



Rialtas na hÉireann
Government of Ireland

National LGBTI+ Inclusion Strategy

2019-2021



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Foreword by Minister for Justice and Equality

In 2022, Ireland will enter its second century as an independent state. A proud, progressive and modern state. This Lesbian Gay Bisexual Transgender and Intersex + (LGBTI+) Inclusion Strategy sets out the actions that we propose to take between now and 2022 to create an Ireland that cherishes its LGBTI+ people equally. We have made great strides in recent decades to promote equality for LGBTI+ people and to respond to the changing needs of our diverse people.

The LGBTI+ Strategy provides us with the opportunity to implement a strategic approach to addressing the needs of LGBTI+ people. This is important because, while there have been significant gains in specific areas, the absence of a comprehensive strategy means that outcomes for LGBTI+ people across various sectors, including health, employment, and education, have not been fully assessed and addressed. Similarly, a coordinated approach to ensuring that Government policy and services are fully inclusive of LGBTI+ needs is required. The Strategy involves all Government Departments and many public agencies. It has four main goals – visibility, equality, health, and safety. The Government is taking action under the framework of this Strategy to increase the visibility of LGBTI+ people in our society, our communities, our workplaces and our families. The Strategy will enable us to work across Government to ensure that LGBTI+ people are treated equally and that their rights are protected.

There are challenges still needing to be tackled. LGBTI+ people do not always feel safe in the public space. They continue to experience unacceptable levels of harassment, discrimination in

some workplaces and face particular health issues. As Minister for Justice and Equality, I consider it important that this Strategy should provide the framework for action to enable LGBTI+ people to feel safe and secure as they go about their daily lives.

Ireland has a proud record as a champion of human rights internationally. The LGBTI+ Strategy builds on Ireland's longstanding reputation in promoting human rights by including commitments to promote and defend LGBTI+ rights internationally.

This Strategy sets out ambitious outcomes for LGBTI+ people. It is my hope that its implementation will lead to fundamental changes for the better in the daily lives of LGBTI+ people in urban and rural communities throughout the country.

Charles Flanagan T.D.
Minister for Justice and Equality



The LGBTI+ Strategy builds on Ireland's longstanding reputation in promoting human rights by including commitments to promote and defend LGBTI+ rights internationally.

Foreword by Minister of State for Equality, Immigration and Integration

This Strategy reflects the Government's firm commitment to LGBTI+ people. The LGBTI+ Strategy constitutes a comprehensive framework for action on LGBTI+ equality for the next two and a half years. It includes 108 actions that are directly aligned to concrete outcomes intended to transform the lives of LGBTI+ people across Ireland.

I look forward to chairing the implementation Committee that will oversee this Strategy. It will provide an opportunity for LGBTI+ groups to work in collaboration with Government Departments, public agencies and civil society to address needs and to expand opportunities for LGBTI+ individuals. It is intended that this Strategy will link with the already existing strategies that I chair for migrants, women and girls, Travellers, Roma, and the National Disability Inclusion Strategy chaired by Minister Finian McGrath, so that cross-cutting approaches can be developed to respond to the complex issues that arise for many LGBTI+ people. The Strategy will dovetail with the National LGBTI+ Youth Strategy led by Minister Katherine Zappone and the Department of Children and Youth Affairs.

Each of us has a part to play in ensuring that this Strategy is a success. The implementation of this Strategy will benefit individuals, families, schools, workplaces and communities. It matters if our family member, our friend or our work colleague is LGBTI+, and need to ensure that our families, our workplaces, our communities and Irish society are inclusive and supportive.

We know that we have a lot of work to do to make this a reality for all LGBTI+ people across the country. The building blocks for change are to be found in our families, our workplaces and our communities. I have long advocated the importance of community for the integration of diversity. I believe that communities can play an active role in breaking down the barriers which prevent LGBTI+ people from full participation as equals in our society.

Working together, I hope that we can make this strategy a force for positive change that enables LGBTI+ people to enjoy visibility, equality and safety in Irish society.

David Stanton T.D.

Minister of State at the Department of Justice and Equality with special responsibility for Equality, Immigration and Integration



I hope that we can make this Strategy a force for positive change that enables LGBTI+ people to enjoy visibility, equality and safety in Irish society.

Why is there a need for a National Strategy?

The publication in June 2018 of the world's first National LGBTI+ Youth Strategy has confirmed the importance of a strategic framework for identifying and addressing issues which may prevent LGBTI+ people from enjoying full equality in practice in Irish society.

The need for a strategic approach to LGBTI+ equality is two-fold. Firstly, many of the issues which prevent LGBTI+ people from achieving their full potential in Irish society are structural in nature. They require a whole of Government approach to devising appropriate solutions. Secondly, there is a risk that Irish society may consider that LGBTI+ people have achieved full equality and inclusion, now that marriage equality has been achieved and that the Gender Recognition Act 2015 has been enacted. However, challenges still remain in a number of areas. In recent data on Equality and Discrimination published by the Central Statistics Office (CSO), the highest rates of discrimination were reported by people who identify as LGBTI+ (33.2%), followed by persons from non-white ethnic backgrounds (33.1%), unemployed (30.2%) and non-Irish (26.7%).

This Strategy is being developed with a whole of Government approach to set out a series of actions that will be implemented between now and December 2021. A national strategy offers a framework for LGBTI+ groups to identify issues that still need to be addressed. It also provides a structure in which Government Departments, public agencies, business groups, employer and employee representatives and civil society can work together collaboratively to

develop solutions to such issues. It is through a strategic approach that evidence can be collected which tracks the situation and experience of LGBTI+ people, so that services can be shaped and reviewed to enable them to respond to LGBTI+ needs and that positive actions can be taken to improve the lives of LGBTI+ people.

A national strategy also offers a framework in which to address intersectionality (where people may be subject to discrimination on more than one of the nine equality grounds, e.g. LGBTI+ Travellers, migrants, older people or people with disabilities). It is intended in this regard that the structures overseeing this LGBTI+ Strategy will link with those relating to the National Strategy for Women and Girls, the LGBTI+ Youth Strategy, the Migrant Integration Strategy, the National Disability Inclusion Strategy and the National Traveller and Roma Inclusion Strategy to enable cross-cutting issues affecting LGBTI+ people who are Travellers, Roma, people with disabilities, migrants, young people, or women to be addressed in a more systematic way.

The Strategy recognises that for LGBTI+ people to enjoy access to services on an equal basis with other people, mainstream services will need to ensure that they apply a LGBTI+ lens to service provision. This will firstly involve reviewing existing services

to ensure that LGBTI+ people are visible and included. This may require services explicitly to signal that they are inclusive of LGBTI+ service users. Secondly, in some instances, it may not be enough for services to signpost that they are open to LGBTI+ users. In such instances, services may need to adapt provision to ensure that LGBTI+ people can access them on an equal basis with other users. Where LGBTI+ people have particular needs or where outcomes are poorer for them than for other groups, mainstream services may need to bring forward positive action measures specifically targeted to LGBTI+ related needs.

The Strategy is underpinned by a general action promoting LGBTI+ proofing of service provision. This will use the equality and human rights public sector duty to support public services to adopt a more systematic approach to understand and respond to the needs of LGBTI+ service users. It will be accompanied by actions on research, data collection and analysis aimed at building the evidence base to better equip public service providers to meet the needs of LGBTI+ service users.

