested more in the future!

The Somerset Equalities Officers Group (SEOG) sessions and



assets were another huge success and we are really proud of what we achieved. As a team we were super supportive of one another throughout the process, showing that we really do live by our own guidance! We reflected upon and updated the trainings to remain forward facing and responded to the current climate, ensuring that we constantly promote our message to the



community, that we are always working to make society safer and better for all.

To visit our resources page, [click here](#).

# Voice and Influence - Case Study

## Somerset LGBTQ+ Equality Network

Here is a link to a series of events and assets which we ran either online or in person in Somerset in 2022-23: <https://www.diversitytrust.org.uk/somerset-lgbtq-equality-network/>

### LGBT+ & Ageing

Supporting older and elder LGBT+ people

On Tuesday 24th January and Thursday 26th January 2023. The Diversity Trust hosted two webinars exploring the experiences and challenges faced by older and elder LGBT+ people in the UK.

The project was delivered in collaboration with Somerset Equality Officers Group, Southern Brooks Community Partnerships and South Gloucestershire Council.

The events were chaired by Ian Boulton of South Gloucestershire Council, and included talks from three key speakers:

Dr Paul Willis, from the University of Bristol, presented a discussion on the barriers faced by older and elder LGBT+ people and breaking down the assumptions and myths which underpin issues faced in later life and care settings.

Dr Wenjing Zhang, from the University of Kent, presented preliminary findings from the Better Care Moves project, exploring the challenges faced for older LGBT+ people, carers, and staff, when moving between care settings, and identifying inclusive practice models and what practice guidance is needed to improve support.

Cheryl Morgan, from The Diversity Trust, delivered the final talk of the sessions on her experiences and



perspectives as an older trans woman, highlighting the barriers to care faced by older trans people, including managing risks around cancer, the lack of research around trans healthcare needs, and the impact of reduced social support on wellbeing.

The events were open to people working to support older and LGBT+ people from a range of services including, healthcare, social care, voluntary organisations and community groups. Attendance numbers across the events came to a total of 45 people, with 28 attending for the session on Tuesday 24th January, and 17 attending for the session on Thursday 26th January.

Sign-up for each of the sessions came from a variety of sectors and organisations, including South Gloucestershire Council, the NHS, Victim Support, Somerset Council, SARI, universities around the UK such as the University of York and the University of Surrey, and care services for older people such as Alzheimers UK.

On Tuesday 5th July 2022, the Somerset LGBTQ+ network was officially launched. Hosted by Bethany Willis and Henry Hoff from The Diversity Trust, the event ran from 1pm until 4pm at the Francis Meeting House on Bath Place in Taunton.

Arrived at individual, community groups and organisations working to support LGBT+ equality across Somerset, the launch welcomed twenty representatives from private and organisations including South Somerset, L&E, Veterans and Youth Diversity Project, LGBTQ+ Staff Networks from the County Council and the local and district and elected members from the local council.

The event began with three for people to meet chat and network together with a buffet providing food and refreshments. After 15 minutes of being able to meet community groups, during the 15 minutes, and four years since we ran the first network in person events in Somerset, and guests liked the venue. Some people knew one another and held conversations with each other, whilst others, possibly chatting in the following social space.

After 30 minutes, attendees received from the main function room where Bethany and Henry began the main action of the evening. The room was laid out in a circle with 15 chairs around four tables, an ideal set up for the numbers. Once seated, everyone was invited to give their names, optional pronouns, and the group or organisation they represented.

Bethany gave an overview of the network and the shared outcomes of the project, exploring how the network can bring people together in Somerset to share ideas and collaboration, and how community based research can be carried out to create an evidence base. With the network and

“IT WAS SO GOOD TO RECONNECT WITH FRIENDS ON THE LOCAL COMMUNITY AND TO SEE OUR FRIENDS AND MEET NEW ONES.”

