

The Honorary Graduand: Daryn Carter MBE

Daryn Carter MBE is to be awarded the Honorary Doctor of Business Administration.

Daryn has been working in equality and diversity for nearly 20 years and has a passion for making a real difference to the lives of others.

Coming from a military family Daryn was moved around a lot as a child before the family settled in Surrey and attended Trinity School in Croydon. Though not being that much into sports discovered he excelled at Cross Country, earning school colours and winning the Surrey Country Championships. Young life was challenging and isolating growing up under section 28 and without access to resources and Daryn left home at 16 but was determined to carry on with his studies and was the first in his family to attend University and studied Biochemistry at Westminster. Work experience included preparing banking systems for the Y2K bug but during his time at university he started working for the BBC, working in Children's BBC and Blue Peter before a stint at Top of The Pops. This was an incredible and supportive experience, and this journey led to a role at BBC recruitment. Daryn continued to work for the BBC after finishing University with roles including a secondment to BBC World Service. He realised he could make a difference by helping underrepresented groups get access jobs, ensuring inclusivity and widening engagement which including a tour with BBC London across disadvantaged areas of London. This kickstarted his work and passion for diversity and inclusion which has carried on throughout his career. In the early 2000's Daryn discovered Bristol and joined BBC Bristol before becoming head of recruitment for BBC Monitoring which included recruitment for 7 international sites across the world.

In 2009 after taking voluntary redundancy Daryn helped found Bristol Pride and organised and delivering the first modern Pride festival in Bristol in 2010. Daryn has continued to develop and grow the annual festival over the last 16 years which has seen the festival grow significantly. Under Daryn's stewardship the festival has won multiple awards, featured in the top 3 reasons why people visited the city in a Bristol Tourism survey and has been highlighted by the Mayor of Bristol as one of the key contributors to the city's economy. Daryn has been responsible for raising the thousands of pounds needed to make the festival happen each year through fundraising, sponsorship and founding initiatives like the Bristol Pride Supporter Wristbands. He's developed the organisation as a Charity, setting up business processes and directed the festival through significant challenges including hosting the festival on The Downs, doubling its capacity, Covid19 and the challenging financial landscape of events. The festival now operates year-round to deliver Pride but also to continue to challenge prejudice and hatred, give talks in schools and businesses and be able to amplify the voice of the LGBT+ community in local and national government.

Bristol Pride has become one of the largest Pride events in the UK, and one of the biggest events to take place in Bristol with 40,000 people attending Pride Day, 25,000 people marching in the parade

through the city and 7000 people attending the 47 events across 21 venues in the city in the fortnight leading up to Pride Day.

Daryn continues to get involved in any projects he can in the city with things like the LGBT+ manifesto for Bristol and the One City Equality Plan, sitting advisory panels, highlighting and tackling hate crime in the city and delivering talks and workshops. He has also advised and helped businesses to establish LGBT+ or Equality led staff networks and worked in schools to deliver talk to students about bullying, LGBT+ identities and Pride.

Utilising his experience and platform to elevate the voices of others including developing a programme to engage and showcase the LGBT+ voices of People of Colour through the work that Pride delivers and working with a deaf led team to ensure BSL Interpretation and deaf performers feature on stages at Pride.

In 2014 he was awarded the Lord Mayors Medal for his work across Bristol to tackle inequality and in 2020 was awarded an MBE in the Queen's Birthday Honours and granted Freedom of the City of Bristol.