It will be accompanied by initiatives to raise awareness and to build the capacity of employers and public service providers to understand and respond to LGBTI+ needs. This Strategy will enable the

Government, public bodies, civil society, the business sector, and employer and employee representatives to take action collaboratively to improve the lived experience of LGBTI+ people in Irish society. It includes actions to promote the visibility of LGBTI+ people in the workplace, culture, education and tourism. The Civil Service is seeking to lead the way as an employer of choice for LGBTI+ people by making a commitment to establish a service-wide LGBTI+ network, building on the networks already in place in a number of Government Departments. The public recognition marker, first proposed in the National LGBTI+ Youth Strategy, will enable businesses and organisations across Ireland to demonstrate their visible commitment to being welcoming to and inclusive of LGBTI+ customers and service users.

The Strategy also includes actions to strengthen the equality protections for LGBTI+ individuals and their families.

The Strategy recognises that LGBTI+ people can experience poorer health outcomes. In response, it proposes actions to support LGBTI+ people to experience better health outcomes. It includes specific actions to support transgender and intersex people. The Strategy contains actions to support LGBTI+ people to be safe and secure in the public space and on public transport.

The National LGBTI+ Youth Strategy (2018-2020) was launched in June 2018 and accordingly, this Strategy focuses predominantly on the population and issues not covered by the Youth Strategy, although there are some overlapping actions.

This is a living document which recognises that needs and understandings are changing rapidly and that existing outcomes and actions will need to be adapted and new actions added between now and December 2021. The proposed Strategy Committee will have the role of recommending the actions and outcomes needing to be modified or added to the Strategy as it evolves.

This is a living document which recognises that needs and understandings are changing rapidly



Vision, Mission and Values

Vision

A safe, fair and inclusive Ireland where people are supported to flourish and to live inclusive, healthy and fulfilling lives, whatever their sexual orientation, gender identity or expression, or sex characteristics.

Mission

To promote inclusion, protect rights and to improve quality of life and wellbeing for LGBTI+ people enabling them to participate fully in Ireland's social, economic, cultural, and political life.

Values

The development and implementation of the Strategy will be grounded in the following core principles:

Equality:

We work towards full equality for, and to counter discrimination against, the LGBTI+ people of Ireland, including by protecting and promoting their rights.

Respect for Diversity:

We acknowledge and value the diversity of identities and perspectives of people within the entire LGBTI+ community.

Inclusion:

We seek to include the perspectives of LGBTI+ people in all aspects of Government policy and service provision while working towards ensuring better supports at community level.

Visibility:

We work to increase the positive and non-stereotypical representation of LGBTI+ people in public life.

Collaboration:

We work in partnership across Government and with civil society, the business sector and employer and employee representatives.

Accessibility:

We acknowledge the current and historical barriers which may prevent LGBTI+ people from enjoying full equality in practice and work to remove these barriers in all areas, including those relating to gender and sex characteristics.

Accountability:

We incorporate strong oversight mechanisms involving civil society and community expertise to hold us to account on the implementation of the Strategy.



Who is this Strategy for?

The LGBTI+ Inclusion Strategy is for all of us. It is intended for LGBTI+ people, for LGBTI+ allies (people who are supportive of the LGBTI+ community but not part of the LGBTI+ community themselves), and for communities, workplaces, employers and employee representatives, public bodies, families, friends and neighbours.

The Strategy is designed to promote inclusion, equality, health, and safety for LGBTI+ individuals. It is focused on equipping Irish society to support the changes needed to eliminate the barriers which can prevent LGBTI+ individuals from being treated as full and equal participants. It involves Government Departments, public bodies, business networks, trade unions and civil society as stakeholders with roles in promoting equality for LGBTI+ people and families.

The Strategy is aimed at lesbians, gay men, bisexual people, transgender and gender non-conforming people, those who are intersex, and others within the LGBTI+ community, of all ages, ethnicities, abilities, family situations and all religious beliefs or none. The acronym LGBTI+ has been chosen on the basis of its broad inclusiveness. It has the flexibility to cover additional and emerging identities through the use of the plus sign. It recognises that the LGBTI+ community constitutes a rich diversity of identities each with specific needs and perspectives that cannot be addressed in a homogenous manner.

The acronym LGBTI+ has been chosen on the basis of its broad inclusiveness. It has the flexibility to cover additional and emerging identities through the use of the plus sign.



Policy and Legislative Context

The LGBTI+ Inclusion Strategy builds on existing equality policy and is situated within the framework of safeguards provided by Ireland's equality legislation. Since the decriminalisation of homosexuality in 1993, successive Governments have committed to progressive measures to ensure that Irish law and practice continue to move forward and respond positively to our individual differences. There have been many important milestones in that journey.

Ireland has robust equality legislation in place to counter discrimination on the basis of sexual orientation. The Employment Equality Acts 1998–2015 outlaw discrimination in a wide range of employment and employment-related areas. These include recruitment and promotion; equal pay; working conditions; training or experience; dismissal and harassment including sexual harassment. The legislation defines discrimination as treating one person in a less favourable way than another person based on any of the following nine grounds: gender, civil status, family status, sexual orientation, religion, age, disability, race (including colour, nationality or ethnic or national origins) and membership of the Traveller community. While the gender ground has been interpreted in caselaw to provide protection to gender non-conforming people, consideration will be given, as part of this Strategy, to amending the existing legislation to provide more explicit protection. The Equal Status Acts 2000–2015 address direct and indirect discrimination in access to and the provision of goods and services on ten grounds. These are the nine grounds under the Employment Equality Acts and the 'housing assistance' ground. The legislation is designed to promote equality and prohibit discrimination

(direct, indirect and by association) and victimisation. It also allows for positive measures to ensure full equality across the ten grounds.

In 2010, the Civil Partnership and Certain Rights and Obligations of Cohabitants Act enabled same-sex couples to have their relationships recognised – the first legal acknowledgment in Ireland of the intrinsic value and importance of same-sex relationships.

Ireland became a world leader in 2015 by being the first country to introduce full Marriage Equality by way of popular vote. The Marriage Act 2015 gives effect in statute law to the 34th amendment to the Constitution. In the same year, the Gender Recognition Act 2015, which provides a self-determination model of legal gender recognition that allows people over 18 to self-declare their own gender identity, was enacted. The promotion and protection of LGBTI+ rights is a priority area for human rights advancement in Ireland's foreign policy and this commitment is reflected in *The Global Island: Ireland's Foreign Policy for a Changing World (2015)*.

Equality legislation allows for positive measures towards the attainment of full equality across the equality grounds. Currently there are national inclusion strategies on four of the grounds:

- The Migrant Integration Strategy (2017-2020)
- The National Disability Inclusion Strategy (2017-2021)
- The National Strategy for Women and Girls (2017-2020)
- The National Traveller and Roma Inclusion Strategy (2017-2021)

The National LGBTI+ Inclusion Strategy will interlink with these strategies to enable a dynamic strategic framework to operate. Under this framework, each inclusion strategy responds to individual equality needs specific to its principle ground, while all strategies also work together to address intersectional issues.

International Context

EU law guarantees equal treatment for all people regardless of their sex and their sexual orientation in the context of employment and vocational training. The treaties of the EU, the EU Charter of Fundamental Rights and the Employment Equality Directive, guarantee the right to equality and non-discrimination and also require the EU to be proactive in combating such discrimination. The EU Commission published a List of Actions to advance LGBTI+ Equality in 2015.

The UN Human Rights Council adopted landmark Resolutions on human rights, sexual orientation and gender identity on 17 June 2011 and 26 September 2014. On 30 June 2016, the Council adopted the Resolution on protection against violence and discrimination based on sexual orientation and gender identity.¹ Also of particular significance is the Council of Europe's Recommendation of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity adopted on 31 March 2010.²

The European Commission against Racism and Intolerance, in its fifth monitoring visit to Ireland in 2019 reported advances in public opinion on LGB rights. It references the Eurobarometer 2015 results, which indicate that 87% of people totally agreed with the statement that LGB people should have the same rights as heterosexual people. In addition, 92% of participants said they would be comfortable or moderately comfortable with an LGB work colleague and 86% with a transgender work colleague. The report includes specific recommendations setting out the need for Ireland to enact new hate crime and hate speech legislation that would include sexual orientation and gender identity, and the requirement to amend the Employment Equality Acts and the Equal Status Acts explicitly to include the ground of gender identity.

