

# IMPACT REPORT

1 April 2023-31 March 2024

# 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



Each year we continue our work influencing social change to create a safer and fairer society for all. The work we do is reaching further afield and having a greater impact every year. One organisation we worked with heralded The Diversity Trust as an example of national good practice; what an incredible (even if justified!) accolade.

This Impact Report shows that we have managed to reach over 7,490 individuals, through 424 events, with an international reach. Our social media has also continued to provide vital platforms for us across X/Twitter, Instagram, LinkedIn and our website and newsletter (with over 1,630 mailing list subscribers and 81,879 views of our website). We have also branched out to Spotify for our Podcast and have begun to build a following on there too.

None of this success would be possible without our incredible founder, Berkeley Wilde. Berkeley continues to guide The Diversity Trust from strength to strength, allowing his teams to impart their knowledge, lived experience, advice and guidance wherever they can. The consultants, trainers, board of non-executive directors and admin teams all work tirelessly to make The Diversity Trust the success that it is. And of course, we are always, so incredibly grateful to our sponsors, clients and supporters, who allow us to continue our important work. Thank you!

**Mark Greenburgh (he/his/him) October 2024**



# Meet the team



Ahmer Ashraf



Winsome  
Barrett-Muir



Tim Birkbeck



Mercy Brown



Julie Cheung



Agnese Cigliano



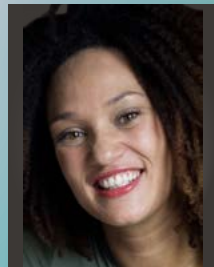
Joni Clark



Mara Clarke



Jeanette Cross



Katie Donovan-  
Adekanmbi



Frank Duffy



Judith  
Fitzsimmons



El Green



Mark  
Greenburgh



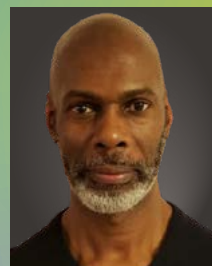
Jay Gregg-  
Harris



Dr Roger  
Griffith MBE



Lou Hart



Dr Howard P  
Houghton



Dr Sarah Serap  
Keles



Colse Leung



Manu  
Maunganidze





Dr Michael  
McKeever



Cheryl Morgan



Stephen Morley



Annie Moon



Niamh Munglani



Dr Lateesha  
Osbourne



Sarah Parfitt



Khesha Patel



Amy Phipps



Errol Pitter



Amit Popat



Samuel  
Ramothibi



Gaia Reed



Stephanie Reid



Samantha  
Renke



Cindy Serrano  
Roberts



Loren Snow



Susie Steyn



Stella Sutcliffe



Russell J  
Thomas



Leila Usmani



Haley White



Berkeley Wilde



Elizabeth  
Wright



Che Young



Wenjing Zhang



Harry



Tinashe

# Chief Executive's Report - a year of consolidation



**Berkeley Wilde**

As we enter our 12th year, I wanted to reflect on some of the organisational developments we've undertaken.

This last year has been about consolidation. We have carefully and organically grown the staff team which now totals 16 with two new starters joining us this year taking the team to 18. When I began the journey, building the organisation, I never believed we'd become this size, dare to dream we could become even bigger!

We have also grown a fantastic team of consultants, who support us to deliver our training and consultancy services. And we are growing our volunteering offer with a major new investment from the National Lottery Community Fund, which is helping us to bring on board a volunteer coordinator to support and grow our volunteer teams. As well as continuing our excellent partnership with Goldsmiths, as we hosted four fantastic student placements during the last year. Each bringing their own unique individual vibrancy to the team.

My heartfelt thanks and gratitude go to Pat Rose and Steven Leather who retired at our AGM in Bristol, last year. They both gave so much to the Trust, over the last twelve years, and have been there since we began, providing their guidance and wisdom. The organisation is much stronger for their many contributions.

I am also indebted to our 'NED's', as we fondly refer to our Board of Non-Executive Directors. Each of whom brings their great knowledge and insights into helping the organisation in its mission and strategy. We have six fantastic individuals on the board supported by myself, our Deputy CEO Annie Moon, and our Finance Director, Katrine Green.

Finally, thank you to our chair, Mark Greenburgh, whose unwavering support for both me personally and to the organisation keeps us strong and resilient.



