



Rialtas na hÉireann  
Government of Ireland

# National LGBTIQ+ Inclusion Strategy II 2024-2028



Department of Children, Disability and Equality





# Contents

<b>Foreword</b>	<b>2</b>
<b>Executive Summary</b>	<b>4</b>
<b>List of Abbreviations</b>	<b>12</b>
<b>1 Progress Since 2019</b>	<b>14</b>
<b>2 Vision And Values</b>	<b>17</b>
Vision	18
Values	18
<b>3 Pillars, Strategic Outcomes and Objectives</b>	<b>19</b>
Introduction	20
<b>4 National and International Policy Context</b>	<b>25</b>
Report on the Review of National LGBTI+ Inclusion Strategy and LGBTI+ National Youth Strategy Implementation Report	26
Shadow Report of Ireland's First National LGBTI+ Inclusion Strategy, 2024	26
Realising the Promise of Equality Policy: An evaluation of the processes of implementation of three national equality strategies	27
International Legislative and Policy Framework	27
<b>5 Continuing Challenges</b>	<b>29</b>
<b>6 Developing The Strategy</b>	<b>37</b>
Literature Review and the Consultation Process	38
Consultation with Steering Committee and Government Departments	38
Consideration of Strategy by National LGBTI+ Inclusion Steering Committee and submission to Minister and the Government	39
<b>7 Implementing the National LGBTIQ+ Inclusion Strategy 2024 – 2028</b>	<b>40</b>
<b>Appendices</b>	<b>43</b>
Appendix 1: List of relevant human rights instruments	44
<b>Bibliography</b>	<b>45</b>



# Foreword

**As Minister for Children, Disability and Equality I am delighted to present the National LGBTIQ+ Inclusion Strategy II 2024 - 2028, which has been developed following a robust consultation process with LGBTIQ+ people, those who engage with LGBTIQ+ issues through their own lived experience, organisations who represent the views of the LGBTIQ+ community and with Government Departments and State Agencies.**



The National LGBTIQ+ Inclusion Strategy II reflects a whole of Government commitment to fostering a safe, fair, and inclusive society for the LGBTIQ+ community; a society in which they can live inclusive, healthy, and fulfilling lives. This Strategy follows the achievements of the LGBTI+ National Youth Strategy, the first of its kind world-wide, and the National LGBTI+ Inclusion Strategy and seeks to build on the important groundwork that these inaugural Strategies laid.

I want to acknowledge the input from a host of government Ministers, their departments and agencies, who have identified a number of key goals, which they will have direct responsibility for delivering.

I would also like to acknowledge the dedication and contribution of the previous Minister for Children, Equality, Disability, Integration and Youth, Roderic O’Gorman, in supporting the implementation of the previous National LGBTI+ Inclusion Strategy and for his commitment to advancing this successor Strategy during his term.

The Pillars on which this Strategy is built – Safety, Health and Wellbeing, Participation and Inclusion, and Equality and Non-Discrimination seek to directly confront the continuing challenges faced by LGBTIQ+ people today. The actions through which the Strategy will be implemented reflect the determination of the whole of Government and State Agencies to work together to that end.

This Strategy recognises that the needs of LGBTIQ+ people will differ depending on their stage of life. We will therefore no longer have two separate LGBTIQ+ strategies, but rather one streamlined whole of lifecycle approach, enabling a more targeted path to meeting the specific needs of the LGBTIQ+ community at their various life stages.

Recommendations from the independent review of the National LGBTI+ Inclusion Strategy have been carefully considered in the design of the NLIS II and have resulted in a Strategy with



*The Pillars on which this Strategy is built – Safety, Health and Wellbeing, Participation and Inclusion, and Equality and Non-Discrimination seek to directly confront the continuing challenges faced by LGBTIQ+ people today. The actions through which the Strategy will be implemented reflect the determination of the whole of Government and State Agencies to work together to that end..*



a stronger outcomes-focused approach, a reduced number of achievable actions with clear performance indicators and provision for the development two 2-year dynamic action plans, which will allow for adaptive decision making throughout the lifetime of the Strategy.

This Strategy is grounded in the voices and experiences of those in the LGBTIQ+ community. The consultations underpinning the Strategy engaged with and listened to a wide range of voices within the community with the aim of understanding and addressing the inequality that accounts for the lived experience of LGBTIQ+ people.

I would like to thank all of those who engaged in the consultation process. I am both hopeful and confident that this Strategy will deliver positively for the LGBTIQ+ community.

***Norma Foley***

Minister for Children, Disability and Equality



# Executive Summary

# Introduction

This whole of life-cycle Strategy builds on Ireland's LGBTI+ National Youth Strategy (2018-2020) and the National LGBTI+ Inclusion Strategy (2019-2021). The inaugural strategies aimed to provide for an Ireland where LGBTIQ+ people are visible and included, treated equally, healthy and feel safe and supported. National strategies have provided a framework for a whole of Government approach to the objective of ensuring that LGBTIQ+ people are enabled to live fulfilling lives within Irish society. However, the context in which such strategies are implemented has changed significantly over the past five years which is why a successor Strategy is considered important. The National LGBTIQ+ Inclusion Strategy II (NLIS II) has been developed with reflections and learnings from the implementation of both its predecessor strategies. It is underpinned by human rights principles and is guided by Ireland's international human rights commitments. These principles are reinforced by Section 42 of the Irish Human Rights and Equality Commission Act (2014), which gives effect to the Public Sector Equality and Human Rights Duty.

The NLIS II is aimed at gay and lesbian people, bisexual people, transgender and gender non-conforming people, queer people, those who are intersex, and others within the LGBTIQ+ community, of all ages, ethnicities, abilities, family situations and all religious beliefs or none. For the NLIS II, the acronym LGBTIQ+ has been chosen because of its broad inclusiveness and to align with language used in European Commission's LGBTIQ Equality Strategy 2020-2025<sup>1</sup>. It has the flexibility to cover additional and emerging identities with the plus (+) sign. It recognises that the LGBTIQ+ community constitutes a rich diversity of identities, each with specific needs and perspectives that cannot be addressed in a homogenous manner. The NLIS II is particularly cognisant of and aims to address issues affecting the most marginalised groups within the LGBTIQ+ community.

The NLIS II aims to promote and respect the right of LGBTIQ+ people to live their lives safely, free of harassment and violence through a number of prevention and protection measures, including addressing misinformation in relation to LGBTIQ+ people; developing effective approaches within the criminal justice system towards addressing the safety issues experienced by the LGBTIQ+ community; addressing and preventing LGBTIQ+ bullying in schools; enhancing awareness of the occurrence of Domestic, Sexual and Gender Based Violence (DSGBV) within the LGBTIQ+ community and improving safety for LGBTIQ+ people in public spaces.



*The NLIS II aims to promote and respect the right of LGBTIQ+ people to live their lives safely, free of harassment and violence through a number of prevention and protection measures, including addressing misinformation in relation to LGBTIQ+ people.*



1. Where different acronyms are referenced throughout this Strategy, this reflects the use of those acronyms in other documents

*The review of the National LGBTI+ Inclusion Strategy recommended that a successor Strategy should focus on making the biggest impact in key priority areas, with a reduced number of actions aimed at achieving meaningful progress where it matters most for the LGBTIQ+ community.*

The Strategy also aims to advance health and wellbeing outcomes for LGBTIQ+ people through improved investment in and access to a range of health services and providing for a more inclusive health and social care environment for LGBTIQ+ people. The NLIS II aims to promote and support the participation and inclusion of LGBTIQ+ people through measures to improve visibility and inclusion across a wide range of areas; improve funding supports for LGBTIQ+ services; to ensure better availability of data is captured on the needs of LGBTIQ+ people and to build on initiatives already undertaken within the business community and by employers so that LGBTIQ+ people are enabled to participate fully within the workplace. The NLIS II will also seek to advance equality for, and counter discrimination against, LGBTIQ+ people through the introduction or amending of legislation across key areas and through continued advocacy for the protection and promotion of LGBTIQ+ rights at an international level.

The consultation process underpinning the NLIS II has shown a strong consensus on the issues to be addressed in this successor Strategy, building on the achievements of the inaugural Strategies with scope to address new issues, which have arisen. This Strategy has the capability to address evolving challenges, which may emerge over its lifetime through its revised implementation approach and associated dynamic action plans.

This successor Strategy has been streamlined in line with best practice and experiences in other jurisdictions. An independent review of the National LGBTI+ Inclusion Strategy, commissioned by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY)<sup>2</sup>, found in its extensive examination of several international LGBTIQ+ strategies that they all took a “whole-of-lifecycle” approach. These strategies were targeting the entire LGBTIQ+ population across all ages and stages of their lives. Such an approach recognises that the needs of LGBTIQ+ people will differ depending on their stage of life. It also ensures a more targeted approach to meeting the specific needs of the LGBTIQ+ community at their various life stages. The NLIS II, will similarly adopt a whole of lifecycle approach.

A robust consultation process has informed the development of the NLIS II, which included a series of regional consultations throughout the country, focused workshops with particular cohorts of the LGBTIQ+ community, analysis of 416 online submissions from both individuals and organisations, a separate consultation with children and young people, and a consultation with representatives from Government departments, agencies and civil society organisations who sit on the National LGBTI+ Inclusion Strategy Steering Committee.

2. Mazars, Report on the Review of the National LGBTI+ Inclusion Strategy, May 2024.  
Available at <https://www.gov.ie/en/policy-information/9f50f-equality-and-integration/#lbgiti>



The review of the National LGBTIQ+ Inclusion Strategy recommended that a successor Strategy should focus on making the biggest impact in key priority areas, with a reduced number of actions aimed at achieving meaningful progress where it matters most for the LGBTIQ+ community. It also recommended that the successor Strategy be supported by a clear implementation framework including prioritised actions with clear key performance indicators. The need for such an approach, has also been emphasised in the evaluation of the process of implementation of three national equality strategies<sup>3</sup>.

The NLIS II has been developed with these recommendations in mind. It incorporates a stronger outcomes-focused approach and a transparent implementation structure, with achievable actions, and clear performance indicators. It has adopted a more focused approach, to ensure actions are realistic and achievable, while still being ambitious. Keeping the Strategy targeted, will allow for improved monitoring and reporting structures to keep track of and drive progress. This will also inform adaptive decision making throughout the lifetime of the Strategy.

The NLIS II adopts four key pillars, informed, and guided by the European Commission's LGBTIQ Equality Strategy 2020-2025; the report on the implementation of the National LGBTIQ+ Youth Strategy, the review of the National LGBTIQ+ Inclusion Strategy, international and national research; and the robust consultation process underpinning the Strategy. Actions under these pillars will aim to address key issues affecting LGBTIQ+ people. The NLIS II is intended to link into wider shared priorities in the other national equality strategies, and the ambition to create a fairer Ireland. The advancement of LGBTIQ+ inclusion and equality is the ultimate goal of the Strategy.

---

3. The Centre for Effectiveness Services, Realising the promise of national equality policy An evaluation of the processes of implementation of three national equality strategies, May 2023.  
Available at <https://www.effectiveservices.org/journal/realising-the-promise-of-equality-policy>



There are seven Sections in this Strategy:

## Section 1

**Section 1** outlines the progress and key achievements since the launch of the National LGBTIQ+ Inclusion Strategy in 2019. It highlights the imperative to build on the important groundwork and achievements of the first Strategy to address the continuing issues faced by LGBTIQ+ people.

