Question 8: Please outline how your proposed project will ensure and enhance equality and diversity

Our response:

MindOut and Allsorts are uniquely placed to deliver on many of the inclusion needs of LGBTQ+ communities identified in the prospectus Equality Impact Assessment 2018.

For example, we **contribute to community cohesion** for trans and non-binary communities through MindOut’s Trans Advocacy service and Allsorts’ Kids Group and Transformers group alongside partnership work with The Clare Project. We run age related services for people aged 5-50+ and joint intergenerational intersectional initiatives. We are key to LGBTQ+ people getting their voices heard.

We promote and publicise our services as widely as possible, including through **specific outreach to excluded groups**, eg trans and non-binary and socially isolated people. We run targeted services, eg peer support for LGBTQ+ PoC, bisexual people, 50+ and children and young people.

Through service user **feedback, monitoring and evaluation we are able to identify need** through demand eg bisexual people telling us that they lack places to go for mutual support.

Both projects have identified new inclusive developments eg the need for offsite youth support for economically deprived LGBTQ+ young people in neighbourhoods.

Both organisations are working to **improve access for and BAME/MRAS and PoC LGBTQ+ people and LGBTQ+ people living with disabilities** and to understand and respond to the diversity of our communities.

Allsorts currently has a BAME inclusion worker and is working with Extra Time to provide services to disabled young people who are LGBTQ+.

Both organisations undertake **rigorous monitoring of protected characteristics**. We monitor who we are reaching and where we need to target promotion, for example faith groups. We monitor group work and evaluate all of our services separately, for example our 50+ project ‘Age Matters’ and under 16’s.

Our **surveys and informal feedback** supply us with mechanisms for service users to tell us how they are experiencing our services and if any improvements need to be made.

Monitoring overall diversity data provides vital information to help us **evaluate both the positive impact of our services and unmet need**. For example the counselling service has 30% trans clients and achieves evidence of very high positive wellbeing improvement outcomes. **Feedback from our partner organisations in disadvantaged neighbourhoods** about cost of travel has directly stimulated us to provide services in those localities, addressing the unmet need.

We **advertise employment vacancies and volunteering opportunities** as widely as possible, in line with our Equality and Diversity and Recruitment Policies. All of our posts are for LGBTQ+ people and we particularly welcome applications from intersectional and minority groups, including People of Colour; QTIPOC; trans and/or non-binary; intersex; gender-variant; and/or those with disabilities, and/or neurodiverse.

Both organisations would like to **recruit more staff and volunteers with intersectional identities**, for example, we are working with counselling training courses to set up bursaries for PoC and trans counsellors in the hope of attracting more people to this profession and offering our service as a placement for their training. We are hoping that providing support towards the cost of training will support more people with these identities to take up the profession.

Word count: 498/500