In June 2018, the World Health Organization (WHO) deleted references to gender identity disorder and related categories from its classification of mental and behavioural disorders. In the latest revision of the International Classification of Diseases, WHO has removed outdated references to Transsexualism, Dual Role Transvestism and Gender Identity Disorder of Childhood as constituting disorders of personality or behaviour. The revised classification system, ICD 11, sees new categories covering trans identities being added under conditions relating to sexual health. These include Gender Incongruence of Adolescents and Adulthood and Gender Incongruence of Childhood. WHO describes gender incongruence as "characterized by a marked and persistent incongruence between an individual's experienced gender and the assigned sex."

The implementation of the Strategy will contribute to the achievement, in Ireland and globally, of the UN's Sustainable Development Goals which aim to deliver a more sustainable, prosperous future by 2030, by ending poverty, protecting the natural environment, addressing inequality, and strengthening human rights.

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¹ <https://www.ohchr.org/EN/Issues/Discrimination/Pages/LGBTUNResolutions.aspx>

² https://search.coe.int/cm/Pages/result_details.aspx?ObjectID=0900016805cf40a

How the Strategy was developed

The development of this Strategy was underpinned by a robust consultation process from October 2018 until February 2019. A series of regional and thematically focused workshops were facilitated by leading LGBTI+ experts and researchers Dr Grainne Healy, Ms. Denise Charlton and Dr Kathy Walsh.

Minister David Stanton TD, Minister of State for Justice at the Department of Justice and Equality with special responsibility for Equality, Immigration, and Integration addressed many of the consultation workshops.

The consultants developed a participative approach to ensure that the voices of participants would be fully heard. In the workshops, using the medium of small group discussions, participants were invited to explore their choice of themes (participants generally discussed two specific themes). Participants then identified the key priorities in relation to these themes and suggested actions to progress work under these topic areas. Following feedback on these chosen topics and suggested actions, participant discussions moved on to examine the 'Overarching Equality' issue section and bring to the table any additional issues or topics that they wished to raise as part of the process.

Themes explored included:

- Overarching equality;
- Health and LGBTI+;
- Older LGBTI+;
- Rural isolation;
- Crime and personal safety;
- Transgender, Intersex, binary and non-binary health and well-being;
- Bi+ health and well-being;

- Asexuality and pansexuality;
- Intersex health and data;
- Workplace Inclusion;
- Inclusion (and Sport);
- Arts Culture and Community;
- Asylum Seekers Migrants and Refugees (also a specific workshop).

Sessions took place in Cork, Dublin, Dundalk, Galway and Limerick. There were sessions with the volunteers of the LGBT Ireland helpline, service providers and board members. In addition, specific workshop sessions were organised for the Intersex Community, Travellers, Asylum Seekers, Migrants and Refugees and the Deaf Community to ensure that the voices of the more marginalised members of the LGBTI+ community were adequately heard.

Written submissions were also encouraged with a total of 32 received – see Appendix C.

Drawing on the public consultation, four thematic pillars emerged providing a vision of an Ireland where LGBTI+ people are:

- Visible and Included;
- Treated Equally;
- Healthy;
- Safe and Supported.

Once these four pillars had been developed, efforts focused on identifying measures to address issues raised. This involved thematic meetings with Government Departments and state agencies with responsibility for the relevant policy areas to identify and scope potential actions.

An initial list of actions for implementation was developed which took account of the themes and issues raised in the workshops. This list was circulated for consideration to a Consultative Committee comprising LGBTI+ NGOs. A meeting of the Consultative Committee and representatives of Government Departments, chaired by Mr. David Stanton T.D., Minister of State at the Department of Justice and Equality with responsibility for Equality, Immigration and Integration, took place on 8 May 2019, and provided an opportunity for feedback on the draft list of actions. Further written submissions were also welcomed from the NGOs following this meeting to identify actions which needed to be added or modified. NGOs were requested to identify a desired prioritisation of actions for implementation. The membership of the Consultative Committee is included at Appendix B.

The Strategy was revised and refined in light of these consultations.

How implementation of the Strategy will be monitored

A Strategy Committee will be established, to be chaired by Mr David Stanton T.D., Minister of State at the Department of Justice and Equality with responsibility for Equality, Immigration and Integration, to oversee implementation of the Strategy. It will include representatives of Government Departments, key public bodies, and NGOs, particularly those representing LGBTI+ people.

The Committee will review implementation of all actions and agree indicators for monitoring progress towards the fulfillment of outcomes. The Strategy will be a living document which can be modified as needs arise. The Committee will therefore also have the task of assessing whether or not further action is required on specific issues, and making recommendations on actions to be added or changed to respond to evolving needs.

As the Strategy is for a duration of 2.5 years, a mid-term report will take place in Q3 2020 and a review will take place after the Strategy's timeline has completed. That report will set out progress against indicators as agreed within the first 6 months following the Strategy's publication.

The Strategy will be a living document which can be modified as needs arise.

The Strategy Committee



Government Departments



Key Public Bodies



NGOs



Strategy Thematic Pillars - Visible and Included

The importance to Irish society of encouraging the development of a culture of respect for human rights, equality, and intercultural understanding in the State and promoting understanding and awareness of the importance of human rights and equality are reflected in the principle statutory functions of the Irish Human Rights and Equality Commission, established in 2014.

The Marriage Equality referendum raised awareness within the general population of the needs and rights of LGBTI+ people. This Strategy provides the opportunity to build on what was achieved by the 2015 referendum and the Gender Recognition Act 2015, and aim to increase the inclusiveness of Irish culture and society.

The need for increased and non-stereotypical representation of LGBTI+ identities arose as a consistent theme throughout the consultation process. The importance of role models was emphasised, with views expressed that, with a few notable exceptions, there is a dearth of visible LGBTI+ people in elected office and across public life.

Positive visibility and increased non-stereotypical representation of LGBTI+ identities is vital to support long-term attitudinal change. The vision in this Strategy is for an Ireland where LGBTI+ identities are accepted and valued. The Strategy includes actions to promote LGBTI+ people and themes within the school curriculum and within Irish culture. There are actions to build on existing good practice in areas such as libraries, which can provide a focal point for visibility, information and support.

From a review of relevant literature, being able to work in an environment where a person can be fully open about their sexuality and gender identity and

bringing their authentic self without fear of discrimination was rated the most important issue by respondents in the first 'Burning Issues' survey of LGBT people carried out by the National LGBT Federation in 2009³. Furthermore, 'ending sexuality and gender oppression' (encompassing workplace discrimination) was the highest rated issue in the second Burning Issues survey, results of which were published in 2016⁴. Unsurprisingly therefore, the importance of workplace inclusion was underscored at almost every workshop with participants reporting that significant barriers still persist for LGBTI+ employees. In response, actions in the Strategy focus on supporting employees and employers to make all workplaces positive and inclusive environments for LGBTI+ people. This covers both private and public sector employers, including an action to establish a civil service wide LGBTI+ Employee and Ally Network.

In addition to an internal environment of inclusion, public and private sector service providers need explicitly to signal where they seek to be welcoming and inclusive. Mainstream services will need to adapt to ensure that they are inclusive of LGBTI+ service users and that LGBTI+ people are confident that their needs will be addressed by these services. This Strategy will continue the process of promoting change within mainstream services so



³ <http://nxf.ie/wp-content/uploads/2014/02/burning-issues-report.pdf>

⁴ <http://nxf.ie/events/burning-issues-2/>

that they can respond more effectively to LGBTI+ service users. An LGBTI+ public recognition marker, an action that dovetails with the National LGBTI+ Youth Strategy, presents an opportunity for businesses and organisations to visibly demonstrate their commitment to welcoming LGBTI+ customers and service users.