## Section 2

**Section 2** outlines the vision and values for this Strategy, which will be achieved through respecting and promoting the diversity of identities and perspectives of all members of the LGBTIQ+ community, improving the quality of life and wellbeing for LGBTIQ+ people, thus enabling them to participate fully in Ireland's social, economic, cultural, and political life.

The Strategy has a clear vision for LGBTIQ+ people: "A safe, fair and inclusive Ireland where people are supported to live inclusive, healthy and fulfilling lives, whatever their sexual orientation, gender identity or expression, or sex characteristics". The vision is underpinned by a set of principles and values, which will serve to inform the implementation of this Strategy. These are drawn from and align with key human rights principles. The values are Equality and Non-Discrimination, Active and Meaningful Participation, Inclusion, and Accountability.

## Section 3

**Section 3** outlines the four pillars and accompanying strategic outcome and objectives in the Strategy, which are closely aligned with those in the European Commission's Union of Equality: LGBTIQ Equality Strategy 2020-2025, and which have been tested through the consultation process.



### Pillar 1: Safety



**Strategic Outcome:** The right of LGBTIQ+ people to live their lives safely, free of harassment and violence is promoted and respected.



#### Strategic Objectives:

1. Misinformation in relation to LGBTIQ+ people in Ireland is countered.
2. An Garda Síochána and the criminal justice system respond proactively and effectively to ensure the safety of LGBTIQ+ people.
3. Enforcement mechanisms are in place to make hate crime/hate speech laws effective and there are appropriate supports for victims.
4. The bullying of LGBTIQ+ young people in schools is prevented and addressed.
5. Appropriate policies and practices are in place and being implemented to protect the safety of the LGBTIQ+ community.



## Pillar 2: Health and Wellbeing



**Strategic Outcome:** LGBTIQ+ people enjoy health and wellbeing outcomes similar to that of the general population and their specific needs are addressed within the health system.



### Strategic Objectives:

1. LGBTIQ+ people's health and wellbeing are improved through improved investment in and access to services, particularly in rural areas.
2. An inclusive environment is in place for LGBTIQ+ people within health and social care settings.



## Pillar 3: Participation and Inclusion



**Strategic Outcome:** Promote and support the participation and inclusion of LGBTIQ+ people within all aspects of Irish society.



### Strategic Objectives:

1. Policies aimed at fostering a culture of LGBTIQ+ inclusion are developed and being implemented.
2. The visibility and celebration of LGBTIQ+ identities is enhanced.
3. Policies aimed at ensuring LGBTIQ+ inclusion in the workplace and economy are developed and being implemented.
4. An enabling environment for LGBTIQ+ civil society organisations is fostered.
5. Knowledge gaps on the lived experience of LGBTIQ+ people in Ireland are addressed.



## Pillar 4: Equality and Non-Discrimination



**Strategic Outcome:** Advance equality for, and counter discrimination against, LGBTIQ+ people including by protecting and promoting their rights.



### Strategic Objectives:

1. LGBTIQ+ people are protected from discrimination, harm, and hatred.
2. The processes for legal gender recognition are enhanced.
3. Equality for rainbow families is enhanced.
4. The protection and promotion of LGBTIQ+ rights at an international level is advanced.

## Section 4

**Section 4** outlines the national and international policy context, including relevant reports, recommendations and the international legislative framework which has shaped the approach adopted in the Strategy.



## Section 5

**Section 5** provides background information on the continuing challenges for LGBTIQ+ people in Ireland.

## Section 6

**Section 6** highlights how the Strategy was developed using an equality and human rights approach. The development of the Strategy was underpinned by a review of relevant literature and a robust consultation process from June to July 2024. Two separate consultation approaches were designed to inform the Strategy. One which was open to participants aged 18 and over and a separate process involving children and young people.

The consultation with those over 18 was delivered by independent facilitators while the consultation held with children and young people (aged 13-18), was facilitated by the National Participation Office within DCEDIY.

A Youth Advisory Group was established to support the youth consultation. Regional consultations were carried out in Dublin, Cork, Galway, Dundalk, Portlaoise and another was held online which included Irish Sign Language (ISL) interpretation. Four hundred and sixteen<sup>4</sup> online submissions were received and analysed as part of the process. The youth consultation was held in Dublin but included participants from around the country.

The purpose of the consultation process was to draw together and present the views of LGBTIQ+ people and those who engage with LGBTIQ+ issues through their lived experience in a manner that would contribute most effectively to the development of the new Strategy. Across the age spectrum, the consultations identified several key areas for action that, in part, informed the development of the Strategy.

The consultations also highlighted the need for the successor Strategy to incorporate a stronger outcomes focused approach, a transparent reporting and implementation structure, with achievable actions, clear performance indicators and a robust monitoring system to ensure full and effective implementation of the successor Strategy.

---

4. 416 was the total number of online submissions received; 11 were duplications.

## Section 7

**Section 7** outlines how the Strategy will be implemented. The high-level objectives will be delivered through two 2-year action plans, which will outline Key Performance Indicators, responsibilities, and timelines for implementation of actions. The first Action Plan is published alongside this Strategy. It sets out actions for the period 2025–2026 and indicative actions for the period 2027–2028. The Strategy provides for improved oversight structures to ensure greater clarity and accountability for the delivery of actions.

A Steering Committee, chaired by the Minister for Children, Disability and Equality, will be established comprising representatives from the LGBTIQ+ community and statutory and non-statutory bodies. Its secretariat will be provided by the Department of Children, Disability and Equality, and its function will be to ensure successful implementation of the Strategy. The Steering Committee will have a more strategic role than previously and will have the scope to address any issues that arise in the delivery of actions across any of the four pillars of the Strategy. Sub-committees will be formed as and when required; these will focus on specific programmes of work and be action oriented. A new annual LGBTIQ+ forum will showcase best practice and will provide an opportunity to raise concerns and updates on implementation. It will also allow members to provide feedback directly to the Steering Committee.

There will be transparent quarterly public reporting on progress in delivering actions under NLIS II across all Departments and State Agencies charged with delivering actions. This reporting will be supported by a published annual report on progress. The annual report will be presented to the Minister and to the Cabinet Committee on Social Affairs and Public Services.

Implementation of the Strategy will be supported and coordinated at central Government level. Political oversight of this whole-of-Government Strategy will be provided by the Cabinet Committee on Social Affairs and Public Services.



# List of Abbreviations



## List of Abbreviations

AGS	An Garda Síochána
CAMHS	Children and Adolescent Mental Health Services
CES	Centre for Effective Services
DCEDIY	Department of Children, Equality, Disability, Integration and Youth
DCU	Dublin City University
DSGBV	Domestic Sexual and Gender Based Violence
ECHR	European Convention on Human Rights
EU	European Union
FRA	European Union Agency for Fundamental Rights
GP	General Practitioner
ILGA	International Lesbian, Gay, Bisexual, Trans, and Intersex Association
IPAS	International Protection Accommodation Services
IPSOS	Institut Public de Sondage d'Opinion Secteur
IPRT	Irish Penal Reform Trust
ISL	Irish Sign Language
KPI	Key Performance Indicator
LIBE	The European Parliament's Committee on Civil Liberties, Justice, and Home Affairs
LGBTIQ+	Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Plus
NLIS	National LGBTIQ+ Inclusion Strategy
MIS	Migrant Integration Strategy
NSWG	National Strategy for Women and Girls
NTRIS	National Traveller and Roma Strategy
SPHE	Social, Personal and Health Education
PEP	Post-Exposure Prophylaxis
PrEP	Pre-Exposure Prophylaxis
TGEU	Transgender Europe
UN	The United Nations



# Progress Since 2019

Significant advancements in LGBTIQ+ equality have been made in recent years. The European Union Agency for Fundamental Rights' (FRA) third LGBTIQ 2024 survey - EU LGBTIQ survey III 'LGBTIQ at a crossroads: progress and challenges'<sup>6</sup> notes that at an EU level 'years of efforts, policy and legislation combined with campaigning show some positive developments in the fight for equality'. The survey notes that people are becoming more open about their sexual orientation, gender identity, gender expression and sex characteristics and that 'schools deal with LGBTIQ issues more positively than before'. It also found that discrimination on grounds of sexual orientation, gender identity/expression and sex characteristics had decreased in the EU. The 2023 IPSOS Survey report on People in Ireland's attitude towards diversity commissioned by DCEDIY<sup>7</sup> found that positive attitudes to lesbian and gay couples in Ireland were high.

The National LGBTI+ Inclusion Strategy also recognised the importance of having better information available on the population and needs of LGBTIQ+ people in Ireland to support the development of evidence-based policy. A Research Sub-Committee was established within DCEDIY to deliver a research programme based on an analysis of research gaps together with priorities identified by a Research Sub-Committee. This programme advanced several important pieces of research to better understand the experiences of LGBTIQ+ people in Ireland.

5. The Strategy was extended until this successor Strategy was developed
6. Available at: [LGBTIQ equality at a crossroads – Progress and challenges \(europa.eu\)](#)
7. Department of Children, Equality, Disability, Integration and Youth, IPSOS Survey on People in Ireland's attitude towards diversity, 2023.  
Available at: [Survey on People in Ireland's attitude towards diversity \(www.gov.ie\)](#)
8. At the time of writing, the 2024 round of the LGBTI+ Community Service Fund has not been disbursed.

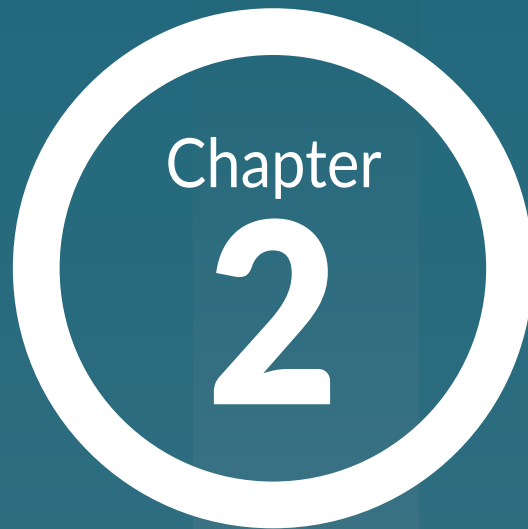


Legislation has been progressed in several areas, to provide for equality for LGBTIQ+ people before the law, with particular advances in same sex parentage. This includes commencement of several elements of the Children and Family Relationship Act 2015 relating to the rights of children conceived through donor embryos or gametes and the declaration of parentage. In addition, adoptive legislation allows couples to choose who will avail of adoptive leave, enhancing the rights of male same-sex couples. On July 2, 2024, The Health (Assisted Human Reproduction) Act 2024 was signed into law by the President which enables families with children born through assisted human reproduction and surrogacy, including rainbow families, to enjoy legal certainty in terms of their rights.

The inaugural Strategy progressed a wide range of health initiatives particularly within the area of sexual health including the launch of a free national STI home testing service; expansion of community HIV programmes; expansion of condom distribution services and the roll-out of a national Pre-Exposure Prophylaxis (PrEP) programme. A revised individual risk-based approach to blood donation is now also in place whereby a personal assessment is conducted of each donor's eligibility to donate blood based on sexual history and associated risk, resulting in a more inclusive system for LGBTIQ+ donors.

