

NAVAJO NEWSLETTER AUTUMN 2010

Hello and welcome!

Well summer has almost gone and soon preparations for this years Navajo awards ceremony will begin which are due to be held in November. We already have new organisations and projects engaging with the scheme for 2010 and many applications currently being processed making this years awards ceremony an important date for your diary.

We really want to encourage more Charter Mark holding organisations to get involved in the actual running of Navajo, whether by joining the Navajo Consultative Partnership or by becoming a Navajo Ambassador and helping with the assessment and monitoring process, hosting events and meetings, contributing some funds for publicity, or helping to widen the provision of lesbian, gay, bisexual and trans awareness training to organisations throughout Lancashire.

So, whether you're an organisation that has been heavily involved over the years or one that actually forgot for a while that it held the Charter Mark (!) you are most welcome to contact Drew to find out how you can support us.



Last Years successful Navajo Charter Mark candidates



**DREW JAMES DRAKE
LGBT PROJECT WORKER**

LGBT Project Worker Drew is based at Age Concern Central Lancashire and works not only on the Navajo Charter Mark but will also oversees the 'Friends of Dorothy' befriending service.

Drew has been busy over the last year processing new Navajo applications ready for this years award ceremony. Drew said, "I always feel privileged to be part of something that is helping bring about significant change within the LGBT community in Lancashire.

"Engaging with all the businesses and projects applying for and receiving the Charter Mark, helping them to grow their services, have a better understanding of LGBT issues and to see the effort put in by each individual group to implement change is extremely encouraging. There have been some exciting developments this Year including the creation of 'Navajo Merseyside' the first of what is hoped to be many satellite partnerships across the UK.

**You can contact Drew at Age Concern Central Lancashire on - 01772 552862 or write to him at—
LGBT Project Officer,
Age Concern Central Lancashire
Arkwright House
Stoneygate
Preston
PR1 3XT**

CHARTER MARK HOLDERS

The Navajo Network has steadily grown over the years. The Phase 1 launch event in May 2000 saw the first organisations acquiring the Charter Mark. These were:

Blackpool Social Services Care Planning Dept
Connect Young People's Centre
Drugline Lancashire
Frenchwood GP Surgery
Fylde Victim Support
Penwortham Chiropody Service
Preston City Council Housing Dept
Preston Community Arts Project
Preston Victim Support
Preston Samaritans



In November 2009 we held the Navajo Charter Mark Awards and with the new organisations joining last year the number rose to 98. From its beginnings in North West Lancashire, Navajo has been rolled out across the rest of the county and new Charter Mark holders last year include Four Seasons Home Care in Burnley, Signposts in Morecambe, Hyndburn Citizens Advice Bureau, Community Gateway Association in Preston, and North Shore Surgery in Blackpool. Already new Charter Mark holders are joining us for 2010 including Help Direct, Lancashire Fire and Rescue Service, Gorton Street Sexual Health Clinic in Blackpool and Blackpool County Councils 'Leaving Care Services'.

Each organisation that acquires the Charter Mark has to produce an Action Plan detailing how it aims to improve even further the way it serves LGBT service users, staff and volunteers. The aim is to review every Charter Mark holder every two years, but as the network has grown we have just not been able to keep pace with the reviews. We urgently need more organisations to get involved in supporting the review process by sending a representative to the bi-monthly Charter Mark Panel meetings and occasionally going out to do a review interview for the Panel.

www.navajoonline.org.uk

We are currently redeveloping our website and the shiny brand new version is due to be launched by the end of Summer. Here you will be able to download the Charter Mark application form, see the Charter Mark Panel minutes, browse a list of the current Charter Mark holders, find out about some current projects, check out the latest news, and more. There are also loads of links to other good sites, such as the Central Lancashire LGBT community website www.lancashirelgbt.co.uk and www.clangles.com. If you know of any organisations that may be interested in applying for the Charter Mark please could you direct them to Drew until the new website is up and running. drewdrake@55plus.org.uk

WHAT IS NAVAJO?

Navajo is a Lesbian, Gay, Bisexual and Trans (LGBT) people's project that aims to involve and serve the LGBT community in terms of their social well being across Lancashire. Navajo was set up in 1999 in the North-West area of the county following work with focus groups and a stakeholder conference to tackle oppression, stigma, prejudice and to address the social well-being and acceptance in society of LGBT people in order to have a direct and positive impact on their health.

Formerly known as Lancashire Sexuality Equality Forum, the Navajo Consultative Partnership has recently been re-launched with its new title and revised terms of reference.

It meets every three months and is open to people who are working in health, social care, education, human resources, training etc, or in LGBT groups and projects and able to effect change within their own organisations.

The Partnership's main aims are to support organisations in carrying out Equality Impact Assessments (EIAs) on sexual orientation and gender identity issues

To ensure a co-ordinated approach to the delivery of high quality sexuality/ LGBT/ sexual orientation/ transgender awareness training across organisations and within communities.

To ensure a co-ordinated approach to tackling homophobia and trans-phobia in educational settings.

The NCP also enables the sharing of good practice and new resources in connection with LGBT issues. Organisations represented at the Forum are not required to have already achieved the Navajo Charter Mark.

LGBT AWARENESS TRAINING

The Navajo 5-day course "Understanding Sexuality" is free to all LCFT staff and LGBT community members who can effect change within their organisations, or community empowerment. There is a charge of £450 for all other organisational representatives.

Participants must attend all five sessions. The next course will be the 18th time this highly successful training has been run. Part of the course is assessed, for those participants who wish to obtain a City and Guilds certificate. Places on the course fill up fast.

