



Community  
Foundation

**VitalSigns**<sup>®</sup>

## Diversity, equity and inclusion

How your philanthropy  
can make a difference

Serving Tyne & Wear and Northumberland  
[communityfoundation.org.uk](https://communityfoundation.org.uk)



## About this report

**Vital Signs reports take the pulse of our region, and set out how your philanthropy can help improve quality of life in our communities. In 2017, Vital Signs research identified promoting equity and inclusion, and the positive benefits of diversity, as priorities for the North East.**

This is our second thematic Vital Signs report. It looks at issues of diversity and inclusion by reference to the experience of five groups whose contribution to the vibrancy of our communities, and access to opportunities, is often inhibited by inequality and discrimination: Black, Asian and minority ethnic communities; women; people with physical and learning disabilities and lesbian, gay, bisexual and transgender communities.

COVID-19 has proved disproportionately lethal to some of these groups, notably Black and Asian communities and people with disabilities, largely due to pre-existing health inequalities. It has also amplified the problems to which all these groups already had vulnerabilities: poverty, lack of access to services, domestic violence and harassment. In laying bare inequalities, the pandemic adds urgency to any call to action.

Limited resources, and the pandemic, prevented us from being as inclusive in our research as we would have liked. Key omissions are older people, whose needs we have researched in relation to our Kellett Fund, and those that experience mental health problems, who will be the subject of further research. We know that there must be further work involving a broader range of interests, and led by those with lived experience of racism, homophobia, sexism, discrimination against disabled people and other forms of prejudice that hold people back because of who they are. As ever, Vital Signs aims to start conversations and encourage listening and learning.



### Want to know more?

You can download our five research reports via our website at [www.communityfoundation.org.uk/vitalsigns](http://www.communityfoundation.org.uk/vitalsigns)

“My humanity is bound up in yours, for we can only be human together.”

Desmond Tutu

**Being excluded...**  
 “I leave the house in a good mood, and most of the time I come back in a bad one because of all the sh\*t I get.”  
**Malathi, a disabled person**

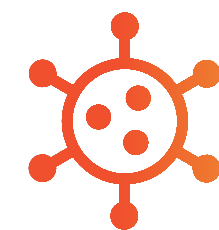
**Awareness of equality issues...**  
 “If disabled people don't make a noise then we just get ignored, so it's important we do.”  
**Caroline, Difference North East**

**and devalued...**  
 “In Iran I was a supervisor in a safe house but when I came to the UK, I could not get job like this, so have to work at a low level.”  
**Rani**

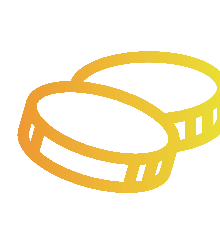
**and support to address them...**  
 “People can give support and get support here ... I've been on lots of training, I make tea, do technology things, contribute my ideas.”  
**Jamie, Sunderland People First**

**will push us down**  
 “Some days I feel like 'nothing' ... that I can't keep going...”  
**E, a young Trans person**

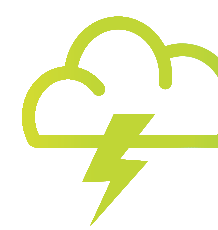
**will lift us up**  
 “You listened, understood and believed me. Without the support I would have given up and gone back to the relationship. NDAS was always there for me.”  
**Liz, Northumberland Domestic Abuse Services**



COVID-19 mortality for **Black and disabled people is 2x higher** than normal, and for people with **learning disabilities up to 6x higher** <sup>1</sup>



**Women here earn 7% less** than men, **ethnic minority workers 10% less** than their white peers <sup>2</sup>



**One in eight** lesbian, gay, bisexual and transgender people aged 18-24 **attempted suicide** last year <sup>3</sup>



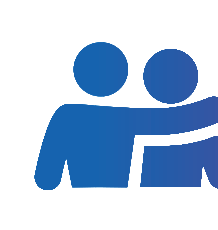
There are over **30,000 reports of domestic abuse** in the Northumbria Police area each year <sup>4</sup>



**6 out of 10** people don't know roughly how many disabled people live in their communities <sup>5</sup>



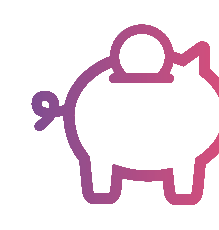
**¼ of women** are unaware that they are **legally protected against domestic violence** <sup>6</sup>