Throughout the first Strategy, An Garda Síochána worked to increase the reporting of hate crimes by members of the LGBTIQ+ community. They introduced several supportive measures including an online system for reporting hate crimes, enhanced systems for tracking and reporting on instances of hate crime, provision of hate crime training for Gardaí and increasing the number of Diversity Officers within the force. At an international level, Ireland continues to participate in international developments with respect to promoting and protecting LGBTIQ+ rights, an increasingly important undertaking, given growing push-back on the advancement of LGBTIQ+ equality globally.

This Strategy seeks to build on the successes and achievements of the initial Strategy and to deliver on key actions to address the continuing challenges that LGBTIQ+ people face as identified through literature review and consultation. The Strategy aims to do this through a whole of lifecycle approach enabling a focused approach to meet the specific and identified needs of the LGBTIQ+ community throughout their lives.



# Vision and Values



This vision for NLIS II seeks to continue the fundamental objective of securing full equality for LGBTIQ+ people within Irish society. This vision will be achieved through respecting and promoting the diversity of identities and perspectives of all members of the community, improving the quality of life and wellbeing for LGBTIQ+ people, thus enabling them to participate fully in Ireland’s social, economic, cultural, and political life.



## Vision

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



## Values

The Strategy is rooted in a commitment to human rights and recognises the State’s obligation to respect and protect human rights. It recognises the valuable role that civil society plays in the advancement of LGBTIQ+ equality and more broadly across all society. The values for the NLIS II are drawn from key human rights principles and will guide the implementation of this Strategy.



### **Equality and Non-Discrimination:**

Promoting equality and committing to addressing discrimination experienced by LGBTIQ+ people.



### **Active and Meaningful Participation:**

Recognising the importance of the meaningful participation of LGBTIQ+ people in policies that impact their lives, through consultation, implementation, and monitoring.



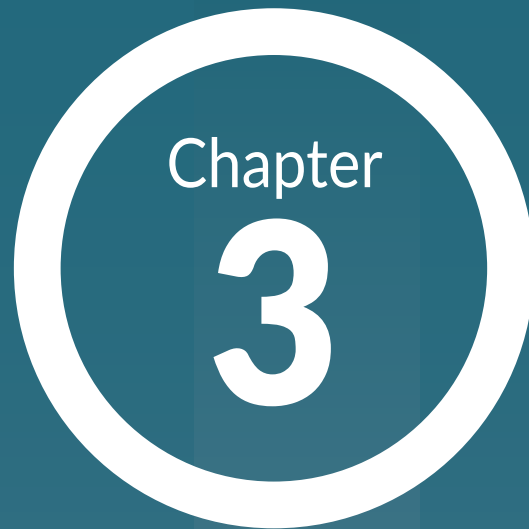
### **Inclusion:**

Addressing the needs of those most marginalised within the LGBTIQ+ community including those experiencing the highest levels of exclusion or isolation.



### **Accountability:**

Providing a transparent framework for implementation, monitoring and reporting.



# Pillars, Strategic Outcomes and Objectives

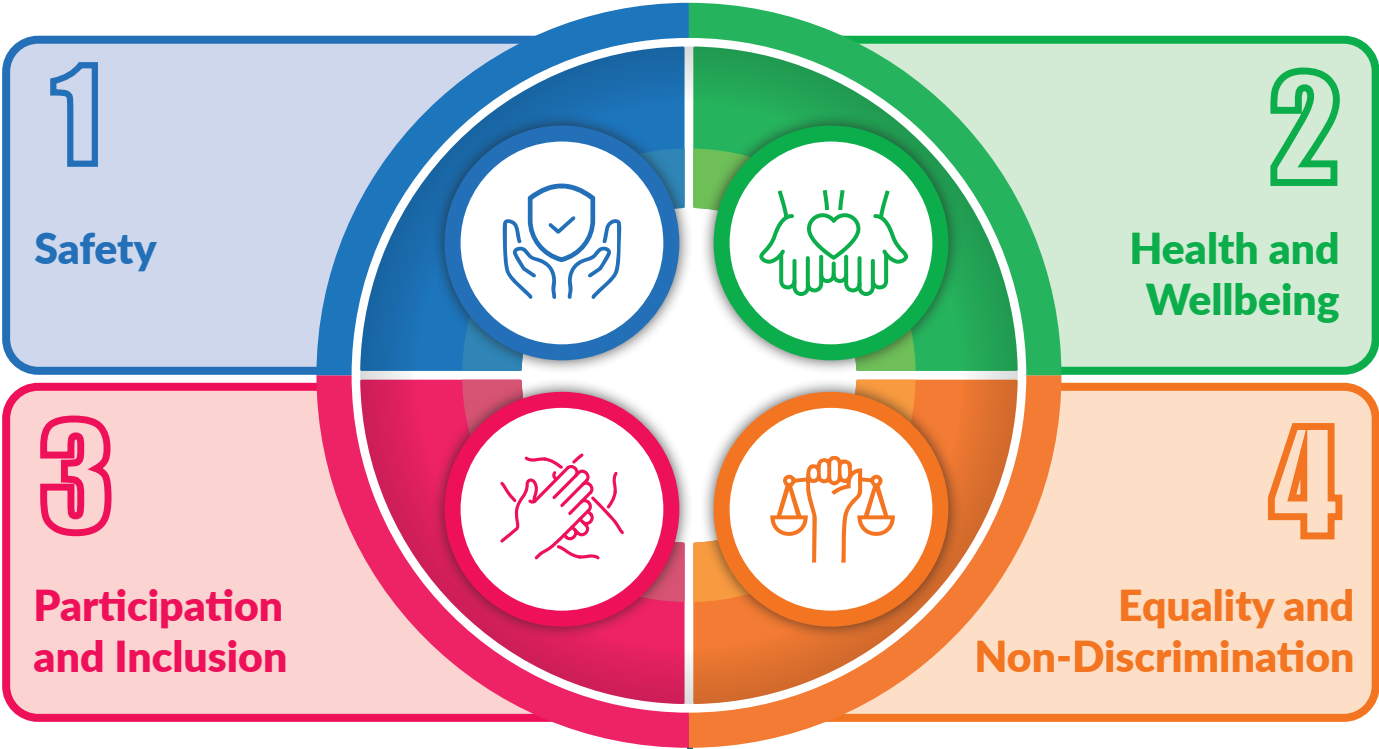


# Introduction

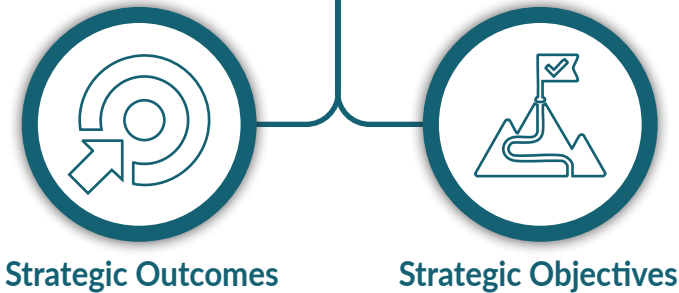
This Strategy contains four key pillars, which reflect the outcome of the review of the National LGBTI+ Inclusion Strategy and the consultation process detailed in Section 6.

They align with the pillars in the European Commission’s LGBTIQ Equality Strategy 2020 – 2025, while responding to the specific needs emanating from the above-mentioned processes. The pillars encompass a whole of lifecycle approach with specific issues impacting different age cohorts throughout their lifecycle.

The pillars are:



Each of the pillars are structured as outlined below:





# 1. Safety

Everyone has the right to safety and to live their lives free from the fear of violence or harassment. However, LGBTIQ+ people continue to face unacceptably high levels of harassment and violence related to their sexual orientation and/or gender identity. This Strategy will aim to address this through a number of prevention and protection measures, including addressing misinformation in relation to LGBTIQ+ people; developing more proactive and effective approaches within the criminal justice system towards addressing the safety issues experienced by the LGBTIQ+ community, which will necessitate the development of a strong and trusting relationship between the community and An Garda Síochána; addressing and preventing LGBTIQ+ bullying in schools, enhancing awareness of the occurrence of Domestic, Sexual and Gender Based Violence (DSGBV) within the LGBTIQ+ community and improving safety for LGBTIQ+ people in public spaces.



## Strategic Outcome

The right of LGBTIQ+ people to live their lives safely, free of harassment and violence is promoted and respected.



## Strategic Objectives for Safety

1. **Misinformation in relation to LGBTIQ+ people in Ireland is countered.**
2. **An Garda Síochána and the criminal justice system respond proactively and effectively to ensure the safety of LGBTIQ+ people.**
3. **Enforcement mechanisms are in place to make hate crime/hate speech laws effective and there are appropriate supports for victims.**
4. **The bullying of LGBTIQ+ young people in schools is prevented and addressed.**
5. **Appropriate policies and practices are in place and being implemented to protect the safety of the LGBTIQ+ community.**



## 2. Health and Wellbeing

Progress has been made in the provision of sexual health services for LGBTIQ+ people. However, specific health-related issues remain to be addressed. Levels of depression, anxiety, and stress amongst members of the LGBTIQ+ community remain high, with such issues particularly challenging for LGBTIQ+ young people and trans people. The consultation process consistently raised gaps and issues in relation to the provision of trans healthcare, intersex healthcare, mental healthcare, and highlighted the need for better understanding amongst health and social care professionals to be able to address the specific needs and experiences of LGBTIQ+ people, including those of intersectional identities. Access to services in more rural areas, was also identified as a key issue. This Strategy aims to address these issues through measures aimed at improving investment in and access to a range of health services, particularly in rural areas and providing for a more inclusive health and social care environment for LGBTIQ+ people.



### Strategic Outcome

LGBTIQ+ people enjoy health and wellbeing outcomes similar to that of the general population and their specific needs are addressed within the health system.



### Strategic Objectives for Health and Wellbeing

1. LGBTIQ+ people's health and wellbeing are improved through improved investment in and access to services, particularly in rural areas.
2. An inclusive environment is in place for LGBTIQ+ people within health and social care settings.



### 3. Participation and Inclusion

The importance of participation and inclusion continues to remain an issue for LGBTIQ+ people across society in Ireland, including in education, employment, culture, art, and sport. The youth consultation in particular highlighted specific concerns in relation to inclusivity within the school environment. While Ireland has been found to be an accepting and welcoming country overall, it remains the case that positive attitudes to transgender people are lower than for those for other minority and equality groups. The Strategy aims to address these issues through measures to improve visibility and inclusion across a wide range of areas; improved funding supports for LGBTIQ+ services and to ensure better availability of data is captured on the needs of LGBTIQ+ people. It also seeks to build on the initiatives already undertaken within the business community and by employers to ensure that LGBTIQ+ people are enabled to participate fully within the workplace and to enjoy equal access to economic opportunities.



#### Strategic Outcome

Promote and support the participation and inclusion of LGBTIQ+ people within all aspects of Irish society.



#### Strategic Objectives for Participation and Inclusion

1. Policies aimed at fostering a culture of LGBTIQ+ inclusion are developed and being implemented.
2. The visibility and celebration of LGBTIQ+ identities are enhanced.
3. Policies aimed at ensuring LGBTIQ+ inclusion in the workplace and economy are developed and being implemented.
4. An enabling environment for LGBTIQ+ civil society organisations is fostered.
5. Knowledge gaps on the lived experience of LGBTIQ+ people in Ireland are addressed.