LGBTI+ people in rural areas have pointed to the risk of being isolated. The importance of community organisations in providing supports to LGBTI+ people was stressed. The actions in this area include a mapping exercise of LGBTI+ services to identify gaps, supporting existing LGBTI+ community organisations as well as ensuring that existing community infrastructure in rural areas is inclusive and welcoming to LGBTI+ people.

The consultation noted the importance of recognising the rich contribution made by LGBTI+ people in areas such as sports, culture and the arts, and the opportunity to have Ireland recognised as an LGBTI+ friendly tourist destination. Actions have been included to ensure that cultural institutions,

sporting and cultural events and tourism festivals consciously include LGBTI+ people and themes.

This thematic pillar will be delivered through a range of means. It will include awareness raising, the creation of LGBTI+ networks and the strengthening of institutional capacity within public and private sector organisations to support LGBTI+ service users, employees and participants. It also aims to integrate LGBTI+ perspectives into Irish culture. Its message is that institutions and programmes seeking to be representative of Irish culture and society need consciously to ensure that they integrate a LGBTI+ perspective into their policies and activities.

Outcomes to be achieved in this area:

- LGBTI+ people are positively visible across all sectors of society;
- Irish workplaces are inclusive of LGBTI+ people and support them in bringing their 'authentic selves' to work;
- Public spaces are safe and welcoming of LGBTI+ people;
- Better information is available on the population and needs of LGBTI+ people in Ireland to support the development of effective policy;
- Public policy is inclusive of LGBTI+ perspectives and avoids heteronormative assumptions;
- Community supports are more widely available to LGBTI+ people;
- The positive contribution of the LGBTI+ community to Irish arts, culture and sport is highlighted and the history of the LGBTI+ movement preserved;
- Ireland is recognised as an LGBTI+ friendly tourist destination.



Strategy Thematic Pillars - Treated Equally

The Strategy has as one of its principal aims to ensure that LGBTI+ people are treated equally.

The Strategy will respond to the strong demand raised within the consultations that all remaining provisions of the Children and Family Relationships Act 2015 should be commenced so that families headed by female same sex couples can have legal certainty with regard to parental and guardianship rights. The consultation and feedback from civil society also highlighted the importance of a clear information campaign for the LGBTI+ community on the provisions contained within the Act and what they mean for same sex parents and those planning parenthood.

It is planned that the Assisted Human Reproduction legislation currently in development is inclusive of LGBTI+ people who wish to start families and that legislative proposals will be brought forward to provide for adoptive leave and benefit for male same sex couples.

The Strategy also includes a series of actions intended to ensure that transgender people are treated equally. It includes a commitment to review the equality legislation to ensure that it provides explicit protections to transgender, gender non-conforming and intersex people. It also includes actions on streamlining administrative processes for people who have obtained gender recognition certificates, while ensuring a person's privacy.

The Strategy includes actions to support intersectional needs so that the rights of LGBTI+ people who are Travellers or Roma, have disabilities, are prisoners, migrants or are young or older people are adequately identified and protected.

This thematic pillar will be delivered primarily by means of legislative change, and awareness raising.

It will be supported by the general action on LGBTI+ proofing and by the implementation of the public sector equality and human rights duty which will provide the means for Government Departments and public services to understand more comprehensively the barriers which may prevent LGBTI+ people from enjoying equality in practice. It will build on the provision of information by the Irish Human Rights and Equality Commission to the public in relation to human rights and equality generally, and its advice and assistance to people wishing to vindicate their rights.

The Strategy also includes a series of actions intended to ensure that transgender people are treated equally.

Outcomes to be achieved in this area:

- LGBTI+ people are aware of the supports and redress mechanisms available to them where discrimination has occurred;
- Equality legislation provides explicit protection to transgender, gender non-conforming and intersex people;
- Same sex parents are treated equally to opposite sex parents before the law;
- Transgender people are supported and administrative processes are streamlined while maintaining a person's privacy;
- Supports are provided to those at higher risk of multiple discrimination and marginalisation including older people, migrants, Travellers, people with disabilities, and prisoners among the LGBTI+ community.



Strategy Thematic Pillars - Healthy

The Healthy Ireland Framework provides an over-arching context for progressing actions under this objective of the Strategy. Healthy Ireland takes a whole-of-Government and whole-of-society approach to improving health and wellbeing, with a focus on prevention, reducing health inequalities and keeping people healthier for longer. It also seeks to address the many social and environmental determinants that can impact on health and wellbeing, such as education and employment. Achievement of the other strategic objectives in the framework will also significantly contribute to the overall health and wellbeing of LGBTI+ people living in Ireland.

The Strategy commits to ensuring LGBTI+ people can fully and equally avail of mainstream health services. It seeks to eliminate barriers that may currently prevent LGBTI+ people from accessing health and social services due to a lack of understanding of their specific needs and a lack of targeted service promotion. It also seeks to address the issue that LGBTI+ people are less likely to engage with health interventions and screening programmes if such programmes and interventions do not explicitly indicate that they are inclusive of LGBTI+ service users. The actions included in the Strategy aim to reduce barriers to access to health services and to improve health outcomes for the LGBTI+ community.

The Strategy recognises that LGBTI+ people may require dedicated services, such as in relation to sexual health. Similarly, targeted services are needed to support transgender people, including through the process of transition. The HSE has established a time limited steering committee chaired by the Clinical Lead in Mental Health with the specific purpose of developing a seamless and integrated

service for those people who present to the Irish health service with gender identity issues.

In the context of providing health and social care services that meet the needs of older LGBTI+ people, the Strategy builds upon the revised National Standards for Residential Care Settings for Older People which address respect for, and safeguarding of, the rights and diversity of residents. The development of guidance and training tools aimed at health and social care professionals working in older persons' services will ensure that they are equipped with the knowledge, skills and confidence to meet the needs of older LGBTI+ people in their care.

This thematic pillar will be delivered through a combination of actions which apply an LGBTI+ lens to existing services, accompanied by measures specifically focused on LGBTI+ users.

Outcomes to be achieved in this area:

- Healthcare providers and practitioners are trained to understand the identities and needs of their LGBTI+ patients and to avoid making heteronormative assumptions
- Health policy takes consideration of the needs of all population groups including the LGBTI+ community;
- Sexual health services are adequately resourced and available throughout Ireland including in rural locations;
- The LGBTI+ community, particularly the MSM (men who have sex with men) population are made aware of the risks of contracting HIV and other STIs and of the importance of regular testing;
- People living with HIV in Ireland are supported and not stigmatised;
- People wishing to transition their gender have timely access to treatment that accords with international best practice;
- There are clinical guidelines in place to prevent unnecessary surgeries on intersex people with better data available on the prevalence of intersex conditions in Ireland.



Strategy Thematic Pillars - Safe and Supported

The Strategy is intended to ensure that LGBTI+ people feel safe and supported when going about their daily lives. The key action, as stressed in the consultation process, is to protect LGBTI+ people from hate crime and hate speech. The Strategy includes a commitment to ensure that the legislation concerning hate crime and hate speech is sufficiently robust to protect LGBTI+ people.

Actions have also been included by An Garda Síochána to deepen the LGBTI+ awareness among frontline officers. The aim is to increase the capacity of An Garda Síochána to respond to the needs of victims of hate crime and to have an improved understanding of the LGBTI+ community in general.