Community support for young lesbian, gay, bisexual and transgender people has been shown to **reduce problems of victimisation, family breakdown and substance abuse that can lead to self-harm** <sup>7</sup>



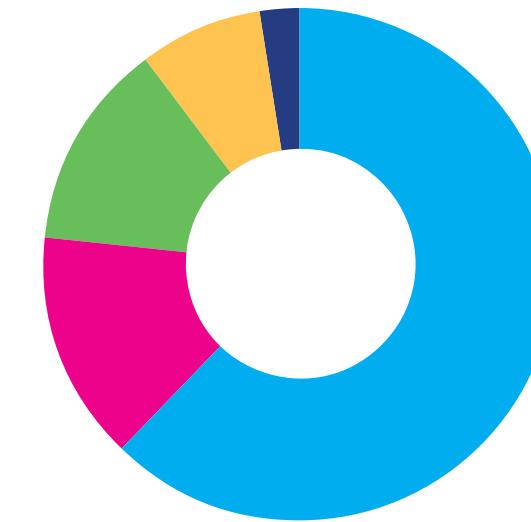
89% of “new migrants” in the NE want to work, with many seeing **opportunities to learn English** as the key to success <sup>8</sup>



Addressing inequality would **save the UK £39 billion a year** <sup>9</sup>

<sup>1</sup> Office for National Statistics and Public Health England (2020)  
<sup>2</sup> Office for National Statistics (2019-2020)  
<sup>3</sup> Stonewall (2018)  
<sup>4</sup> Northumbria PCC (2020)  
<sup>5</sup> British Social Attitudes Survey (2017)  
<sup>6</sup> European Union Agency for Fundamental Rights (2014)  
<sup>7</sup> Public Health England/ Royal College of Nursing (2015)  
<sup>8</sup> Nottingham Trent University (2016)  
<sup>9</sup> Equality Trust (2014)

## Hate crime in the Northumbria Police area



<b>Race</b> 1858 offences	<b>Sexual orientation</b> 429 offences
<b>Disability</b> 391 offences	<b>Religion</b> 236 offences
<b>Transgender identity</b> 67 offences	

Home Office (2020)

“In diversity there is beauty and there is strength”

Maya Angelou

# What is being done about the problem and how can your philanthropy and giving make a difference?

A little philanthropic giving goes a long way. Here are some examples of support that would make a real difference to community groups helping to address diversity, equity and inclusion issues.

## Raising awareness

Funding is needed to support non-political campaigning and advocacy services for individuals.

**£5,000 will support work to ensure that the voice of people with disabilities is heard by local and national policymakers**

## Supporting people and communities

Community and voluntary groups play a vital role in supporting individuals who experience inequality and social exclusion.

**£10,000 will provide core funding for a service that helps women from marginalised communities find employment**

## Celebrating and valuing diversity

The North East is becoming more diverse, and our communities need to come together and value the contribution everyone can make to the region's future prosperity.

**£2,000 will pay for arts activities with young people from the black and minority ethnic community that enable them to share their experience of life in the North East**

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"I don't wanna be in your care  
Or stuck someplace out there  
I want choices and rights in  
our lives."

**Johnny Crescendo, songwriter**

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"...for so many years, being  
LGBTQ was one of the biggest  
things you would be bullied for  
at school. Hopefully, as time  
goes on, it will be a completely  
accepted thing that people  
won't have to think about."

**Tom Daley, Olympic diver**

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"I am 'a disabled person',  
because I'm handicapped by  
society... I will only ever become  
'a person with a disability' when  
I can do exactly the same thing  
as a non-disabled person can  
do – and we're not even close to  
that yet."

**Tanni Grey-Thompson, politician**

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"I love diversity, I love multi-  
culturalism... It makes Britain's  
music interesting. It makes our  
food interesting. It makes our  
literature interesting. And it just  
makes for a more interesting  
country."

**Benjamin Zephaniah, poet**

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# Let's talk

**We hope that this report will inspire more of you to give to causes that address diversity, equity and inclusion issues.**

If you would like to discuss this report and what you could do to help, please contact us:

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## **Want to know more?**

You can download our diversity and equality research reports via our website at [www.communityfoundation.org.uk/vitalsigns](http://www.communityfoundation.org.uk/vitalsigns)

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