## 4. Equality and Non-Discrimination

Much work has been done to address and remove the barriers which may prevent LGBTIQ+ people from enjoying full equality in law and in practice through the inaugural strategies. This includes commencement of several elements of the Children and Family Relationship Act 2015 relating to the rights of children conceived through donor embryos or gametes and the declaration of parentage. In addition, adoptive legislation now allows couples to choose who will avail of adoptive leave, enhancing the rights of male same-sex couples. The Health (Assisted Human Reproduction) Act 2024 which was signed into law by the President in July 2024 enables families with children born through assisted human reproduction and surrogacy, including rainbow families, to enjoy legal certainty in terms of their rights.

Despite these legislative advances, other legislative gaps which impact on the lives of the LGBTIQ+ community, including in relation to conversion practices, gender recognition and protecting LGBTIQ+ people from discrimination and hatred were raised throughout the consultation process. The Strategy will aim to address these gaps through the introduction or amending of legislation across key areas. The Strategy will also continue to advocate for the protection and promotion of LGBTIQ+ rights at an international level.



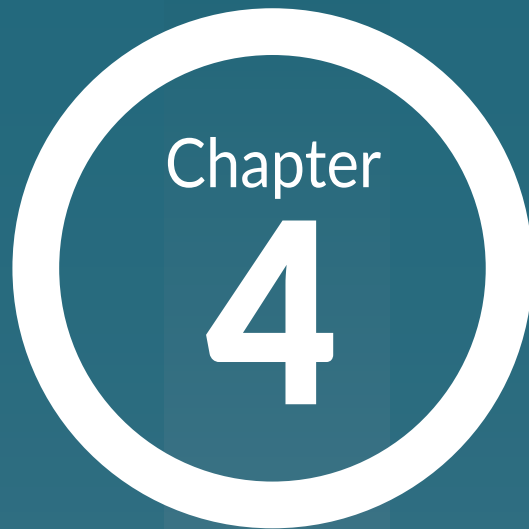
### Strategic Outcome

Advance equality for, and counter discrimination against, LGBTIQ+ people including by protecting and promoting their rights.



### Strategic Objectives for Equality and Non-Discrimination

1. LGBTIQ+ people are protected from discrimination, harm, and hatred.
2. The processes for legal gender recognition are enhanced.
3. Equality for rainbow families is enhanced.
4. The protection and promotion of LGBTIQ+ rights at an international level are advanced.



# National and International Policy Context

This chapter sets out the most relevant policy developments, initiatives and recommendations that shaped the approach adopted in the NLIS II.

## Report on the Review of National LGBTI+ Inclusion Strategy and LGBTI+ National Youth Strategy Implementation Report

In 2023, DCEDIY commissioned Mazars to conduct an independent review of the National LGBTI+ Inclusion Strategy<sup>9</sup>. The main goal of the Review was to inform the development of the successor Strategy. It had two key objectives, 1 – to determine if the actions under the National LGBTI+ Inclusion Strategy have been achieved and to understand why (if any) actions have not been achieved, and 2 – to identify key priority areas for inclusion in the successor National LGBTI+ Inclusion Strategy. The review found that overall, the Strategy made very good progress towards achieving 83% of what it set out to achieve. The Review made several recommendations including that a successor Strategy should take a whole of lifecycle approach and should focus on making the biggest impact in key priority areas through a reduced number of actions. It recommended that the Strategy should be supported by a clear implementation framework with key performance indicators (KPIs); an annual action plan; and be treated as a living document in practice. The report from the Review was published in June 2024.

The LGBTI+ National Youth Strategy Implementation Report 2018 - 2021<sup>10</sup> found that in relation to the LGBTI+ National Youth Strategy, a high level of progress was made on its objectives and goals. This report contained a series of recommendations including the need for a second Strategy (either as a stand-alone, or as part of a life-cycle approach to LGBTI+ equality, or part of equality mainstreaming in policy for children and young people) and that a future Strategy should have clear roles, responsibilities, authorities, and accountabilities, with explicit processes for engagement with young people; and that funding for actions should be factored in. The report recommended examining the specific needs of intersectional groups; including a combination of mainstreaming and specific activities; and assessing the impact of the future Strategy. Both reports have been carefully considered in the development of the NLIS II.

## Shadow Report of Ireland's First National LGBTI+ Inclusion Strategy, 2024

In 2023, LGBT Ireland developed a report titled “Progress Made. Renewed Efforts Required. A Shadow Report of Ireland's First National LGBTI+ Inclusion Strategy” which was published in January 2024.<sup>11</sup> The Shadow Report sought to measure and evaluate the impact of the Strategy from a community perspective. Based on their assessment, an overall grade of C+ was provided for the progress of the Strategy. The Report set out several recommendations for the development of the successor Strategy including taking a whole-life approach, having specific and measurable actions, addressing intersectional gaps, and updating the approach to monitoring and evaluation. The Shadow Report served as a valuable point of reference for the Department in the development of this successor Strategy.

- 
9. Mazars, Report on the Review of the National LGBTI+ Inclusion Strategy, 2024 [gov - Equality and Integration \(www.gov.ie\)](http://gov.ie/EqualityandIntegration)
  10. Department of Children, Equality, Disability, Integration and Youth, Final Report on the Implementation of the LGBTI+ National Youth Strategy 2018 – 2021, 2024 [gov - Equality and Integration \(www.gov.ie\)](http://gov.ie/EqualityandIntegration)
  11. LGBT Irelands Full Shadow Report, 2024 [Full-Report-Progress-Made.-Renewed-Efforts-Required.-A-Shadow-Report-of-Irelands-First-National-LGBTI Inclusion-Strategy.pdf](https://www.government.ie/media/1000000/Full-Report-Progress-Made.-Renewed-Efforts-Required.-A-Shadow-Report-of-Irelands-First-National-LGBTI-Inclusion-Strategy.pdf)

## Realising the Promise of Equality Policy: An evaluation of the processes of implementation of three national equality strategies

In 2022, the DCEDIY commissioned the Centre for Effective Services (CES) to conduct an independent evaluation of the processes used by government to implement three national equality strategies: the Migrant Integration Strategy (MIS), the National Strategy for Women and Girls (NSWG), and the National Traveller and Roma Inclusion Strategy (NTRIS). The development of the NLIS II has taken key learnings and recommendations from the report on board, as evidenced in the revised implementation and monitoring structures, the reduced number of priority objectives and associated actions, the development of indicator sets, and the provision for the development of two 2-year action plans.

## International Legislative and Policy Framework

The NLIS II is underpinned by a broad international legislative and policy framework including relevant human rights instruments, recommendations, and policy frameworks. A full list of relevant human rights instruments is set out at Appendix 1.

### The Charter of Fundamental Rights and The European Convention on Human Rights

Equality and non-discrimination are fundamental values enshrined in EU primary law<sup>12</sup>. The Charter of Fundamental Rights of the European Union includes provisions to protect rights, including the right to equality before the law and non-discrimination based on sexual orientation and sex. The European Convention on Human Rights Act 2003 (ECHR Act) incorporates the provisions of the ECHR into domestic law. The ECHR Act requires the State to perform its functions in a manner compatible with obligations under the Convention.

### Council of Europe's recommendation CM/Rec(2010)5 of the Committee of Ministers

Recommendation CM/Rec(2010)5<sup>13</sup> identifies specific measures to be adopted and enforced by member states to combat discrimination and to ensure respect for human rights of lesbian, gay, bisexual, and transgender persons.

### The Yogyakarta Principles plus 10 (YP plus 10)

The 2006 Yogyakarta Principles<sup>14</sup> address a range of international human rights standards and their application to sexual orientation and gender identity issues. The Yogyakarta Principles plus 10 provides a set of additional principles reflecting developments in international human rights law and practice.

---

12. Treaty of the European Union

13. Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity

14. The full text of the Yogyakarta Principles and the Yogyakarta Principles plus 10 are available at: [www.yogyakartaprinciples.org](http://www.yogyakartaprinciples.org)

## European Council Equality Directives and UN Human Rights Council Resolutions

Several relevant Directives prohibit discrimination across several areas, including in employment on the grounds of sexual orientation<sup>15</sup> in access to and supply of goods and services based on sex<sup>16</sup> and based on gender reassignment<sup>17</sup>. Building on previous relevant resolutions, The Human Rights Council adopted a 2024 resolution combating discrimination, violence, and harmful practices against intersex persons<sup>18</sup> and a 2019 resolution on the elimination of discrimination against women and girls in sport<sup>19</sup>.

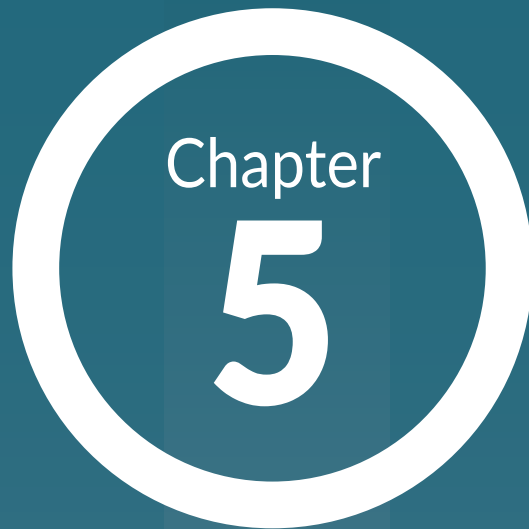
## United Nations Committee Reports

Several UN Committees have made recommendations in relation to the protection of LGBTIQ+ rights in Ireland<sup>20</sup> including recommendations to simplify procedures for legal gender recognition for children aged 16 and 17; to protect and support children who experience LGBTIQ+ based bullying, discrimination, or harassment; to ensure education curricula includes sexual diversity; and to implement a rights-based health-care protocol for intersex children.

## The European Commission's LGBTIQ Equality Strategy 2020-2025

The European Commission's first LGBTIQ Equality Strategy sets out actions to tackle discrimination, ensure safety, build inclusive societies and to lead the call for LGBTIQ equality around the world. The Irish Government actively participates in the LGBTIQ Equality Subgroup which works to support and monitor progress of the protection of LGBTIQ people's rights in the Member States. The LGBTIQ Equality subgroup prepared Guidelines for Strategies and Action Plans to Enhance LGBTIQ Equality, which provide a comprehensive tool for policy makers and support Member States in their efforts to affirm LGBTIQ+ equality in a strategic and evidence-based manner. These Guidelines have served as a useful tool in the development of the NLIS II.

- 
15. Council Directive establishing a general framework for equal treatment in employment and occupation 2000/78/EC of 27 November 2000
  16. Council Directive 2004/113/EC on implementing the principle of equal treatment between men and women in the access to and supply of goods and services, of 13 December 2004
  17. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
  18. General Assembly Resolution A/HRC/RES/55/14 adopted by the Human Rights Council on 1 April 2024
  19. General Assembly Resolution A/HRC/RES/40/5 adopted by the Human Rights Council on 21 March 2019
  20. The United Nations Committee on Economic, Social and Cultural Rights Concluding Observations on the Fourth Periodic Report of Ireland, The UN Human Rights Committee on the Rights of the Child Concluding Observations on the combined fifth and sixth periodic reports of Ireland and the UN Human Rights Committee on the Elimination of Discrimination against Women Concluding Observations on the combined sixth and seventh periodic reports of Ireland.