Ireland also has a role to play internationally, both to ensure that citizens who travel abroad are provided with an objective assessment of the risks and the information they need to make informed decisions, and to advance LGBTI+ rights globally through embassies and overseas missions. The Department of Foreign Affairs and Trade continues to provide travel advice to Irish citizens through its websites and social media accounts and via the TravelWise App, with specific information for citizens travelling to

countries where laws and attitudes to LGBTI+ issues may affect safety and ease of travel.

The Strategy recognises the vulnerability of LGBTI+ people within the asylum process and commits to measures to ensure they are treated sensitively and provided with appropriate supports.

This thematic pillar will be delivered through a combination of legislative change as well as capacity development of key actors, particularly An Garda Síochána, but also transport providers and local communities. It will seek to deepen awareness of the threats to safety and security experienced by LGBTI+ people and will strengthen the institutional mechanisms available to tackle such threats. It will also seek to develop capacity within public and private sector organisations to identify and prevent threats before they occur.

The aim is to increase the capacity of An Garda Síochána to respond to the needs of victims of hate crime and to have an improved understanding of the LGBTI+ community in general.

Key Actors



Outcomes to be achieved in this area:

- Ireland has strong legislation and supports in place to combat hate crime and encourages people to report it;
- LGBTI+ victims of crime are appropriately supported and included in mainstream service provision underpinned by formalised consultation structures with An Garda Síochána and other relevant agencies;
- LGBTI+ asylum seekers are supported and treated sensitively within the International Protection Process and direct provision system;
- The practice of conversion therapy in Ireland is investigated and addressed through appropriate counter measures;
- Ireland continues to raise the issue of LGBTI+ rights at an International level and supports Human Rights Defenders and Civil Society groups through embassies and overseas missions;
- LGBTI+ people can travel safely and with confidence.



Action plan to support the Strategy

Action to commence

	Visible and Included	Lead (Partner)	2019	2020	2021
1	LGBTI+ people are made positively visible across all sectors of society				
1.1	Conduct a public awareness campaign to positively represent LGBTI+ identities and contributions to Irish Society.	DJE/DCYA (All Depts.)		Q1	
1.2	Identify key large-scale events each year to promote LGBTI+ visibility.	DJE (All Depts.)	Q4		
1.3	Develop and implement further actions to support the positive portrayal and representation of LGBTI+ identities in broadcast media.	BAI/RTE/DCHG		Q3	
1.4	Coordinate a series of events and communications to support positive messaging around Pride and festivals nationwide and more broadly to promote LGBTI+ visibility, awareness and expertise.	DJE/DCYA/RTE (All Depts.)		Q2	Q2
1.5	Explore opportunities for the appropriate inclusion of LGBTI+ lives in the curriculum as part of curriculum review at both primary and senior-cycle levels.	DES	Q4		
1.6	Include LGBTI+ matters in the Relationship and Sexual Education curriculum review.	DES	Q4		
1.7	Take account of the needs and interests of LGBTI+ people in libraries' collections development and acquisitions policy in line with the National Strategy for Public Libraries 2018-2022. Under the Healthy Ireland at your Library initiative compile an LGBTI+ reading list and update it on an ongoing basis and examine opportunities for the enhancement of stock to support the LGBTI+ community.	DRCD (DH)		Q1	
2	Irish workplaces are inclusive of LGBTI+ people and support them in bringing their 'authentic selves' to work				
2.1	Further develop and implement LGBTI+ inclusive recruitment practices across the public sector in conjunction with PAS Diversity and Inclusion Strategy.	PAS (DPER)		Q1	
2.2	Ensure that equality, diversity and inclusion is a core feature of organisational and HR strategy and subject to ongoing review.	DPER (All Depts.)		Q1	
2.3	Integrate diversity and inclusion perspectives into Civil Service workplace policy and practices including leadership training, PMDS, induction, and customer service training.	DPER (All Depts.)		Q4	
2.4	Develop a Civil and Public Service wide LGBT+ Employee and Ally Network.	DJE/DPER (All Depts.)	Q4		
2.5	Utilise the Corporate Social Responsibility Stakeholder Forum to advance LGBTI+ workplace inclusion amongst private sector employers, and to raise awareness of the National LGBTI+ Inclusion Strategy through the available Corporate Social Responsibility channels.	DBEI (DJE)	Q4		

Action plan to support the Strategy

National LGBTI+ Inclusion Strategy

2.6	Develop an employers' toolkit for use in both the public and private sectors to promote workplace inclusion building on prior good practice such as the Diversity Champions programme.	DJE (Ibec, ICTU, NGOs)		Q2	
2.7	Provide information and guidelines to employers to: • Remind them of their obligations with regards to equality and anti-discrimination laws. • Advise on ways of providing a safe and supportive working environment for LGBTI+ people, particularly in relation to transgender people.	DJE (Ibec, ICTU)		Q2	
2.8	Develop guidance information for transgender people to support their continued participation in the workplace, particularly during their time of transitioning.	DJE (Ibec, ICTU, NGOs)		Q2	
2.9	Promote the wellbeing of school and centre for education personnel, including LGBTI+ personnel in the context of the implementation of the Wellbeing Policy Statement and Framework for Practice 2018-2023.	DES	Q4		
2.10	To further build LGBTI+ awareness and inclusive practices amongst SMEs and micro enterprises, develop LGBTI+ information events and/or learning modules for inclusion in LEO and Enterprise Ireland Diversity & Inclusion training programmes.	DBEI/ Enterprise Ireland		Q2	
2.11	The National Standards Authority of Ireland (NSAI) to develop a system of diversity certification for SMEs to independently verify that a company is 51% diverse-owned and managed. Categories of ownership under this certification scheme to include LGBTI+.	DBEI/NSAI		Q2	
3	Public spaces are safe and welcoming of LGBTI+ people				
3.1	Take measures to ensure the availability of suitable diversity training for civil service staff in customer facing roles.	DPER (All Depts.)		Q4	
3.2	Coordinate the roll out of a public recognition marker denoting LGBTI+ friendly service provision, particularly in rural and other hard to reach communities.	DCYA/DJE (All Depts.)		Q3	
3.3	Take practical measures to increase the availability of non-gendered toilets in public buildings.	All Depts.		Q1	
4	Better information is available on the population and needs of LGBTI+ people in Ireland to support the development of effective policy				
4.1	Develop and implement an LGBTI+ research programme based on gaps and priorities identified in consultation with LGBTI+ NGOs and the landscape analysis of existing research and data commissioned by the Department of Children and Youth Affairs.	DJE (DCYA and LGBTI+ NGOs)		Q1	
4.2	Address LGBTI+ data gaps in tandem with the work being done to advance data mapping and use in the Migrant Integration Strategy.	DJE		Q2	
4.3	Establish a baseline of public attitudes and acceptance of LGBTI+ identities through a National Survey.	DJE (LGBTI+ NGOs)		Q1	
4.4	Ensure that disaggregated data on the LGBTI+ population and their needs is collected in national surveys where relevant, and consider the inclusion of a question on sexual orientation/gender identity in the 2026 census.	DJE/CSO (All Depts.)	Q4		
5	Public policy is inclusive of LGBTI+ perspectives and avoids heteronormative assumptions				
5.1	Utilise the Equality and Human Rights Public Sector Duty to take account of LGBTI+ considerations in the development or review of public sector policy, to be informed by targeted consultation where necessary.	All Depts.		Q1	
6	Community supports are more widely available to LGBTI+ people.				
6.1	Undertake a digital mapping of LGBTI+ community services and funding, which takes into account multiple intersectional factors with a view to addressing gaps.	DJE/DRCD (LGBTI+ NGOs)		Q1	