# Race and Bias Team



**Khesha Patel**

In January this year, I had the privilege of becoming the Race and Bias Team coordinator. Every day, I'm learning so much, collaborating with amazing teammates towards common goals, tackling various projects, and embracing the challenges that come our way. It makes me really proud that I am able to support companies, clients, and partners in creating positive social changes. Some of the highlights this year for me have been working more with new clients, extending partnerships with existing customers and of course collaborating with the fantastic Race and Bias team! I'm excited about the future for the Trust and eager to continue breaking glass ceilings for more people.



**Niamh  
Munglani**

A few highlights for the Race and Bias team includes:

- ★ Delivering a number of Anti-Racism-related workshops to numerous new and ongoing clients, including: Almond Care, Engineering UK, Greencore, Healthwatch England, Skills Development Scotland, Modern Poetry in Translation, North Somerset Council, Royal Trinity Hospital, and the University of the Arts London.



**Julie Cheung**

**Mina Comrie**





## Race and Bias Team continued

- ★ We have also facilitated several training sessions, covering all characteristics but with a particular emphasis on intersectionality, allowing us to incorporate lived experiences into the training. Sessions include “Stand Up and Speak Out,” “Everyday Inclusion,” and our most popular training, “Equality, Diversity, Equity, and Inclusion,” for many clients including: Ace Centre, DB Broadcast and Design, East of England Ambulance NHS, Fire Consultants, Havas Lynx, IDOM, and Kinergy.
- ★ It’s been a pleasure to support the wider community by delivering free webinars via our Lunch and Learn project too, as well as forging new partnerships with many companies including Resolutions, Makeebo, and the India Diversity Forum.

I want to thank everyone at The Diversity Trust for their contributions, sharing expertise, keeping the journey enjoyable and I’d like to express my gratitude to Berkeley Wilde for this opportunity. My time at the Trust has been wonderfully unpredictable, and I wouldn’t have it any other way. - **Khesha Patel**

“It makes me really proud that I am able to support companies, clients, and partners in creating positive social changes.”





# LGBTQ+ Team



**Joni Clark**

“We have had some great successes on the LGBTQ+ team this year, for example a hugely successful delivery of our major project for Somerset Council, as well as a successful application for 5-years of funding from the National Lottery Community Fund, which has grown our team by two new full-time roles, a Voice and Representation Coordinator and a Volunteer Coordinator. We have also recruited a new part-time Team Coordinator, Gaia, who focuses on administration for the team. Alongside these exciting developments, we have maintained our core work - our LGBTQ+ training courses, our work with local authorities and agencies, and our consultation work. As well as this we have continued growing our reach at local prides. With intense challenges coming from societal discourse around LGBTQ+ rights, and challenges against the EDI sector more widely, it has definitely been a challenging year for many, however, we have truly galvanised as a team to overcome issues, continue our work, and grow the impact of the team.” - **Sam, Joni, Gaia**

“With intense challenges coming from societal discourse around LGBTQ+ rights, and challenges against the EDI sector more widely, it has definitely been a challenging year for many”



# Autism & Neurodiversity Team



**Loren Snow**

“Today there is a growing understanding that we live in a diverse society with a diverse range of minds: so, to make workplaces truly accessible we need to promote the value of individual difference and diversity. This year we’ve helped businesses understand the needs of their neuro-divergent staff and customers. It has been a privilege to see so many companies getting the foundations right, with each staff member brimming with ideas and keen to put things into action.” - **Loren Snow**

“To make workplaces truly accessible we need to promote the value of individual difference and diversity”



# Training & Consultancy

<b>Training &amp; Consultancy</b>	<b>Events</b>	<b>Participants</b>
Equality, Diversity, Equity and Inclusion (EDEI)	90	1571
It's About Race (IAR)	70	1450
Unconscious Bias (UB)	23	409
Managing & Mitigating Bias (MAMB)	4	56
Speak Up and Speak Out (SUSO)	10	130
Diversity in Practice (DiP)	8	96
Trans Awareness (TA)	40	916
Men's Mental Health	4	51
Hate Crime Awareness	1	11
Disability Awareness	33	426
Achieving Cultural Competence (ACC)	14	190
Autism & Neurodiversity	20	172
Menopause Awareness	3	20
Events	17	874
Other (i.e. Accessible Audit/ Practicing Inclusivity/		
Sex and Gender Awareness/ Inclusive Leadership, Valuing Difference & Inclusive Communication /Micro inequalities, Everyday Inclusion / Enrich your Mindset / Intersectionality & Anti-Racism)	87	1118
<b>TOTAL</b>	<b>424</b>	<b>7490</b>