# Continuing Challenges



**The context in which the Strategy has been developed differs from that of the preceding Strategies. The European Parliament's Committee on Civil Liberties, Justice, and Home Affairs (LIBE) 2024 report on implementation of the European Commission's LGBTIQ Equality Strategy noted the current challenges to LGBTIQ+ safety across Europe, highlighting that developments in some Member States have shown that progress on LGBTIQ+ rights cannot be taken for granted<sup>21</sup>.**

In particular, the report noted that the rise of far-right political forces has motivated an increase of the harassment and persecution of LGBTIQ+ persons in Europe. This has been mirrored by the findings of relevant research, including the European Union Agency for Fundamental Rights' (FRA) third LGBTIQ 2024 survey - EU LGBTIQ survey III 'LGBTIQ at a crossroads: progress and challenges'. The issue of safety for the LGBTIQ+ community emerged very strongly throughout the consultation process and, in particular, it highlighted a low level of trust amongst the LGBTIQ+ community of An Garda Síochána (AGS) despite their work in recent years to build trust within the LGBTIQ+ community. Issues of safety were also a significant concern in consultations with children and young people, with a particular emphasis on bullying and their experiences in the school environment.

The National LGBTI+ Inclusion Strategy acknowledged that outcomes for LGBTIQ+ people across various sectors, including in health had not been fully addressed and it undertook a range of initiatives to advance progress in this area. The independent review of the Strategy acknowledged 'significant advancements in a range of health outcomes' although recognised that important gaps remain in the realm of health and wellbeing pertaining to LGBTIQ+ people. The consultation process consistently raised gaps and issues in relation to the provision of trans healthcare, intersex healthcare, mental healthcare, and highlighted the need for better understanding amongst health and social care professionals to be able to address the specific needs and experiences of LGBTIQ+ people, including those of intersectional identities. Access to services in more rural areas, was also identified as a key issue.

The participation and inclusion of LGBTIQ+ people in Irish society remains a concern for the community. While the consultation process recognised several positive developments in recent years, concerns remain in relation to wider visibility for the LGBTIQ+ community, gaps in funding for LGBTIQ+ services and participation in school, employment, sports, arts, and culture. While the 2023 IPSOS Survey report on People in Ireland's attitude towards diversity, commissioned by DCEDIY, found that attitudes amongst the Irish population towards LGBTIQ+ people are largely positive, it is of concern that positive attitudes towards transgender people are lower than almost all other equality groups. The participation and inclusion of those most marginalised or vulnerable within the LGBTIQ+ community was regularly raised during the consultation process.

While much work has been done through the inaugural Strategies to address and remove the barriers which may prevent LGBTIQ+ people from enjoying full equality in law and in practice, several remaining legislative gaps were raised throughout the consultation process. These primarily relate to the enactment of hate crime legislation and legislation banning conversion practices, the implementation of the recommendations from the review of the Gender Recognition Act 2015, and outstanding issues pertaining to equality for Rainbow Families.



*The participation and inclusion of those most marginalised or vulnerable within the LGBTIQ+ community was regularly raised during the consultation process.*



## Harassment and Violence

Everyone has the right to safety and to live their lives free from the fear of violence or harassment. However, LGBTIQ+ people continue to face high levels of harassment and violence related to their sexual orientation and/or gender identity. According to ILGA-Europe's Annual Review of the Human Rights Situation of LGBTI People in Europe and Central Asia<sup>22</sup>, 2022 was the most violent year for LGBTIQ+ people in a decade. ILGA-Europe also reported a trend of increases in bias-motivated violence in 2023<sup>23</sup>.

Reports of hate crimes have been rising in Ireland. Two men were murdered in separate homophobic attacks in the town of Sligo in April 2022, while a third man was seriously injured. An Garda Síochána (AGS) noted an increase in hate crimes in 2023, compared to 2022 and 2021 - 548 hate crimes were reported in 2023, compared to 510 in 2022 and 389 in 2021<sup>24</sup>. In 2022, out of all hate crimes and hate related instances reported, sexual orientation was the second most prevalent discriminatory motive (behind race). Fear of harassment and violence therefore remains a serious concern for the LGBTIQ+ community.

This was echoed in The National Study on the Mental Health and Wellbeing of the LGBTIQ+ Communities in Ireland: 'Being LGBTIQ+ in Ireland', published in 2024<sup>25</sup>. This report revealed that 72% of participants experienced verbal abuse due to being LGBTIQ+; that 1 in 4 reported having been punched, hit, or physically attacked due to being LGBTIQ+; while 51% reported feeling unsafe showing affection with a same-sex partner in public. The report highlighted that 33% of participants had been threatened to be outed, 30% had experienced non-consensual touching, and 16.5% had experienced sexual assault. Approximately 23% of participants had experienced anti-LGBTIQ+ hate speech - either online or in public media - in the last year.

The 2024 EU LGBTIQ survey III found that in Ireland, 13% of all respondents had been attacked in the 5 years before the survey (compared to 11% in 2019), while 52% said that they were harassed in the year before the survey (compared to 37% in 2019). The 2024 survey also found that 51% of respondents (59% in 2019) avoided often or always holding hands with their same-sex partner in Ireland, with 30% (31% in 2019) avoiding certain locations for fear of being assaulted either 'often or always'<sup>26</sup>.

21. European Parliament, REPORT on the implementation of the EU LGBTIQ Equality Strategy 2020-2025 | A9 0030/2024. Available at: [REPORT on the implementation of the EU LGBTIQ Equality Strategy 2020-2025 | A9-0030/2024 | European Parliament \(europa.eu\)](#)

22. [Annual Review 2023 | ILGA-Europe](#)

23. [Annual Review 2024 | ILGA-Europe](#)

24. [Hate Crime Statistics - Garda](#)

25. Available at: [FINAL-Being-LGBTQI-in-Ireland-Full-Report.pdf \(belongto.org\)](#)

26. The Survey was conducted in 2023, with the report published in 2024

While the figure is higher in Ireland than the EU-27 average, the FRA report indicates that only 16% went to An Garda Síochána (AGS) to report physical or sexual attacks. A 2022 report on the experiences of LGBTI+ Travellers and Roma also highlights high levels of harassment and violence<sup>27</sup>.

Within the school environment, the 2024 Being LGBTIQ+ in Ireland study revealed that just under half (48.7%, n=498) of participants reported experiencing homophobic, biphobic, or transphobic bullying in school. Around one quarter (26%, n=266) reported that they had missed or skipped school to avoid such bullying. The experience of bullying in school was most pronounced amongst transgender and gender non-conforming participants. The 2024 FRA report highlighted that 52% of LGBTIQ+ students in Ireland were hiding being LGBTIQ+ in school, compared to the EU average of 49%. The 2022 Irish National School Climate Survey Report<sup>28</sup> which looked at the experiences of lesbian, gay, bisexual, trans, and queer young people in Irish second-level schools, revealed that 50% of LGBT students reported feeling unsafe at school in the past year because of their sexual orientation; 37.2% of LGBT students felt unsafe because of how they express their gender and 28.1% of LGBT students felt unsafe because of their gender identity. 68.5% had heard homophobic remarks from other pupils and 58% had heard homophobic remarks from school staff. The report indicated that most LGBT students (86.1%) in the survey reported feeling deliberately excluded or “left out” by other students. Furthermore, spaces such as bathrooms, locker rooms and lunchrooms are often avoided by LGBT students due to feeling unsafe.

A 2023 survey, commissioned by the DCEDIY of LGBTI+ people living in International Protection Accommodation Services (IPAS) accommodation highlighted that many participants had experienced physical violence and harassment from other residents in accommodation centres, including unwanted sexual contact<sup>29</sup>.

A 2016 study by Irish Penal Reform Trust (IPRT) found evidence of harassment and bullying in Irish prisons, particularly in men’s prisons<sup>30</sup>. A study of homeless LGBTIQ+ youth in Ireland (Quilty and Norris, 2020) found that there was a significant link between parental rejection following coming out and youth homelessness<sup>31</sup>.

The issue of Domestic, Sexual and Gender Based Violence (DSGBV) was raised during the consultation process, including concerns that the LGBTIQ+ community are afraid of reporting DSGBV for fear of not being believed and a perceived limited awareness amongst refuge service providers of LGBTIQ+ DSGBV issues.

---

27. Sartori, Unveiling Inequality - Experiences of LGBTI+ Travellers & Roma, 2022 Available at: [173392-LGBTI-Traveller-Roma-Peer-Research-Report-7.11.22-version-final.pdf](https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/publications/lgbti-people-living-in-international-protection-accommodation-services-ipas-accommodation-best-practices-lived-experiences/)

28. Available at: [2022-School-Climate-Survey\\_Full-Report.pdf \(belongto.org\)](https://www.belongto.org/2022-School-Climate-Survey-Full-Report.pdf)

29. Noone, C., Magugliani, N., and Sugrue, R. (2023) ‘Survey of LGBTI+ People Living in International Protection Accommodation Services (IPAS) Accommodation’. LGBT Ireland. Commissioned by the Department of Children, Equality, Disability, Integration and Youth. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/publications/lgbti-people-living-in-international-protection-accommodation-services-ipas-accommodation-best-practices-lived-experiences/>

30. Carr, Mc Alister, Serisier, Out on the Inside: The Rights, Experiences and Needs of LGBT People in Prison, Irish Penal Reform Trust, 2016. Available at: [iprt\\_out\\_on\\_the\\_inside\\_2016\\_embargo\\_to\\_1030\\_feb\\_02\\_2016.pdf](https://www.iprt.ie/wp-content/uploads/2016/02/iprt_out_on_the_inside_2016_embargo_to_1030_feb_02_2016.pdf)

31. Quilty and Norris, A Qualitative Study of LGBTIQ+ Youth Homelessness in Ireland, Focus Ireland, 2020. Available at: [LGBTQI-Youth-Homelessness-Report\\_FINAL-VERSION.pdf \(focusireland.ie\)](https://www.focusireland.ie/wp-content/uploads/2020/09/LGBTQI-Youth-Homelessness-Report_FINAL-VERSION.pdf)



*The issue of Domestic, Sexual and Gender Based Violence (DSGBV) was raised during the consultation process, including concerns that the LGBTIQ+ community are afraid of reporting DSGBV for fear of not being believed and a perceived limited awareness amongst refuge service providers of LGBTIQ+ DSGBV issues.*



## Health and Wellbeing

According to the Transgender Europe's (TGEU) Trans Health Map<sup>32</sup>, Ireland ranks 27th out of the EU 27 in terms of trans health care. The lack of access to trans health care was repeatedly raised as a concern during the consultation process, not only by trans people but also by the wider LGBTIQ+ community. This is mirrored in the findings of the 2024 Being LGBTIQ+ in Ireland Report, which reported low access to trans healthcare which was resulting in some participants travelling abroad for services or self-medicating, often without ongoing medical supervision, support, or aftercare.