National LGBTI+ Inclusion Strategy

6.2	Increase funding for LGBTI+ community services to ensure existing LGBTI+ services are sustainable and that funding is available to develop additional services, based on the gaps identified in the mapping exercise.	DPER/DRCD/DJE		Q4	
6.3	Take measures to ensure that existing community infrastructure is inclusive and welcoming to LGBTI+ people and consider the provision of pop-up LGBTI+ services.	DRCD/DEASP		Q4	
6.4	Implement [Action 6 of] the National Sports Policy 2018-2027 in a manner that is inclusive of LGBTI+ people.	DTTAS/Sport Ireland		Q1	
6.5	As part of the ongoing objective of improving understanding of the landscape of sport in Ireland and to foster better evidence-based decision making, investigate the possibility of using the Irish Sports Monitor to assess levels of active and social participation (volunteering, club membership and attendance at sporting events) in sport among the LGBTI+ community and issues related to such participation.	DTTAS/Sport Ireland		Q4	
6.6	Engage with existing networks within the farming sector to promote LGBTI+ inclusion and to combat rural isolation.	DAFM (LGBTI+ NGOs)		Q1	
7	The positive contribution of the LGBTI+ community to Irish arts, culture and sport is highlighted and the history of the LGBTI+ movement preserved				
7.1	Ensure that our cultural institutions proactively foster engagement with the LGBTI+ community and encourage national cultural institutions to make a significant contribution to collecting, interpreting and making available history and culture relating to the Irish LGBTI+ community.	DCHG/NMI/NGI		Q4	
7.2	Support the creation of an LGBTI+ history and culture research think tank to pool knowledge and resources in this area, providing support and guidance.	DCHG/NMI/NGI		Q1	
7.3	Use the Business to Arts programme to fund LGBTI+ artists and promote positive visibility.	DCHG		Q3	
7.4	Support a nation-wide week-long LGBTI+ History and Culture Festival in 2020.	DCHG/NMI/NGI		Q1	
8	Ireland is recognised as an LGBTI+ friendly tourist destination				
8.1	Integrate LGBTI+ perspectives into Fáilte Ireland's 'Service Excellence' training provision for tourism providers and into any upcoming review of policy or standards.	DTTAS/Fáilte Ireland		Q1	
8.2	Address LGBTI+ inclusion in the finalisation of Fáilte Ireland's Festival Development Strategy.	DTTAS/Fáilte Ireland		Q4	
8.3	Raise the profile of, and explore initiatives and opportunities to, promote Ireland further as an LGBTI+ friendly destination.	DTTAS/Tourism Ireland/ Fáilte Ireland		Q4	

	Treated Equally	Lead (Partner)	20 19	20 20	20 21
9	LGBTI+ people are aware of the supports and redress mechanisms available to them where discrimination has occurred				
9.1	Through an information campaign, raise awareness of the role of the Workplace Relations Commission (WRC) in dealing with complaints of discrimination under the Equal Status Acts and the Employment Equality Acts.	DBEI		Q1	
9.2	Provide tailored legal advice and advocacy to LGBTI+ people via a specialised legal advice clinic	DJE/FLAC		Q2	
10	Equality legislation provides explicit protection to transgender, gender non-conforming and intersex people				
10.1	Review the Employment Equality and Equal Status Acts to ensure that transgender, non-conforming and intersex people have explicit protection within the equality grounds.	DJE		Q1	
11	Same sex parents are treated equally to opposite sex parents before the law				
11.1	Commence Parts 2 & 3 of the Children and Family Relationships Act 2015.	DH		Q2	
11.2	Commence Rules of Court to allow a declaration of parentage under section 21 or 22 of the Children and Family Relationships Act 2015.	Courts Service		Q2	
11.3	Commence outstanding sections of Adoption (Amendment) Act 2017 relating to donor-conceived children.	DCYA	Q4		
11.4	Commence outstanding sections of Children and Family Relationships Act 2015.	DJE		Q3	
11.5	Develop a targeted information campaign for the LGBTI+ community on the provisions contained in the Children and Family Relationships Act 2015, and what they mean for same sex parents and those planning parenthood.	DH/DEASP/ DJE		Q3	
11.6	Introduce legislation on Assisted Human Reproduction (AHR) which will be available to people irrespective of gender, marital status or sexual orientation subject to the provisions of the legislation, on an equal and non-discriminatory basis.	DH		Q2	
11.7	Bring forward legislative proposals to provide for adoptive leave and benefit for male same sex adoptive couples.	DJE		Q2	
12	Transgender people are supported and administrative processes are streamlined while maintaining a person's privacy				
12.1	Make a report to each House of the Oireachtas of the findings on the review of the Gender Recognition Act 2015 and of the conclusions drawn from the findings.	DEASP	Q4		
12.2	Ensure that each relevant Department/Government body examines how, once a Gender Recognition Certificate is obtained, administrative processes can be streamlined, improving interconnection between Departments, and reducing costs for replacement of official documents, while maintaining a person's privacy.	DJE/DEASP (All Relevant Departments/ State Agencies)		Q1	

13	Supports are provided to those at higher risk of multiple discrimination and double marginalisation including LGBTI+ older people, migrants, Travellers, people with disabilities and LGBTI+ prisoners				
13.1	Design and implement programmes and measures to address intersectional discrimination in partnership with NGOs and target communities.	DJE (LGBTI+ NGOs/ Relevant State Agencies)	Q4		
13.2	Ensure that the rights and diversity of LGBTI+ service users are respected and promoted as part of the National Quality Standards Framework for homeless services.	DHPLG	Q4		
	LGBTI+ Prisoners				
13.3	Develop a placement and accommodation policy to reflect and build upon existing good practice in the accommodation of vulnerable prisoners including LGBTI+ people.	DJE/IPS		Q1	
13.4	Provide LGBTI+ awareness and sensitivity training to staff, including RPOs, general training to all staff as part of CPD and targeted training to particular Officers, where an operational need exist.	DJE/IPS		Q2	
13.5	Consider the provision of 'in-reach' LGBTI+ community supports, peer supports, and provision of LGBTI+ informational/recreational literature.	DJE/IPS		Q4	

	Healthy	Lead (Partner)	20 19	20 20	20 21
14	Healthcare providers and practitioners are trained to understand the identities and needs of their LGBTI+ patients and to avoid making heteronormative assumptions				
14.1	Promote the uptake of the e-learning LGBTI+ training module as part of the Health Service's eLearning and Development portal (HSELand) under the Sexual Health Promotion Training Strategy. Include the module in the HSE's staff induction programme and make it available for hosting on other platforms as appropriate.	DH/HSE	Q4		
14.2	Implement sexual health promotion training for professionals in the youth and other sectors, those working with at risk-groups, and for parents.	DH/HSE		Q3	
14.3	Provide LGBTI+ awareness training to staff working in mental health services nationally.	DH/HSE		Q4	
14.4	Support the co-production of guidance and training materials aimed at health and social care professionals working in older persons' services to ensure they are equipped with the knowledge, skills and confidence to meet the needs of older LGBTI+ people in their care.	DH/HSE		Q2	
15	Health policy takes consideration of the needs of all population groups including the LGBTI+ community				
15.1	Update the National Sexual Health Strategy in 2020 and include the needs of the LGBTI+ community.	DH		Q1	
15.2	Implement the universal, gender neutral, HPV vaccination programme.	DH/HSE	ONGOING		
15.3	Include consideration of the needs of different population groups including the LGBTI+ community in the development of standards for STI services.	DH/HSE	Q4		
15.4	Keep the restrictions on blood donations from men who have sex with men under review to ensure that they are in line with international best practice.	DH/IBTS	Q4		
15.5	Under the National Drug Strategy, 'Reducing Harm, Supporting Recovery – a health led response to drug and alcohol use in Ireland 2017-2025', improve the capacity of services to accommodate the needs of people who use drugs and alcohol from specific communities including the LGBTI+ community.	DH/HSE		Q2	
15.6	Ensure, through the Foundation Programme in Sexual Health Promotion for professionals, that a holistic, person centred approach to sexual health, covering all genders as well as risk factors is adopted, thereby ensuring that the needs of lesbian and bisexual women are appropriately addressed.	DH/HSE	Q4		
16	Sexual health services are adequately resourced and available throughout Ireland including in rural locations				
16.1	Fund the HPV vaccine rollout plan in line with NIAC policy, including funding for vaccine nurses in 2019 and 2020.	DH/HSE	Q4		
16.2	Develop and provide Sexual Health Advisor training for nurses across public STI/HIV services, student health services, prison and addiction services and primary care.	DH/HSE	Q4		
16.3	Establish a Health Advisors' network to support the role of sexual health advisors.	DH/HSE		Q3	
16.4	Work with public STI clinics to identify and implement solutions to enhance efficiencies, thus improving capacity within current resources particularly in relation to reducing waiting lists, increasing walk-in availability and patient care pathways (e.g. self-taken screening for asymptomatic patients)	DH/HSE		Q2	