# Social Media Reach

Podcasts & Snippets	X	LinkedIn	Facebook	Instagram
<p>Listens: 2,340 +27%</p> <p>New episodes: Renee Bracey Sherman 1 Hate crime Renee Bracey Sherman 2 Chantelle Goliath</p>	<p>-4 followers -0.1%</p> <p>(From 4,218 to 4,214 following extensive bot removal by X, meaning these followers are more likely than before to be legitimate user accounts)</p>	<p>+606 followers +29%</p> <p>(from 2,105 to 2,711)</p>	<p>+141 followers +8%</p> <p>(from 1,844 to 1,985)</p>	<p>+481 followers +21%</p> <p>(from 2,273 to 2,754)</p>
<p>17 streams on Spotify and 16 new followers</p>		<p>42,960 impressions, June-March</p>	<p>Reach of 6,187 (up from 5,833)</p>	<p>Reach of 2,827 (down from 5,669)</p>



# Heat Map



# Youth Team - Alphabets Youth



The Diversity Trust's Youth Team has had a fruitful year, working across South Gloucestershire to continue their work in supporting LGBTQ+ Young People, and partner organisations, to deliver a cohort of events and collaborative deliveries.

Continuing with ongoing partnership work, the Youth Team have attended several key meetings, including the Hanham LGBTQ+ Wellbeing Group, co-delivered in partnership with Creative Youth Network, and the South Gloucestershire Youth Partnership meetings, which are key in advocating for LGBTQ+ young people.

In addition to supporting ongoing work, Lead Youth Worker and Safeguarding Lead, Jay Gregg-Harris, and CEO, Berkeley Wilde, attended the Health Promotion in Education Settings Steering Group, alongside Nikki Giles and Nicky Ellis from the Healthy Foundations Team at South Gloucestershire Council.

Events supported and run by the Youth Team focused on providing inclusive and fun spaces for LGBTQ+ young people. Mental Health Awareness Month saw a session around mental health and wellbeing held for attendees to get more information about mental health, and supporting their wellbeing in ways that were meaningful for them as LGBTQ+ young people.



# Youth Team - Alphabets Youth continued

Keeping with providing LGBTQ+ young people with essential information and signposting, the Youth Team organised a talk around sexual violence, sexual health advice, and HIV/AIDS, which included a survey to capture the voices of LGBTQ+ young people around these experiences, and games and crafts to make the event fun and practical for attendees.

The Team attended away days for Equality Voice and StreetCare to investigate their equalities objectives and to explore community-based climate and environment solutions.

Highlights for annual events Alphabets LGBT Youth include a Pizza & Games session, the Halloween Party and the Festive Party. Community events continued to be a celebrated staple this year; the banner for Bristol Pride was redesigned by LGBTQ+ young people who attend the Alphabets LGBTQ+ Youth Group, and Alphabets participated in the Bristol Pride Parade. The day was capped off with the Youth Team supporting The Diversity Trust's annual stall at Bristol Pride.

Following this, The Youth Team attended the Trust's AGM and Away Day at Watershed in Bristol, and rounded off the year's events with spectacular success at Trans Pride South West, where the team engaged with 220 people at the Trust's stall and captured the voices of Trans and Non-Binary people in a Vox Pop that asked: What Brings You Joy?

As well as attending events, the Youth Team / Alphabets groups received visits from the Armadillo Youth Centre Team and a Travelling LGBT Library.

Finally, the team provided, and supported, training and youth offer deliveries across South Gloucestershire, including a Trans 101 webinar to South Gloucestershire Youth Partnership, and a Lunch & Learn with Che Barnes (Let's Talk Gender), which had over 70 participants. The Youth Team continued to work closely with 12 local schools in the South Gloucestershire area, delivering assemblies, group activities, and mentoring work, all with a focus around LGBTQ+ experiences and needs. Three new volunteers were recruited to work with our Alphabets Adults and Youth Projects.