The Being LGBTIQ+ in Ireland report found that LGBTIQ+ people continue to face significant health issues with high levels of self-harm and suicidality and increased levels of depression, anxiety and stress. This mirrors findings in the 2023 Independent Review of the provision of Child and Adolescent Mental Health Services (CAMHS)<sup>33</sup>, which pointed to high levels of depression, anxiety and stress faced by members of the LGBTIQ+ community, including a high proportion of Intersex participants (47.4%) reporting levels of severe/extremely severe anxiety.

The Being LGBTIQ+ in Ireland report noted that the situation was particularly challenging for LGBTIQ+ young people (under 25) and trans people. Similar experiences were highlighted throughout the consultation process. The research also highlighted issues related to substance abuse within the LGBTIQ+ community.

The specific health care needs of Intersex people were raised throughout the consultation process, not only in relation to the provision of care that is inclusive of their needs but also in relation to non-medically necessary surgeries on intersex babies. In 2013 the Special Rapporteur on torture and other cruel, inhuman, or degrading treatment or punishment<sup>34</sup> called upon all States to repeal any law allowing irreversible treatments, including genital-normalising surgery without the free and informed consent of the person concerned.

32. [Trans Health Map - TGEU - Transgender Europe](#)

33. Mental Health Commission, Independent Review of the Provision of Child and Adolescent Mental Health Services (CAMHS) in the State by the Inspector of Mental Health Services, Interim Report, 2023 Available at: [Independent Review of the Provision of Child and Adolescent Mental Health Services\(CAMHS\)in the State | Mental Health Commission \(mhcirl.ie\)](#)

34. Méndez, Report of the Special Rapporteur on Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, 2013. Available at: <https://digitallibrary.un.org/record/745862?v=pdf>

*The Gender Recognition Act 2015 facilitates a person, aged 16 or over, to change their gender from male to female or from female to male. It is widely recognised internationally as one of the most progressive systems of legal gender recognition in the world, based on self-declaration for adult applicants.*

This was also echoed by the Committee on the Rights of the Child in their Concluding Observations to Ireland in 2016.<sup>35</sup> That same Committee recommended in their Concluding Observations on the combined fifth and sixth periodic reports of Ireland in 2023<sup>36</sup> that adequate social, medical, and psychological services, counselling, and support should be provided to intersex children and their families. Recommendations in the 2022 research by Dublin City University (DCU) on the Lived experience on Intersex/Variations of Sex Characteristics in Ireland<sup>37</sup> recommended the introduction of clear practice guidelines for healthcare practitioners in this area delivering both paediatric and adult services to those with variations in their sex characteristics.

While much progress has been made in relation to sexual health in recent years, both the independent review of the National LGBTI+ Inclusion Strategy and the consultation process highlighted issues, particularly in relation to the need to broaden the provision of PrEP and Post-Exposure Prophylaxis (PEP) and to accommodate increased demands and further enhance condom distribution services at a national level. The PrEP programme in Ireland was established in late 2019 and while there are a range of public PrEP services and private or General Practitioner (GP) approved PrEP providers in Ireland, it is acknowledged that the number of approved PrEP providers is relatively low to support national availability and that access to sexual services in more rural areas is particularly challenging.

The consultations further raised issues in relation to the need for improved training for healthcare and social care professionals on the specific needs of LGBTIQ+ people. While there some positive experiences amongst the LGBTIQ+ community in their engagements with healthcare staff, it was expressed that these were dependent on individuals rather than the system. It was also highlighted that older LGBTIQ+ people had significant concerns about their future, should they no longer be able to live independently, including whether care staff would have the knowledge and confidence to provide inclusive care for older LGBTIQ+ people or whether there would be an acceptance of their identity within a residential care setting.

- 
- 35. Committee on the Rights of the Child, Concluding observations on the combined third and fourth periodic reports of Ireland, 2016. Available at: <https://digitallibrary.un.org/record/834930?v=pdf>
  - 36. Committee on the Rights of the Child, Concluding observations on the combined fifth and sixth periodic reports of Ireland, 2023. Available at: [g2302375.pdf \(un.org\)](https://digitallibrary.un.org/record/834930?v=pdf)
  - 37. Ní Mhuirthile, Feeney, Duffy, Staines, Dublin City University (DCU) Mapping the Lived Experiences of Intersex/Variations of Sex Characteristics in Ireland: Contextualising Lay and Professional Knowledge to Enable Development of Appropriate Law and Policy, 2022. Available at: <https://doras.dcu.ie/26873/#:~:text=N%C3%AD%20Mhuirthile%2C%20Tanya%2C%20Feeney%2C%20Maria%2C%20Duffy%2C%20Mel%20and,development%20of%20appropriate%20law%20and%20policy.%20Project%20Report>



## Participation and Inclusion

The 2024, Being LGBTIQ+ in Ireland report noted a positive shift in many social attitudes in Ireland in recent years, leading to a greater acceptance of LGBTIQ+ identities. In its third LGBTIQ survey report, the FRA found that discrimination on grounds of sexual orientation, gender identity/expression and sex characteristics had decreased in the EU: 36% of LGBTI people declared that they felt discriminated against in 2023, compared to 42% in 2019. Despite this decrease, trans and intersex people still report the highest rates of discrimination. At an EU level around one in three trans respondents reported feeling discriminated against at work in 2023 (30%) compared with 35% in 2019. A higher proportion of intersex respondents reported experiencing discrimination, such as when looking for work (31%) in 2023 than in 2019 (27%). The survey found that 35% of Irish respondents felt discriminated against in at least one area of life in the year before the survey and 51% of participants in Ireland said that LGBTIQ prejudice and intolerance has risen in Ireland in the last five years.

The importance of participation and inclusion remains an issue for LGBTIQ+ people in Ireland, particularly within schools, education, employment, culture, art, and sport. While the 2023 IPSOS report on people's attitudes to diversity found that, overall Ireland is an accepting and welcoming country, it is of concern that in some cases attitudes to transgender people are lower than for those for other minority and equality groups. The Being LGBTIQ+ in Ireland report noted the importance of not only supportive family and friends, but also a supportive workplace and local community for LGBTIQ+ people. It was reported that the ability to come out and be accepted had both a positive impact on people's mental health and wellbeing but also nurtured an increased sense of 'belonging and resilience'. While much has been done to advance the visibility of LGBTIQ+ people through the National LGBTI+ Inclusion Strategy, including through the increase in the number of LGBTIQ+ education materials in libraries; there is a recognition that not only does this work need to be continued, but also that more needs to be done to enhance the public visibility and celebration of LGBTIQ+ identities, particularly outside of Pride.

The need to combat rural isolation was consistently highlighted throughout the consultation process, with isolation being compounded by the uneven geographic presence of supports acting as a barrier to connecting with others in the community. LGBTIQ+ disabled people also highlighted access issues in relation to their participation and inclusion, including within the LGBTIQ+ community itself.

The 2022 Irish School Climate Survey report noted that 12.4% of respondents said that their classes included negative things about LGBT-related topics. This report indicated that LGBT students who were taught positive information about LGBT people, history and events were, more likely to report that the general student body is more accepting of LGBT people; more likely to feel like they belong in their school; and were less likely to miss days of school because of feeling unsafe. While the education curriculum has recently been enhanced to reflect greater inclusivity of LGBTIQ+ lives, through the recently updated Junior Cycle Social, Personal and Health Education (SPHE), education was the biggest issue raised by participants at the child and youth consultation. Schools were referred to as places of 'inequality' and that the personal beliefs of some in education settings impacted negatively on LGBTIQ+ young people in school. The consultation raised the need for continued improvement in relation to the curriculum, including ensuring SPHE was more inclusive and that the history of LGBTIQ+ people in Ireland was taught. Young people also raised the need for improved training and resources for teachers and for LGBTIQ+ inclusive education at primary level. Other barriers to participation by young LGBTIQ+ people that were highlighted included policies around school uniforms and the lack of gender-neutral bathrooms.



Sport Ireland's Irish Sports Monitor report in 2021<sup>38</sup> noted that while 70% of people agree that sport clubs actively welcome those from diverse ethnic backgrounds, lower proportions feel sports clubs are welcoming to those from the LGBTIQ+ community (59%). Consultations undertaken to inform the development of Sport Ireland's Policy on Diversity and Inclusion in Sport, highlighted a range of barriers and challenges for the LGBTIQ+ community to participation in sport. These include 1) anxiety or fear of experiencing homophobia, prejudice, discrimination, bullying and exclusion 2) attitudinal barriers, not feeling welcome or included within sport and physical activity settings, 3) lack of representation and of sport and physical activity role models, 4) awareness and access to clubs and facilities and 5) preference for non-competitive, individual sport because of low confidence, self-esteem, or perceived lack of ability<sup>39</sup>. The Being LGBTIQ+ in Ireland report also revealed negative attitudes towards transgender peoples' participation in sport; with 33% of people agreeing that transgender men should be able to take part in men's sports, while only 21% agreed that transgender women should be allowed participate in women's sports.

The consultations further raised issues in relation to research and data with participants emphasising the need for improved quality of data, including disaggregated data and the need to address gaps in understanding the needs of the LGBTIQ+ community, with a particular focus on diversity.

## Equality and Non-Discrimination

While much work has been done to address and remove the barriers which may prevent LGBTIQ+ people from enjoying full equality in law and in practice through the inaugural strategies, specific legislative gaps were raised throughout the consultation process.

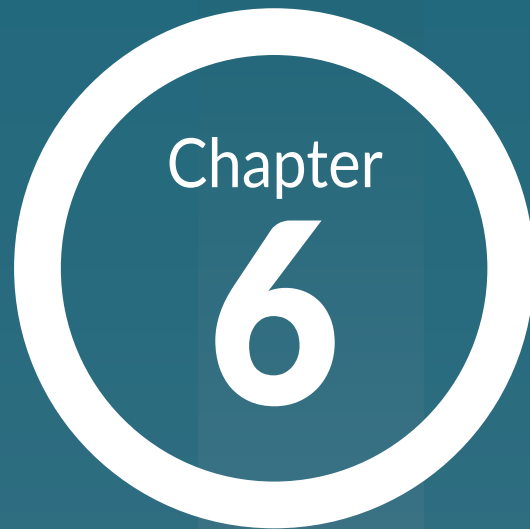
The Gender Recognition Act 2015 facilitates a person, aged 16 or over, to change their gender from male to female or from female to male. It is widely recognised internationally as one of the most progressive systems of legal gender recognition in the world, based on self-declaration for adult applicants. During the passage of the Gender Recognition Bill 2014 through the Oireachtas, the then Government gave a commitment to review the operation of the legislation and to examine issues that arose during the debate that required time for further analysis and consideration, including the position of people who are non-binary and of young people.

The need to ensure equal recognition for families under Irish law was frequently raised as a key issue throughout the consultation process. There were calls to address gaps in the Health (Assisted Human Reproduction) Act 2024 and the Children and Family Relationships Act 2015 to provide for equality of LGBTIQ+ families. The need was also raised to advance legislation to ensure that incitement to hatred and hate crimes against LGBTIQ+ people is adequately addressed. Consultation participants also raised the need to expand protections under the Equality Acts and to legislate to ban conversion practices in Ireland.