16.5	Incorporate a clinical information and guidelines section on STI testing and management for health care professionals on www.sexualwellbeing.ie	DH/HSE		Q2	
16.6	Update information annually on the management of genital infections for GPs through the HSE antibiotic prescribing website.	DH/HSE	✓	✓	✓
17	The LGBTI+ community, particularly the MSM population of Ireland are made aware of the risks of contracting HIV and other STIs and of the importance of regular testing				
17.1	Deliver targeted outreach sexual health programmes and campaigns to at risk groups.	DH/HSE	Q4		
17.2	Promote sexual health and 'safer sex' public advertising campaigns to encourage sexually active adults to have safer sex, and include advice on contraception and the prevention of sexually transmitted infections.	DH/HSE	Q4		
17.3	Expand condom distribution services, with initial focus targeting those most at risk.	DH/HSE	Q4		
17.4	Expand community HIV testing to populations at higher risk for HIV, mainly MSM and migrants, through NGO partners.	DH/HSE		Q2	
17.5	Advance the establishment of an MSM Health Committee in 2019 by the Sexual Health and Crisis Pregnancy Programme (SHCPP) and targeted campaigns and messages through website and social media.	DH/HSE	Q4		
17.6	Continue to promote and adapt key social media, community and social venue messages for STI testing/condom usage through www.Man2Man.ie .	DH/HSE	Q4		
17.7	Develop and implement national campaigns around prevention of HIV and other STIs such as RespectProtect on Twitter and Man2Man website.	DH/HSE	Q4		
17.8	Conclude the study of the readiness of public STI clinics to implement pre-exposure prophylaxis (PrEP) in line with the Standards for Service Delivery of HIV PrEP to clarify capacity and resource requirements across public STI services in Ireland and inform resource allocation.	DH/HSE	Q4		
17.9	Complete the plan for the delivery of pre-exposure prophylaxis (PrEP) nationally following a positive recommendation arising from the HIQA health technology assessment.	DH/HSE	Q4		
18	People living with HIV in Ireland are supported and not stigmatised				
18.1	Develop a HIV stigma campaign with a strong focus at the city level for the cities that sign up to the fast-track cities initiative. The aim of the national stigma campaign will be to raise awareness around HIV transmission, the effectiveness of HIV treatment for people living with HIV to live a healthy life as well as prevent onward transmission, and to promote HIV testing, so that people living with undiagnosed HIV can be linked into treatment services promptly.	DH/HSE		Q2	
19	People wishing to transition their gender have timely access to treatment that accords with international best practice				
19.1	Recruit additional specialised staff in this area including endocrinologists, social workers, speech and language therapists, senior psychologists, clinical nurse specialists, and administrative support officers.	DH/HSE	Q4		
19.2	Continue to develop transgender health services for children and adults in Ireland with a clear transition pathway from child to adult services.	DH/HSE	Q4		

19.3	Develop a seamless and integrated service for those people who present to the Irish health service with gender identity issues through the time limited Gender Identity Steering Committee. Chaired by the Clinical Lead in Mental Health, the Steering Committee has defined terms of reference, a time frame within which it will operate and clear reporting relationships, and its membership includes experts in the area, representatives from paediatric services, adult services (both endocrinology and psychiatry), advocacy groups and service users.	DH/HSE		ONGOING	
19.4	Provide clear guidelines to health practitioners on referral pathways for trans young people and their families to specialised services.	DH/HSE		Q3	
20	Better data is available on the prevalence of intersex conditions in Ireland and consideration given to appropriate clinical governance in the context of international evidence and guidelines.				
20.1	Conduct a scoping exercise on Intersex conditions in Ireland to determine and document prevalence, current practice, clinical governance and compare against international evidence and guidelines. This scoping exercise will include key recommendations which may include the establishment of an expert working group to develop clinical guidelines.	DH/HSE/DJE			Q1

	Safe and Supported	Lead (Partner)	20 19	20 20	20 21
21	Ireland has strong legislation and supports in place to combat hate crime and encourages people to report it				
21.1	Bring forward legislative proposals to ensure that incitement to hatred and hate crimes against LGBTI+ people are adequately addressed in our laws.	DJE	Q4		
21.2	Update the Garda Pulse system to include a "Hate Crime" tag and subcategories including sexual orientation and gender identity.	AGS		Q4	
21.3	Implement a fully functioning on-line system for reporting hate crime.	AGS		Q4	
21.4	Significantly increase reporting of hate crimes to An Garda Síochána by members of the LGBTI+ community owing to the more open relationship that has been developed.	AGS		Q2	
21.5	Commence the publication of statistics for recorded incidents of hate crime.	AGS/CSO (DJE)			Q1
22	LGBTI+ victims of crime are appropriately supported and included in mainstream service provision underpinned by formalised consultation structures with An Garda Síochána and other relevant agencies				
22.1	Provide updated training to members of An Garda Síochána on issues affecting the LGBTI+ community.	AGS		Q4	
22.2	Ensure that there are open channels of communication between members of the LGBTI+ community and specially trained members of An Garda Síochána.	DJE		Q1	
22.3	Incorporate LGBTI+ focused considerations in the implementation of the Second National Strategy on Domestic, Sexual and Gender-based Violence.	DJE	Q4		
23	LGBTI+ asylum seekers are supported and treated sensitively within the International Protection Process and Direct Provision System				
23.1	Develop a broad LGBTI+ policy, including a transgender accommodation policy, to promote equality, take account of self-determined identity and to ensure that the safety and wellbeing of all residents is promoted.	DJE		Q1	
23.2	Finalise and adopt the national standards for accommodation offered to people in the protection process.	DJE	Q4		
23.3	Continue to work with the UNHCR to <ul style="list-style-type: none"> • Monitor/Review the handling of applications relating to sexual orientation and/or gender identity within the International Protection Process • As part of ongoing training programmes, ensure updated LGBTI+ cultural competence training is rolled out to staff working within the International Protection Office (IPO) 	DJE	Q4		
24	The practice of conversion therapy in Ireland is investigated and followed up with appropriate counter measures				
24.1	In the context of the commitment in the LGBTI+ National Youth Strategy regarding the promotion or practice of conversion therapy, continue research to establish the extent to which the practice is occurring in Ireland and review international best practice in responding which will also include legislative responses in other countries.	DJE		Q3	
24.2	Informed by the findings of the above research, develop an appropriate package of measures for implementation in response.	DJE (all Depts)			Q4