## Youth Team - Alphabets Youth continued



**"We recognised the provider of LGBTQ+ youth provision, The Diversity Trust, as an example of National Equalities good practice and South Gloucestershire has a high level of this youth provision in their locality. This should be celebrated, given wider exposure and provide learning to local partners and the wide sector."**

- National Youth Agency Peer Review for South Gloucestershire, January 2024

# Youth Team- Case Study

Justin has been coming to Alphabets Youth for a year and a half. He started coming after we visited his school diversity club to tell young people about Alphabets Youth. He first attended last year but stopped coming due to challenges with his parents who aren't accepting of his transgender identity and struggle to relate to him as they don't understand his interests. He returned to Alphabets, still struggling with his family, friendships and school. In addition to Alphabets, he started some 1:1 mentoring support with us through school mentoring and regularly attending our new weekly group 'Roundabouts' which is in partnership with Learning Partnership West (LPW).

Through the cost-of-living grant, which has allowed us to buy more supplies for our groups, he was able to lead a craft activity and share his interests with other young people. Justin enjoys creating masks that look like animals as well as other craft activities that express his creativity and identity. When Justin started coming to Alphabets he was very shy and struggled to talk to other young people. Through some work with us, he has grown in confidence and awareness. He led a group of young people in creating masks and spoke to them about why this is important to him, how it helps him express his identity and how they can do it too. This is a massive step for Justin to engage with other young people and share his interests which have previously been made fun of by friends and family. Due to this and other bullying in school, he is used to not speaking to others about his interests, so it really helps to have this space where he feels safe to share, teach and learn from others.

Through this activity, he has made a close friend that is just like him, enjoys the same activities and who he can talk to about his life such as his school experience and family members. This would not have been possible without the cost-of-living funding as we were restricted on the amount and quality of craft supplies we had access to and a young person lead activity was not within our scope previously.





# Research & Engagement



**Live Labs** - Dr Howard Houghton, Manu Maunganidze, Dr Lateesha Osbourne and Berkeley Wilde worked on a project in collaboration with South Gloucestershire Council, West Sussex Council, and their partners, investigating changing how the council's manage highway verges and ways of using the grass arisings (clippings) to contribute to reducing greenhouse gas emissions.

**Workforce Disability Equality Standard** - Samantha Renke, Gina Bruni and Berkeley Wilde designed, delivered and evaluated a series of 7 workshops for Disabled Staff and Managers on Disability Awareness Training and on developing the role of Inclusion Ambassadors for North Bristol NHS Trust (NBT).



# Voice and Influence - South Gloucestershire LGBTQ Equality Network

The Diversity Trust's LGBTQ+ Voice and Influence project continued to support work happening throughout South Gloucestershire this year, with attendance at a variety of forums and partnership meetings foundational to conversations and actions that centred the needs and voices of LGBTQ+ people across the area.

We attended and chaired the South Gloucestershire Equalities Forum, attended the South Gloucestershire Youth Partnership meetings, and the Domestic Abuse Strategic Partnership (DASP) meetings, advocating for LGBTQ+ victims and survivors of domestic violence and abuse.

We attended the LGBTQ+ Task Group and Race Equality in Education Task Force meetings with Children's Services and continued our partnership support of the Best Practice Guidance for Trans & Non-Binary People, working in collaboration with, and supporting, SARI and the NHS with the continued development and dissemination of the valuable resource.

In our projects and partnership work, Berkeley met with Rebecca Sheehy from Bristol After Stroke to discuss partnership working, and Rebecca Brown from South Glos CAB to discuss a consultancy project, which we completed during the year.

Ongoing work with our academic research volunteer saw the completion of a Literature Review on Diversity in Menopause, as well as writing the Youth Activity Offer tender document, and a successful application to the National Lottery Community Fund.



# Voice and Influence - South Gloucestershire LGBTQ Equality Network continued

We worked with South Glos Race Equality Network (SGREN) on a consultancy project advocating for BAME young people in South Gloucestershire, which included a survey designed for the community, and we published the results of that work during the year.