To enquire about this or future courses please contact Clive Taylor on 01772 773568, clive.taylor@lancashirecare.nhs.uk.

Lancashire Adult Learning LGBT Awareness workshops are designed to support your organisation to achieve or maintain the Navajo Charter Mark. Tailored LGBT workshops cover the legal, business, ethical and social challenges and responsibilities of organisations and individuals, to reduce incidents of unfair treatment and enhance communication, efficiency and effectiveness in the workplace.

Training is designed to explore what is meant by LGBT, looking at stereotyping, prejudice and discrimination both in and out of the workplace enabling your staff to act within the law and to monitor the impact this will have on the organisation.

The workshops are fun and interactive and are suitable for everyone, raising awareness of individuals who are new to LGBT issues or offering knowledge updates for staff who have attended previous training. By the end of this training you should be able to -

- Discuss and explore why stereotyping and assumptions exist
- Be able to identify issues faced by the LGBT community
- Have the ability to challenge homophobia
- Break down stigma and identify direct & indirect discrimination
- Be able to state changes in the law
- Identify ways to deliver best practice

Prices for the training from as little as £20 per person.

For more information please contact Debs Bradshaw on 01257 516548 debra.bradshaw@lancashire.gov.uk

LANCASHIRE LGBT CENTRE GROUP

The newly formed Lancashire Lesbian Gay Bisexual and Transgender Centre Group has announced the launch of its 2010 to 2013 business plan which all set to take place on 21st September during Preston City Councils 'Inclusion' week.

Since its inception in 1999 the former 'Preston Lesbian and Gay Centre Group' has gradually evolved and was formally constituted in 2009 with a Board of Trustees then renamed 'The Lancashire LGBT Centre Group' (LLGBT CG) in order to include the Transgender community and accurately represent that the membership and the work of the Group was becoming increasingly Lancashire wide.

The Centre Group is now working closely with a number of partners to secure funding and build capacity in order to achieve the Groups objectives to promote and develop social, economic, cultural and community activity through working with voluntary groups, partnerships and public authorities.

Based on the values of inclusion and equality the Centre Group will strive to be innovative and creative in order to engage, empower and inspire people become involved within the LGBT community, and to challenge homophobia, biphobia and transphobia whenever and wherever it arises.

The Centre Group's ultimate aim is to raise funds for a Lancashire LGBT Centre – a safe space in Lancashire where members of the LGBT community can come together to celebrate, learn, share information and support individuals, facilitate events that raise awareness around LGBT issues and celebrate LGBT peoples rich history and culture.

The launch of the Centre Groups business plan 'From Gay to B' will take place in 'ROOM A' at Preston Town Hall on 21st September at and will feature guest speakers from Stonewall and other Lancashire based LGBT projects

Anybody who is interested in supporting the Lancashire LGBT Centre group or would like an invite to the business plan launch event should contact **Debra Bradshaw on 01257 516458. For a more detailed view of the business plan please visit www.lancashirelgbt.co.uk**

RAINBOW GENERATION

The future of the LGBT community lies with our young people, and it is important that Navajo organisations recognise and support work going on to help LGBT young people come out safely and become happy, whole and well informed LGBT citizens.

In Lancashire there are currently LGBT youth groups in Blackpool, Lancaster, South Ribble, Pendle, Rossendale, Preston and Accrington. There are also LGBT student societies at all our universities and at some FE colleges.

Some youth groups belonging to Lancashire Young People's Service have formed a cross-county group called **"Rainbow Generation"**. Through this the young people are working to challenge homophobia in schools, concentrating on three areas: homophobic bullying, teacher training, and sex & relationships education. They are producing a DVD and a sample lesson on LGBT issues for teachers to use.

They have also produced some guidelines for teachers on challenging homophobic language. Meanwhile in Blackpool the annual Diversity Fort-night which grew out of an anti-homophobia initiative is now a well established award-winning multi-agency event that works with schools and colleges to promote equality, celebrate diversity and challenge bullying and discrimination.

Navajo recently sponsored the Blackburn with Darwin N.U.T Prevalence of Homophobia (Primary) Survey event following on from the Lancashire N.U.T survey launched at February's 'LGBT History Month' event at Lancashire County Hall.

Navajo will soon be starting work on a specialist application form which will be aimed directly at schools and it is hoped that schools will take up the challenge to tackle and deal with the abuse and bullying of children, young people and increasingly their teachers who are subjected to endemic levels of homophobic and transphobic abuse.



NAVAJO IN THE MEDIA

Navajo is regularly featured in regional media such as Out North West Magazine and Local radio stations such as Chorley and Preston FM however we could do a lot more with active support. Do you have a local newspaper or radio station that might like to feature Navajo?

Would you like to staff a Navajo stall at a community event like Blackpool Pride, or raise awareness of Navajo on the gay scene? Can your organisation host a display about Navajo or feature it in a staff newsletter? If you have ideas and enthusiasm to help with publicity, please contact Drew on 01772 552850 or e-mail drewdrake@55plus.org.uk

WHAT THEY SAY

It's always good to hear back from our Charter Mark holders and what being a member of Navajo means to them.

"Community Gateway Association has worked to achieve the Navajo accreditation over the past few months, and has found the process helpful in identifying what we are doing well and where we need to develop and improve. In addition the Navajo experience has been a positive one, with support and guidance received along the way to help with our application - thank you!"

**Caroline Parr / Senior HR Advisor
Community Gateway Association**



Current Chair of the Navajo Consultative Partnership is PC Stuart Rutledge of the Police's Diversity Unit Preston,

For more information on Navajo or any 'Hate Crime' issues please contact Stuart Rutledge on 01772 209797

stuart.rutledge@lancashire.pnn.police.uk