25	Ireland continues to raise the issue of LGBTI+ rights at an International level and supports Human Rights Defenders and civil society groups in embassies and overseas missions				
25.1	Continue to integrate the promotion and protection of the rights of LGBTI+ individuals into Ireland's foreign policy.	DFAT	Q4		
25.2	Support the promotion of LGBTI+ rights in our multilateral work at the UN, EU and regional organisations such as the Council of Europe and the OSCE including support for resolutions, statements and events that promote the rights of LGBTI+ people.	DFAT	Q4		
25.3	Support engagement with human rights and civil society organisations working globally and in partner countries to promote and protect the rights of LGBTI+ people.	DFAT	Q4		
25.4	Support outreach to LGBTI+ members of our diaspora through funding initiatives such as the Emigrant Support Programme.	DFAT	Q4		
26	LGBTI+ people can travel in safety and confidence				
26.1	Continue to provide training for transport operators and taxi drivers that includes an LGBTI+ awareness and sensitivity component	DTTAS/NTA	Q4		
26.2	Continue to promote equality policies and complaints mechanisms amongst the travelling public.	DTTAS/NTA	Q4		
26.3	Enhance data collection on equality / discrimination complaints by transport operators.	DTTAS/NTA		Q1	
26.4	Continue to provide travel advice and information for Irish citizens when travelling abroad, particularly to countries where laws and attitudes to LGBTI+ issues may affect safety and ease of travel.	DFAT	Q4		

Appendices

Appendices

Appendix A – Acronyms used in the Strategy

Acronym	Department/Agency
AGS	An Garda Síochána
BAI	Broadcasting Authority of Ireland
CSO	Central Statistics Office
DAFM	Department of Agriculture, Food and the Marine
DBEI	Department of Business, Enterprise and Innovation
DCHG	Department of Culture, Heritage and the Gaeltacht
DCYA	Department of Children and Youth Affairs
DEASP	Department of Employment Affairs and Social Protection
DES	Department of Education and Skills
DFAT	Department of Foreign Affairs and Trade
DH	Department of Health
DHPLG	Department of Housing, Planning and Local Government
DJE	Department of Justice and Equality
DPER	Department of Public Expenditure and Reform
DRCD	Department of Rural and Community Development
DTTAS	Department of Transport, Tourism and Sport
HIQA	Health Information and Quality Authority
HSE	Health Service Executive
IBTS	Irish Blood Transfusion Service
ICTU	Irish Congress of Trade Unions
IPS	Irish Prison Service
NGI	National Gallery of Ireland
NGOs	Non-governmental organisations
NMI	National Museum of Ireland
NTA	National Transport Authority
PAS	Public Appointments Service
RTÉ	Raidió Teilifís Éireann
WRC	Workplace Relations Commission

Appendices

Appendix A – Acronyms used in the Strategy

Acronym	Full Term
AHR	Assisted Human Reproduction
HIV	Human immunodeficiency virus
HPV	Human Papilloma Virus
LGBTI+	Lesbian, Gay, Bisexual, Transgender, Intersex, the plus represents the broader spectrum of sexual orientation and gender identity
MSM	Men who have sex with men
NIAC	National Immunisation Advisory Committee
PrEP	Pre-exposure prophylaxis
SHCPP	Sexual Health and Crisis Pregnancy Programme
STI	Sexually Transmitted Infection

Appendix B – Membership of the Consultative Committee

Chair – David Stanton, TD Minister of State at the Department of Justice and Equality with special responsibility for Equality, Immigration and Integration
Amanda Bane, Department of Foreign Affairs and Trade
Carol Baxter, Department of Justice and Equality
Colette Bonner, Department of Health
Darragh Brennan, Department of Justice and Equality
Oonagh Buckley, Department of Justice and Equality
Ciara Carberry, Department of Justice and Equality
Niall Colgan, Department of Justice and Equality
Marty Cooke, Outwest
Paula Fagan, LGBT Ireland
Breda Farrell, Department of Transport, Tourism and Sport
Adam Flanagan, Department of Public Expenditure and Reform
Bill Foley, Gay Health Network
Michael Garvey, Department of Justice and Equality
Jennifer Gilna, National Transport Authority

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Appendix B – Membership of the Consultative Committee

Mary Hurley, Department of Housing, Planning and Local Government
Caroline Keane, National LGBT Federation
Cameron Keighron, Amach! LGBT+
John Kennedy, Department of Culture, Heritage and the Gaeltacht
Neville Kenny, Department of Education and Skills
David Lawler, Department of Defence
Margaret Lawlor, Department of Business, Enterprise and Innovation
Barbara Leeson, Department of Communications, Climate Action and the Environment
Lt Col John Martin, Defence Forces
Margaret McCarthy, Department of Education and Skills
Patrick McElligott, GOSHH
Lisa McKenny, Belong To Youth Services
Pádraig McMahon, Department of Agriculture, Food and the Marine
Mary McSharry, Department of Finance
Caroline Mellows, Department of Justice and Equality
Kate Moynihan, LINC
Eilis O'Connell, Department of Agriculture, Food and the Marine
Megan O'Dowd, Department of Justice and Equality
Stephen O'Hare, TENI
Conor O'Reilly, Department of Employment Affairs and Social Protection
Aaron O'Sullivan, Department of Justice and Equality
Linda O'Sullivan, Department of Children and Youth Affairs
Bernardine Quinn, Outcomers
Bernie Reape, Department of Rural and Community Development
Pádraig Rice, Gay Project
George Robotham, Outhouse

Appendices

Appendix C – List of Contributors of Written Submissions

The table below lists the people who provided written submissions as part of the public consultation.
Eilis Barry, FLAC
Stephen Bonnlander
Nerilee Ceatha
Laura Louise Condell
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Louise Hannon
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Adam Long and Caroline Keane, National LGBT Federation
Suzi Lyons, Health Research Board
Ludovico Martone
Patrick McElligott, GOSHH
Eddie McGuinness, Dublin LGBTQ Pride
Cormac McKay
Naomhán Mooney
Kate Moynihan, LINC
Kery Mullaly, Cork Pride
Dr Tanya Ni Mhuirthile, DCU
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Zeldine O'Brien
Stephen O'Hare and Ellen Murray, TENI
Jean Power
Padraig Rice, Gay Project
Philippa Ryder, Sporting Pride
Fergus Ryan, Maynooth University
Justine Schönfeld-Quinn
Noel Sutton, Gay Health Network
Cllr Francis Timmons
Robert Wright

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Appendix D – Contributors to the Inter-Departmental Strategic Development Process

Department/Agency	Representative
Agriculture, Food and the Marine	Padraig McMahon Eilis O'Connell
An Garda Síochána	Kevin Daly David McInerney Rose Sweeney
Broadcasting Authority of Ireland	Stephanie Comey
Business, Enterprise and Innovation	Tara Coogan Margaret Lawlor
Children and Youth Affairs	Linda O'Sullivan
Communications, Climate Action and the Environment	Barbara Leeson Duala Ó Broin Brendan O'Reilly
Culture, Heritage and the Gaeltacht	John Kennedy
Defence	David Lawler
Defence Forces	John Martin
Education and Skills	Neville Kenny Margaret McCarthy
Employment Affairs and Social Protection	Donncha de Búrca David Dillon Rónán Hession Conor O'Reilly
Fáilte Ireland	Gráinne Millar Ciara Sugrue
Finance	Mary McSharry
Foreign Affairs and Trade	Amanda Bane Kevin Byrne Ann Derwin Rory Geraghty Austin Gormley
Health	Colette Bonner Aoife Brennan Paul Ivory Colm McGennis Rory O'Callaghan
Housing, Planning and Local Government	Mary Hurley David Kelly

Appendices

Appendix D – Contributors to the Inter-Departmental Strategic Development Process

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