Emily Stidston from the Office of National Statistics (ONS) attended the South Gloucestershire Equalities Forum, giving a presentation on the data tools available on the ONS website, with particular attention on obtaining equalities information.

We produced a short promotional film and a podcast on Intersectionality for National Hate Crime Awareness Week, and delivered our first Diversity in Menopause Webinar. Samantha Renke delivered two talks marking International Day for Disabled People, which generated an online attendance of 28 people. Finally, we launched our Lunch and Learn series in Partnership with TRANSEARCH.

Following our successful application to the National Lottery Community Fund (NLCF) for our [LGBTQ+ Voice and Representation project](#), we met with NLCF organisers to up our grant award over 5-years.





# New Group - Diversity & Language

This is a new group based in Huntly, Aberdeenshire for newly arriving and settling communities. The aim of the group is to bring people together whose first language isn't English, to give and receive peer support in a safe and inclusive space. Some of the events included: English Language Conversation Café, Castle Walks, Friday lunches, Burns Supper, Storytelling Night, Sound Bath and Yoga Nidra Meditation Evening and much more.



**"I want to thank you for hosting the excellent food chain this month, organised by the Huntly and Diversity Language group. It was lovely to be part of such an international community attending. It was also really good that children were able to come along too, and was a great experience for them to hear the Address to the Haggis... It was lovely to be able to enjoy a Burns Supper... and to round off the evening with Auld Lang Syne; it's such a lovely way of bringing people together!"**



# Case Study

## Quotes from Goldsmiths students on placement

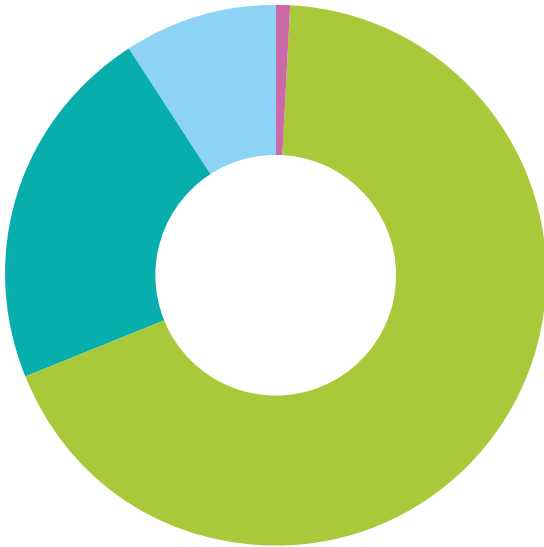
“My placement at The Diversity Trust was definitely not what I expected! Such a welcoming and relaxed community, manageable workload with interesting topics. I also felt very heard - my opinion mattered even though I was on a short placement.”

- Student K

“I really enjoyed my time at The Diversity Trust and can hands down say that it was truly an invaluable experience. The opportunity has allowed me to come out of my comfort zone and build on some really important life skills! Thank you for being so welcoming and the team was so supportive and lovely to work with.”

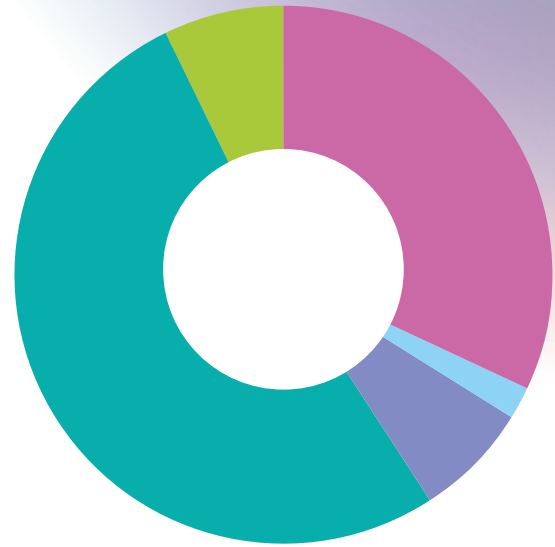
- Student H

# Financials 2023-24



INCOME

Donations	1%
Training	68%
Consultancy	22%
Grants	9%



EXPENDITURE

Subcontractors	32%
Direct costs	2%
Expenditure re grants	7%
Payroll costs	52%
Overheads and admin	7%

# Contacts & Links Page



**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>

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