---

38. Sport Ireland, Irish Sports Monitor, Annual Report 2021. Available at: [20-101875 Irish Sports Monitor Annual Report2021 \(FINAL\)\\_1.pdf \(sportireland.ie\)](#)

39. Sport Ireland Policy on Diversity and Inclusion in Sport [Sport Ireland Policy on Diversity and Inclusion in Sport \(1\).pdf](#)



# Developing the Strategy



## Literature Review and the Consultation Process

A review of relevant literature (as outlined in above in Section 5) and a comprehensive consultation process informed the development of this Strategy. Two separate consultation approaches were designed to inform the Strategy. One which was open to participants aged 18 and over and a separate process involving children and young people. The consultation with those over 18 was delivered by independent facilitators while the consultation held with children and young people (aged 13-18), was facilitated by the National Participation Office within DCEDIY. A Youth Advisory Group was established to support the youth consultation.

Regional consultations were carried out in Dublin, Cork, Galway, Dundalk, Portlaoise and another was held online which included Irish Sign Language (ISL) interpretation. Four hundred and sixteen online submissions were received and analysed as part of the process. The youth consultation was held in Dublin but included participants from around the country. The purpose of the consultation process was to draw together and present the views of LGBTIQ+ people and those who engage with LGBTIQ+ issues through their lived experience in a manner that would contribute most effectively to the development of the new Strategy.

The consultations availed of all opportunities to engage with and listen to intersectional voices and a series of targeted focus groups were held with trans people, intersex people, bisexual people, older people, migrants, people with disabilities, and representatives from the Traveller and Roma communities. Intersectionality is a framework for understanding how privilege and discrimination in society are based on multiple factors of identity, which generate different modes of discrimination and privilege. The 'intersectional approach' can be understood as a way of identifying, understanding, and addressing inequality that accounts for the lived experience of people with intersecting identities. Listening to these intersectional voices has supported the Strategy in its approach of addressing the specific needs of the most marginalised LGBTIQ+ people in Ireland.

The results of the consultation process have been collated into three reports, a detailed and summary report on the consultations open to those over 18 and a report on the consultation undertaken with children and young people<sup>40</sup>.

## Consultation with Steering Committee and Government Departments

In October 2023, the National LGBTI+ Inclusion Steering Committee was engaged in a consultation exercise as part of the independent review of the National LGBTI+ Inclusion Strategy, facilitated by Mazars. A final report on the independent review of the Strategy was published in June 2024. Independent facilitators led a further consultation with the National LGBTI+ Inclusion Steering Committee in June 2024. As part of this consultation, a discussion took place around four proposed key pillars for the Strategy, as well as on the oversight and implementation processes for the Strategy. Bilateral engagements with Government Departments determined policy direction of line departments for key areas.

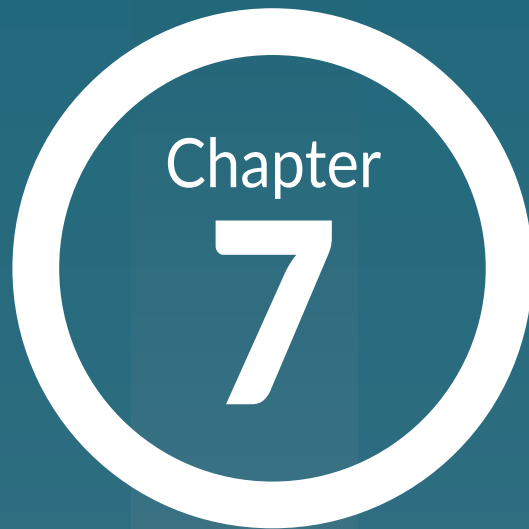
---

40. The three reports are available here: [gov - Equality and Integration \(www.gov.ie\)](http://gov.ie/EqualityandIntegration)



## **Consideration of Strategy by National LGBTI+ Inclusion Steering Committee and submission to Minister and the Government**

The draft NLIS II Strategy and initial first phase actions were submitted to the National LGBTI+ Steering Committee for consideration and discussion. The draft NLIS II Strategy including the initial first phase actions were subsequently approved by the previous Government on 22 October 2024. The first two-year Action Plan was further developed in line with the previous Government's approval and shared with the National LGBTI+ Inclusion Steering Committee. The final NLIS II and Action Plan 2025-2026 was approved by the new Minister for Children, Disability and Equality in May 2025.



**Implementing the  
National LGBTIQ+  
Inclusion Strategy  
2024 – 2028**



## Governance: Implementation Monitoring and Review

The Department of Children, Disability and Equality will have overall responsibility for oversight of the NLIS II. Ensuring that this Strategy is implemented effectively requires an approach informed by evidence with a strong monitoring and reporting framework to identify and address any slippage in delivery. The NLIS II is supported by a commitment to transparency, accountability and working together towards a shared vision.

## Reporting

Government Departments will be required to give quarterly updates on implementation of actions under the Action Plans. The Department of Children, Disability and Equality will make them available online to ensure openness and transparency. The ready availability and access to updates will serve as a simple snapshot of progress on key performance indicators, allowing all stakeholders to track progress, identify issues and celebrate successes. Most importantly, members of the LGBTIQ+ community and the organisations that represent them will be able to review progress and to raise questions as appropriate. An annual report on the implementation of the NLIS II will be published to provide the wider audience with a progress update on the Strategy. Greater accountability for the delivery of change will be achieved through publication of an annual report on implementation of the NLIS II for presentation to the Minister and relevant Government and Oireachtas Committees.

The upcoming National Equality Data Strategy will provide guidance on the collection of equality data and how to identify and address gaps in data systems. The Equality Data Strategy will provide a framework for informing outcomes and indicators as the Strategy progresses.

## National LGBTIQ+ Strategy Steering Committee and Sub-committees

Membership of the National LGBTI+ Inclusion Strategy Steering Committee will be reviewed, and going forward the Committee will have a more strategic focus on critical issues. It will be chaired at Ministerial level in the Department of Children, Disability and Equality and will meet on a quarterly basis or more often as required. Clear Terms of Reference will be drawn up for the new Steering Committee. The Steering Committee will oversee the implementation of the Strategy and associated action plans. It will also assess whether further action is required on specific issues or if revised actions are required taking account of changing circumstances and emerging opportunities during the lifetime of the Strategy. Sub-committees will be formed as and when required. These will focus on specific programmes of work and be action oriented. To ensure effective co-ordination, the sub-committees will meet quarterly in line with the main Steering Committee meetings.

## Engagement with Oireachtas Committee and Senior Officials Groups

The Minister for Children, Disability and Equality and the Steering Committee will actively communicate with the Oireachtas Committee and Senior Officials Groups to ensure accountability at senior level. There will be a parallel accountability structure for individual departments through their Ministers regarding their own action plan implementation. This approach will ensure a coordinated approach across Government reinforcing our commitment to effective and transparent strategy implementation.



## Annual National LGBTIQ+ Forum

A new annual LGBTIQ+ forum will be established to showcase best practice and will provide an opportunity to raise concerns on implementation of the Strategy. It will also provide an avenue to feedback directly to the Steering Committee.

In summary, implementation of this Strategy will be supported and coordinated at central Government level. Political oversight will be provided by the Cabinet Committee on Social Affairs and Public Services. There will be transparent quarterly updates on progress in delivering actions across Departments and Agencies charged with delivering such actions. This reporting will be supported by a published annual progress report. This will be presented to the Minister and to the Cabinet Committee. There will be provision for an annual forum at which best practice can be showcased and concerns can be raised. The high-level Steering Committee comprising representatives from the LGBTIQ+ community, statutory and non-statutory bodies, will ensure regular and intensive monitoring of progress towards the agreed strategic outcomes of the Strategy. The Steering Committee will have a more strategic role than previously and will have scope to call for discussion on any issues in the delivery of actions across any of the four pillars.

## NLIS II reporting structure





# Appendices



# Appendix 1: List of relevant human rights instruments

- 
- 1. United Nations' Convention on the Rights of the Child ('CRC')
  - 2. United Nations' Convention on the Elimination of all forms of Discrimination against Women ('CEDAW')
  - 3. United Nations' International Covenant on Civil and Political Rights ('ICCPR')
  - 4. United Nations' International Covenant on Economic, Social and Cultural Rights ('ICESCR')
  - 5. United Nations' Convention on the Rights of Persons with Disabilities ('CRPD')
  - 6. United Nations' Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment ('CAT')
  - 7. Council of Europe's European Convention on Human Rights ('ECHR')
-



# Bibliography

## Bibliography

An Garda Síochána. (2022) '2022 Hate Crime Data and Related Discriminatory Motives'. Available at: <https://www.garda.ie/en/about-us/our-departments/office-of-corporate-communications/press-releases/2023/march/an-garda-siochana-2022-hate-crime-data-and-related-discriminatory-motives.html>

An Garda Síochána. (2024) 'Hate Crime Online Reporting Statistics 2023'. Available at: <https://www.garda.ie/en/information-centre/statistics/hate-crime-statistics.html>

Committee on the Rights of the Child, United Nations (2023) 'Convention on the Rights of the Child: Concluding observations on the combined fifth and sixth periodic reports of Ireland'. Available at: [https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/SessionDetails1.aspx?SessionID=2600&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/SessionDetails1.aspx?SessionID=2600&Lang=en)

Council of Europe. (2010) 'Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity'. Available at: <https://www.coe.int/en/web/sogi/rec-2010-5>

Danish government action plan 2022-2025, August 2022, Room for diversity in the community LGBT+ action plan 2022-2025. Available at: <https://mim.dk/ligestilling/publikationer/2023/room-for-diversity-in-the-community-lgbtplus-action-plan-2022-2025>

EL\*C. (2021) 'RESISTANCE ASA WAY OF LIVING: LESBIAN LIVES THROUGH THE COVID-19 PANDEMIC'. Available at: <https://europeanlesbianconference.org/resistance-as-a-way-of-living-lesbian-lives-through-the-covid-19-pandemic/>

EU GUIDELINES TO PROMOTE AND PROTECT THE ENJOYMENT OF ALL HUMAN RIGHTS BY LGBTI PERSONS. Available [https://www.eeas.europa.eu/sites/default/files/07\\_hr\\_guidelines\\_lgbti\\_en.pdf](https://www.eeas.europa.eu/sites/default/files/07_hr_guidelines_lgbti_en.pdf)

European Commission. (2020) 'Union of Equality: LGBTIQ Equality Strategy 2020-2025'. Available at: [https://commission.europa.eu/document/5100c375-87e8-40e3-85b5-1adc5f556d6d\\_en](https://commission.europa.eu/document/5100c375-87e8-40e3-85b5-1adc5f556d6d_en)

European Commission, EU LGBTIQ Equality Subgroup, Guidelines for Strategies and Action Plans to Enhance LGBTIQ Equality, 2022. <https://op.europa.eu/en/publication-detail/-/publication/de403215-b7eb-11ed-8912-01aa75ed71a1/language-en>

European Parliament (2024) 'REPORT on the implementation of the EU LGBTIQ Equality Strategy 2020-2025'. Available at: [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en) LGBTIQ Equality Strategy 2020-2025 - European Commission

European Union Agency for Fundamental Rights (2020) 'EU LGBTI survey II A long way to go for LGBTI equality. Country data – Ireland'. Available at: <https://fra.europa.eu/en/publication/2020/eu-lgbti-survey-results>

