

NAVAJO NEWSLETTER June 2013

NAVAJO IS CHANGING — END OF THE CURRENT CHARTER MARK

From small beginnings in 1999 the Navajo Partnership has grown and evolved. In its time various Navajo organisations have been involved in innovative, exciting work to benefit lesbian, gay, bisexual and trans service users in Lancashire, sometimes alone but often in partnership with other Navajo organisations. The work has included

- The delivery of high quality LGB&T awareness training within organisations and the Navajo 5-day Understanding Sexuality course for trainers,
- The Navajo Charter Mark scheme
- Sexual health outreach work
- Challenging homophobia and transphobia in educational settings
- Lancashire Pride
- Friends of Dorothy (later re-named Older and Out) - support project for older LGB and T people
- Preston community newsletter
- The Navajo website
- LGBT History Month activities

Probably the most high-profile work has been the **Navajo Charter Mark** scheme, which benefited from some funding secured by Age Concern Preston to employ a part-time project worker, firstly Christine Hartley and the nDrew Drake, who both did tremendous work to help the scheme grow, to a point where we now have about 115 organisations or services who are Charter Mark holders.

However, the funding ended last year and without further funding **it is impossible to continue the Charter Mark in its present form.** Basically, there is nobody to do all the admin, deal with new applications, visit organisations and conduct reviews every two years. The

size of the scheme has made it now unmanageable without a dedicated worker. Furthermore, there are signs that awareness of the Navajo Charter Mark has not penetrated to all staff in some organisations. A recent 'mystery shopper' exercise in which someone telephoned a random sample of 24 Charter Mark holders produced the alarming result that half of them were not able to answer any questions about the Charter Mark, and some organisations who did know about it did not seem to be actively making staff and service users aware of what it means.

Only eight people attended the recent Navajo Consultative Partnership meeting, at which it was agreed that the Charter Mark in its present format had served its purpose, especially in view of the legal obligations now placed on public sector organisations by the Equality Act 2010, and the range of LGB&T equality legislation that has come into force since the Charter Mark was set up.

Lancashire LGBT are instead looking at introducing a new quality mark scheme of some kind, so please watch out for further news on that.



Speakers Teresa Nixon (L) and Jan Bridget (C) with Kathryn Rooke at this year's *Outing the Past* event at Lancashire Archives.

NAVAJO IS CHANGING —

HELP US DECIDE HOW!

A meeting of the Navajo Consultative Partnership (NCP) was held in June 2013, but only eight organisations were represented on the day.

The main purpose of the meeting was to discuss the future of the Charter Mark and of Navajo itself. It was generally felt that there was a need to remember and carry forward the excellent partnership work of the past and to develop and celebrate new partnerships adding value and support to LGB&T work across Lancashire. There is a tremendous range of knowledge and experience among individuals and organisations in Lancashire, but time pressures, budget cuts and the loss of some key staff mean that formal meetings may not be the best way forward. Many Charter Mark holders have not got involved in networking and partnerships once they had achieved their Charter Mark, or promoted it within their organisation to staff and service users—how can we best engage these organisations?

In any case, Stuart Rutledge needs to step down as Chair of the NCP due to other commitments, and the terms of reference of the group need to be reviewed. It's a good time to take stock of what is desirable and feasible in terms of continued partnership work and to **think creatively**.



LGBT History Month 2013 event at Lancaster Library

It was therefore decided to ask all Navajo contacts for their thoughts. Are people still interested in Navajo? Can they commit to attending quarterly meetings, if not what other form of networking would work best? The idea of a **half-day event** has been floated, to bring together a wide range of Navajo partners to share experiences of how Navajo has effected change within their organisations and to the benefit of service users. The aim of the day would be organisational development, and it would be outcome-focused. But it would require some funding for a venue, maybe a bit of lunch, and a group of people to pull the event together and make it happen.

Could you therefore please complete and return the attached form so we can assess if it is feasible. This is YOUR opportunity to have a say in how Navajo develops from this point on, so **it is really important that we hear from as many people as possible.**



LGBT PUBLIC HEALTH OUTCOMES FRAMEWORK COMPANION

Published by Public Health England, this is a new resource for all those commissioning and delivering healthcare services to support the delivery of an equitable public health system. It provides data and evidence for each indicator and domain of the Public Health Outcomes Framework. Published by Public Health England.

CONSULTATION RESPONSE

Your Name

Your email address

Your Organisation

1. Does your organization wish to participate actively in future LGB&T partnership working in Lancashire? YES / NO
If yes, please continue with the other questions. If no, could you please explain why not.

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2. What assistance could your organisation give in planning a half-day Navajo networking event? E.g. Sourcing funding for a venue, leading on planning the event, participating in planning the event, just attending the event, etc.

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3. What would you like to see happen at the networking event?

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4. What is your vision for Navajo generally in the future?

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5. What support can your organisation offer to any future Navajo work?

E.g.

- Funding for holding Navajo events
- Acting as a hate crime reporting centre
- Delivering LGB awareness training
- Delivering Trans awareness training
- Regular representation at Navajo meetings
- Hosting / chairing meetings
- Admin support
- Maintaining the Navajo website
- Funding the printing of Navajo resources

OTHER:

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Please return by email to johnm@lancslgbt.org.uk

or by post to John Miller,
 Lancashire LGBT,
 Brentwood House,
 15 Victoria Rd,
 Fulwood,
 Preston
 PR2 8PS

by **20th August 2013**

Thank you!