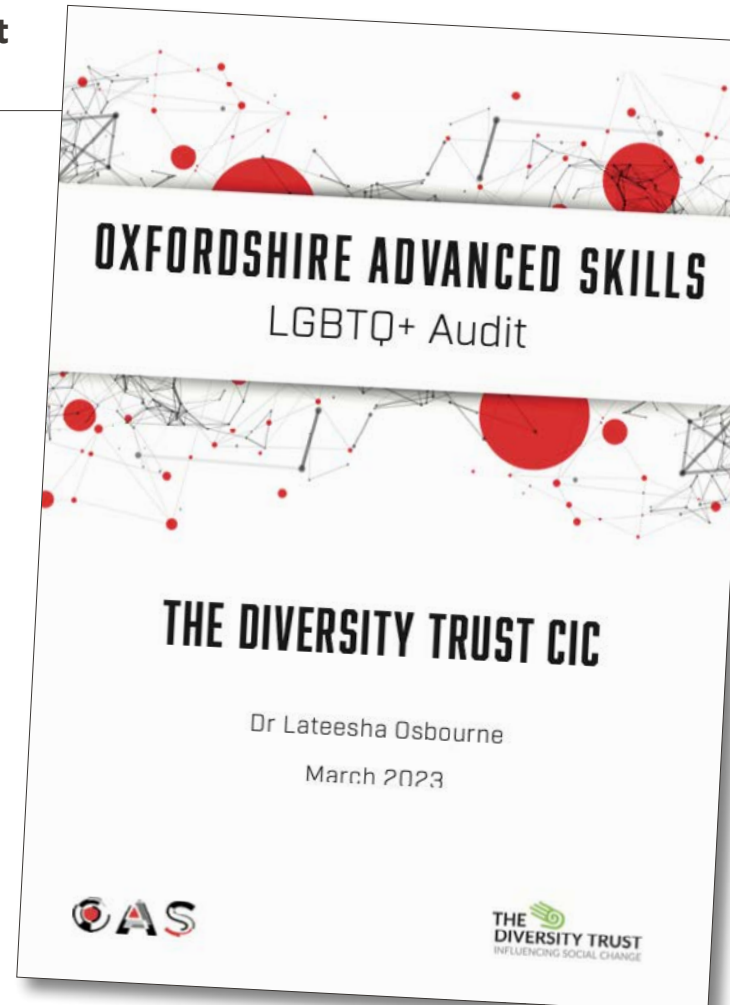


## Case Study

### Oxfordshire Advanced Skills LGBTQ+ Audit

An LGBTQ+ audit was carried out by The Diversity Trust between October 2022 - March 2023. The audit comprised of the following five elements:

- Assessment of OAS facility in Culham Science Centre Oxfordshire
- Review of the OAS website
- Co-designed, conducted and provided results of two LGBTQ+ surveys for first year OAS apprentices
- Provide LGBTQ+ awareness training to apprentices
- Building the LGBTQ+ element of the Toolkit - produced to support learners to increase awareness and understanding of LGBTQ+ experiences



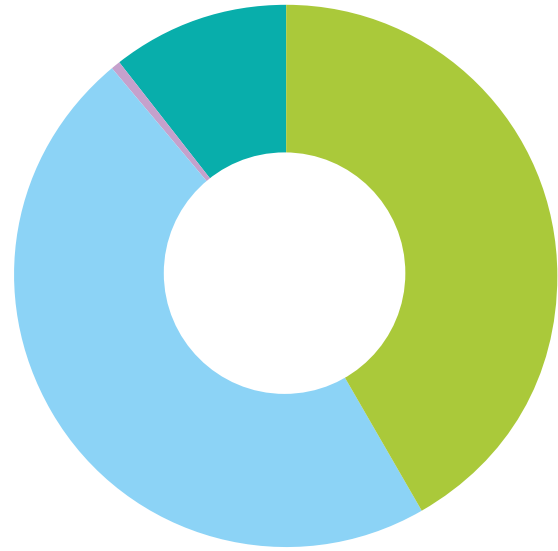
# Financials 2022-23

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INCOME

TRAINING	64.89%
CONSULTANCY	15.48%
OTHER	0.52%
GRANTS & DONATIONS	19.11%



EXPENDITURE

SUBCONTRACTORS	41.75%
STAFF	47.35%
DIRECT PROJECT COSTS	0.58%
OPERATIONS, FINANCE, ADMIN	10.32%

# Contacts & Links Page

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



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



<https://www.facebook.com/DiversityTrust/>



<https://twitter.com/DiversityTrust>



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



<https://www.linkedin.com/company/diversity-trust>

**Sincere thanks to our funders and supporters:**



**STAND AGAINST  
RACISM & INEQUALITY**

