

Citation for Daryn Carter MBE

Daryn has been working in equality and diversity for over 16 years and has a passion for making a real difference to the lives of others with the main focus of creating a better society for all.

Starting this journey at the BBC, where he worked in recruitment, he realised he could make a difference by helping under represented groups realise there was a place for them, ensure all recruitment was inclusive and that campaigns he ran focused on widening participation and reach. He then shared this practice with colleagues and implemented new procedures and policies as well as fair selection training and workshops and competency-based recruitment here at the BBC in Bristol and then as the Recruitment Manager for BBC Monitoring.

After leaving the BBC in 2009 Daryn helped found Bristol Pride and organised and delivered the first modern Pride festival in Bristol in 2010, which saw 7,000 people attend the event held in Castle Park. Daryn continued to develop and grow the annual festival over the last 11 years, which has seen the festival also physically grow moving from Castle Park to the Amphitheatre and Millennium Square in 2017, with some 20,000 people attending. Under his stewardship, the festival was named in the top three best Pride events in the Student Pride awards and in the top three reasons why people had visited Bristol in the Destination Bristol tourism survey, being highlighted by the then Mayor as one of the key contributors to the city's economy.

Relocated to the Downs due to growing popularity, in 2019, Bristol Pride saw 40,000 people attend. Over 18,000 people marched in the city centre parade and, whilst the festival is now one of the largest in the UK, Daryn has ensured that community is still at the heart of this grassroots event. Bristol Pride provides space for over 60 local charities and groups to come and engage with the local community as well as showcase LGBT+ services available.

As well as juggling his day job with his volunteering work to deliver the annual Pride festival he has also organised and delivered key projects across the city and wider Bristol Region.

These include:

- leading Bristol Pride's engagement in the creation of an LGBT+ manifesto for the city which fed into the One City equality plan;
- sitting on the diversity advisory panels for ITV West News and University of Bristol;
- bringing Theatre pieces to Bristol, touching on HIV, intersectional identities in queer communities, LGBT+ history and providing a place for LGBT+ artists to reach new audiences;
- supporting annual culture events highlighting LGBT+ performers and issues, providing both funding and support for emerging talent and events which has gone on to thrive, as well as a film festival at Watershed, with films representing all areas of the diverse LGBT+ community, giving a platform for local short-film makers to submit their films for national IRIS Prize;
- annual events for LGBT+ history month and world AIDS day;
- comedy, Circus and Poetry events that provide a platform for LGBT+ artists
- highlighting growing hate crime in the city by delivery a Hate Crime Project across wider Bristol in 2016 which saw a street stencil project in locations of real hate crime incidents with information about incidents in Bristol as well as hate crime contact information.

Daryn was also the first LGBT+ hate crime caseworker for a new commissioned service for hate crime charity SARI. He has worked with businesses across the city to showcase the LGBT+ community, deliver talks and workshop of discrimination and best practice calling on his experience in HR, Recruitment and Bristol Pride. He has also advised and helped businesses to establish LGBT+ or Equality led staff

networks. Daryn works with Schools to deliver talk to students about bullying, LGBT+ identities and Pride, and visits prisons to talk about LGBT+ issues and hate crime to inmates and young offenders.

Utilising his experience and platform to elevate the voices of others including developing a programme to engage and showcase BAME LGBT+ voices through the work that Pride delivers and working with a deaf led team to ensure BSL Interpretation and deaf performers feature on all stages at the annual Pride festival. Daryn has also supported equality and diversity work through his work at UWE Bristol. As Faith and Spirituality Project Officer he created UWE's first ever Iftar event for Muslim students and local residents, curated a week long annual One World Fiesta to celebrate different cultures and bring communities together.

In 2018 Daryn supported and featured in the short film Talking LGBT+ Bristol which showcased the rich heritage of LGBT+ life in Bristol. Daryn campaigned for the legalization of same sex marriages and in 2014 was invited to 10 Downing Street to meet then Prime Minister David Cameron who thanked him for his work in this area. In 2013, Daryn was selected to have his portrait drawn and shown in the Mshed as part of the Revealing Stories exhibition as one of the communities' influential figures. He was also named on the Bristol Arts and Culture power list for his work in events in the city. In 2014 he was awarded the Lord Mayors Medal for his work across Bristol to tackle inequality, before being named in the 2017 Bristol Happiness list for people who are making Bristol a better place, and, in 2019, the *Bristol24/7* People of the Year listings.

In 2020 Daryn was awarded an MBE in the Queen's Birthday Honours for services to the LGBT+ Community.