European Union Agency for Fundamental Rights. (2024) 'EU LGBTIQ survey III LGBTIQ Equality at a Crossroads: Progress and Challenges'. Available at: <https://fra.europa.eu/en/publication/2024/lgbtiq-crossroads-progress-and-challenges>

European Union Agency for Fundamental Rights. (2024) 'EU LGBTIQ survey III LGBTIQ Equality at a Crossroads: Progress and Challenges. Country Data – Ireland'. Available at: [https://fra.europa.eu/sites/default/files/fra\\_uploads/lgbtiq\\_survey-2024-country\\_sheet-ireland.pdf](https://fra.europa.eu/sites/default/files/fra_uploads/lgbtiq_survey-2024-country_sheet-ireland.pdf)

Government of Malta LGBTIQ+ Equality Strategy & Action Plan 2023 - 2027. Available at: <https://humanrights.gov.mt/wp-content/uploads/2024/04/LGBTIQ-Equality-Strategy-and-Action-Plan-2023-%E2%80%93-2027-EN-1.pdf>

Health and Wellbeing of the LGBTIQ+ Communities in Ireland'. Available at: <https://www.belongto.org/app/uploads/2024/04/FINAL-Being-LGBTQI-in-Ireland-Full-Report.pdf>

Higgins, A., Downes, C., O'Sullivan, K., de Vries, J., Molloy, R., Monaghan, M., Keogh, B., Doyle, L., Begley, T. and Corcoran, P. (2024) 'Being LGBTIQ+ in Ireland: The National Study on the Mental Health and Wellbeing of the LGBTIQ+ Communities in Ireland'. Available at: <https://www.belongto.org/support-our-work/advocacy/lgbtq-research/being-lgbtqi-in-ireland-2024/>

Iceland Parliamentary resolution on a LGBTI Action Programme for the period of 2022–2025. Available at: [Parliamentary Resolution on a LGBTI Action Programme.pdf \(government.is\)](#)

ILGA EUROPE. (2023) '2023 Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe and Central Asia'. Available at: <https://www.ilga-europe.org/report/annual-review-2023/>

ILGA EUROPE. (2024) '2024 Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe and Central Asia.' Available at: <https://www.ilga-europe.org/report/annual-review-2024/>

Irish Penal Reform Trust. (2016) 'Out on the Inside: The Rights, Experiences and Needs of LGBT People in Prison'. Available at: <https://www.iprt.ie/iprt-publications/out-on-the-inside-the-rights-experiences-and-needs-of-lgbt-people-in-prison/>

Keogh, B., Carr, C., Doyle, L., Higgins, A., Morrissey, J., Sheaf, G. and Jowett A. (2023) 'An Exploration of Conversion Practices in Ireland'. School of Nursing and Midwifery, Trinity College Dublin. Commissioned by the Department of Children, Equality, Disability, Integration and Youth. Available at: <https://www.tara.tcd.ie/bitstream/handle/2262/102251/TCD%20Conversion%20Practices%20Full%20Report.pdf?sequence=1&isAllowed=y>

LGBT Ireland. (2024) 'Progress Made. Renewed Efforts Required: A Shadow Report of Ireland's First National LGBTI+ Inclusion Strategy'. Available at: <https://lgbt.ie/wp-content/uploads/2024/01/Full-Report-Progress-Made.-Renewed-Efforts-Required.-A-Shadow-Report-of-Ireland's-First-National-LGBTI-Inclusion-Strategy.pdf>

Mazars. (2024) 'Report on the Review of the National LGBTI+ Inclusion Strategy'. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/policy-information/equality-and-integration/#lgbti>

Mental Health Commission. (2023) 'Independent Review of the provision of Child and Adolescent Mental Health Services (CAMHS) in the State by the Inspector of Mental Health Services'. Available at: <https://www.mhcirl.ie/sites/default/files/2023-07/Mental%20Health%20Commission%20Independent%20Reviews%20of%20CAMHS%20services%20in%20the%20State.pdf>

Noone, C., Magugliani, N., and Sugrue, R. (2023) 'Survey of LGBTI+ People Living in International Protection Accommodation Services (IPAS) Accommodation'. LGBT Ireland. Commissioned by the Department of Children, Equality, Disability, Integration and Youth. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/publications/lgbt-people-living-in-international-protection-accommodation-services-ipas-accommodation-best-practices-lived-experiences/>



Ní Mhuirthile, T., Feeney, M., Duffy, M. and Staines, A. (2022) 'Mapping the Lived Experiences of Intersex/Variations of Sex Characteristics in Ireland: Contextualising Lay and Professional Knowledge to Enable Development of Appropriate Law and Policy'. Available at: <https://doras.dcu.ie/26873/1/Mapping%20the%20Lived%20Experience%20of%20Intersex%20Variations%20of%20Sex%20Characteristics%20in%20Ireland%20Report%2C%20Published%2022.03.31.pdf>

Pizmony-Levy, O. (2022) 'The 2022 Irish National School Climate Survey Report'. Research Report. Global Observatory of LGBTQ+ Education and Advocacy. New York: Teachers College, Columbia University Available at: <https://www.belongto.org/belong-to-school-climate-survey-2022/>

Quilty, A. & Norris, M. (2020) 'A Qualitative Study of LGBTQI+ Youth Homelessness in Ireland'. Available at: [https://www.focusireland.ie/wp-content/uploads/2021/09/LGBTQI-Youth-Homelessness-Report\\_FINAL-VERSION.pdf](https://www.focusireland.ie/wp-content/uploads/2021/09/LGBTQI-Youth-Homelessness-Report_FINAL-VERSION.pdf)

Saleh, L and Sood, N, (2020). Vibrant Yet Under-Resourced: The State of Lesbian, Bisexual, and Queer Movements. New York and Amsterdam: Astraea Lesbian Foundation for Justice and Mama Cash. Available at: [https://www.mamacash.org/wp-content/uploads/2020/06/astraea\\_mamacash\\_lbq\\_summary\\_def.pdf](https://www.mamacash.org/wp-content/uploads/2020/06/astraea_mamacash_lbq_summary_def.pdf)

Sartori, S. (2022) 'Unveiling Inequality Experiences of LGBTI+ Travellers & Roma'. Available at: <https://lgbt.ie/wp-content/uploads/2022/11/173392-LGBTI-Traveller-Roma-Peer-Research-Report-7.11.22-version-final.pdf>

Sport Ireland. (2021) 'Irish Sports Monitor: Annual Report 2021'. Available at: [https://www.sportireland.ie/sites/default/files/media/document/2022-06/20-101875%20Irish%20Sports%20Monitor%20Annual%20Report%202021%20%28FINAL%29\\_1.pdf](https://www.sportireland.ie/sites/default/files/media/document/2022-06/20-101875%20Irish%20Sports%20Monitor%20Annual%20Report%202021%20%28FINAL%29_1.pdf)

Sport Ireland. 'Sport Ireland Policy on Diversity and Inclusion in Sport'. Available at: <https://www.sportireland.ie/sites/default/files/media/document/2023-05/Sport%20Ireland%20Policy%20on%20Diversity%20and%20Inclusion%20in%20Sport%20%281%29.pdf>

TGEU. (2022) 'Trans Health Map: 'What trans-specific healthcare is available in your country? TGEU's Trans Health Map explores the type and accessibility of trans healthcare in the EU'. Available at: <https://www.tgeu.org/trans-health-map/ gender Europe>

The Centre for Effectiveness Services. (2023) 'Realising the promise of national equality policy An evaluation of the processes of implementation of three national equality strategies'. Available at: <https://www.effectiveservices.org/journal/realising-the-promise-of-equality-policy>

The Department of Children, Equality, Disability, Integration and Youth. (2024) 'Final Report on the Implementation of the LGBTI+ National Youth Strategy 2018-2021'. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/publications/lgbti-national-youth-strategy-2018-2020/>

The Department of Children, Equality, Disability, Integration and Youth. (2023) IPSOS 'Survey on People in Ireland's attitude towards diversity'. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/publications/survey-on-people-in-irelands-attitude-towards-diversity/>

The Department of Children, Equality, Disability, Integration and Youth. (2024) 'Report of the Consultations Undertaken to Inform the Development of the Second National LGBTI+ Inclusion Strategy'. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/policy-information/equality-and-integration/#lgbti>

The Department of Children, Equality, Disability, Integration and Youth. (2024) '*Report of the Consultations Undertaken with Young People to Inform the Development of the Second National LGBTIQ+ Inclusion Strategy*'. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/policy-information/equality-and-integration/#lgbti>

The Department of Children, Equality, Disability, Integration and Youth. (2024) '*Summary Report of the Consultations Undertaken to Inform the Development of the Second National LGBTIQ+ Inclusion Strategy*'. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/policy-information/equality-and-integration/#lgbti>

The Department of Children, Equality, Disability, Integration and Youth, National Policy Framework for Children and Young People 2023-2028. <https://whatworks.gov.ie/about/young-ireland/#:~:text=Young%20Ireland%20is%20Ireland%E2%80%99s%20policy%20framework%20for%20children,and%20Youth%20Roderic%20O%E2%80%99Gorman%20-T.D.%20in%20late%202023.>

The Department of Children, Equality, Disability, Integration and Youth Government of Ireland, Experiences and Perceptions of Discrimination in Ireland, Statistical Spotlight 7, 2022. Available at: <https://www.gov.ie/en/department-of-children-equality-disability-integration-and-youth/publications/the-statistical-spotlight-series/>

The Department of Rural and Community Development and the Cross Sectoral Group on Local and Community Development. (2022) '*Values and Principles for Collaboration and Partnership Working with the Community and Voluntary Sector*'. Available at: <https://www.gov.ie/en/publication/d4445-values-and-principles-for-collaboration-and-partnership-working/>

The European Convention on Human Rights Act (2003) Available at: <https://www.irishstatutebook.ie/eli/2003/act/20/enacted/en/print.html>

United Nations Conventions on the Rights of the Child. (2016) '*Concluding observations on the combined third and fourth periodic reports of Ireland*'. Available at: <https://digitallibrary.un.org/record/834930?v=pdf>

United Nations Conventions on the Rights of the Child. (2023) '*Concluding observations on the combined fifth and sixth periodic reports of Ireland*'. Available at: [g2302375.pdf \(un.org\)](https://digitallibrary.un.org/record/834930?v=pdf)

United Nations Human Rights Council. (2013) '*Report of the Special Rapporteur on torture and other cruel, inhuman or degrading treatment or punishment*'. Available at: <https://digitallibrary.un.org/record/745862?v=pdf>

Watts, B., Johnsen, S. & Sosenko, F. (2015) '*Youth Homelessness in the UK: A Review for the OVO Foundation*'. Available at: [https://pure.hw.ac.uk/ws/portalfiles/portal/9258335/Youth\\_Homelessness\\_in\\_the\\_UK.pdf](https://pure.hw.ac.uk/ws/portalfiles/portal/9258335/Youth_Homelessness_in_the_UK.pdf)

Yogyakarta Principles (2017). '*The Yogyakarta Principles plus 10 (YP+10)*'. Available at: <https://yogyakartaprinciples.org/>

The Yogyakarta Principles. (2007) '*Principles on the application of international human rights law in relation to sexual orientation and gender identity*'. Available at [principles\\_en.pdf \(yogyakartaprinciples.org\)](https://yogyakartaprinciples.org/)







Rialtas na hÉireann  
Government of Ireland