

LGBTI+ National YOUTH Strategy

Report of the
consultations with
YOUNG PEOPLE
in Ireland



An Roinn Leanaí
agus Gnóthaí Óige
Department of
Children and Youth Affairs



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Foreword

This Report represents a big step forward towards delivering the world's first Lesbian Gay Bisexual Transgender Intersex+ (LGBTI+) National Youth Strategy. The findings presented here are groundbreaking, and represent the views of 4,000 young people in every part of the country. These are the voices central to this strategy, the important voices, and the voices that must be listened to.

Background

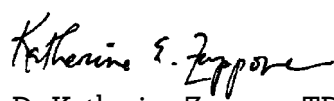
The Programme for Government (2016) gives a commitment to a National LGBTI+ Youth Strategy, and the core of the Strategy was always going to be informed by the views of young people themselves. In order to realise that, the team behind the strategy set about doing two things; establishing a Youth Advisory Group running parallel to and also working with the Oversight Committee developing the strategy, and designing a consultation process that would reach far and wide across Ireland.

The results in this report represent the ideas and aspirations of young LGBTI+ people and their allies expressed in their own communities, at special gatherings and online. We asked what is positive about being a young LGBTI+ person in Ireland today, what issues do they face, and what changes they would like to see. The questions were kept as open as possible and non-prescriptive. Because of that approach, this report captures a broad spectrum of attitudes, perspectives and ideas. The positive legislative landscape in the form of marriage equality and the Gender Recognition Act now forms a backdrop to growing up LGBTI+ in Ireland. The impact of this is undeniable. Positives cited by young people include such legal reform, as well as the increased visibility and acceptance of LGBTI+ people.

Yet the day to day lived realities of young LGBTI+ people span so many different individual experiences. This report captures the concerns and solutions brought forward by young people. The most satisfying aspect of working on this strategy is listening to the experiences and ideas of young people. These perspectives have been surprising, revolutionary, insightful, sometimes unique to this time and place in Irish society, and sometimes identifiable as legacy issues within the community that never had the ear of a strategy such as the one the Department of Children and Youth Affairs is now developing. Everyone involved in the planning, execution, and preparation of this report has contributed to this fascinating process. The greatest appreciation is reserved for those young people who participated in the consultation process across Ireland.

This document's ultimate purpose is to inform the final strategy in a crucial way, yet it also stands alone as a snapshot of LGBTI+ young people in Irish society in the aftermath of monumental change, and fizzing with the energy and desire for more change to come.


Una Mullaly
Independent Chair


Dr Katherine Zappone TD
Minister for Children and Youth Affairs

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Abbreviations

ASD	autistic spectrum disorder
CAMHS	Child and Adolescent Mental Health Services
DCYA	Department of Children and Youth Affairs
GRS	gender reassignment surgery
HSE	Health Service Executive
JSA	job seekers allowance
LGBTI+	Lesbian Gay Bisexual Transgender Intersex + (The + sign is to signify other categories of gender and sexual orientation that are not accurately described by these terms)
MSM	men who have sex with men
NB	non-binary
PrEP	Pre-exposure prophylaxis
SPHE	Social Personal Health Education
STI	sexually transmitted infections
TENI	Transgender Equality Network Ireland (TENI)
USI	Union of Students in Ireland
WSM	women who have sex with women

Executive summary

The consultations reached a total of n=3,882 young people from across Ireland (n=3,710 young people completed the SpunOut.ie survey and n=172 young people attended one of seven consultation events) representing a cross-section of young people, including those who identified as a member of the LGBTI+ community, and those who did not. More than two-thirds (69%) of the survey respondents identified as LGBTI+, 29% did not, and one in 10 was unsure. Nearly all (93%) of the young people who attended the consultation events identified as LGBTI+. While the young people represented nearly every county in Ireland, most spent much of their time in urban areas.

The consultations focused on three questions:

1. What is positive about being a young LGBTI+ person in Ireland today? (**Positives**)
2. What issues are faced by young LGBTI+ people in Ireland today? (**Issues**)
3. What changes would improve the lives of young LGBTI+ people? (**Changes**)

In the survey, the most frequently mentioned messages on what is positive about being an LGBTI+ person in Ireland was less discrimination (mentioned in approximately 33% of responses), followed by peer support (mentioned in approximately 20% of responses) and favourable laws (mentioned in approximately 15% of responses). Similar themes emerged during the consultation events. Many mentioned the Marriage Act and the Gender Recognition Act.

The most frequently mentioned messages on the issues faced by LGBTI+ people included ongoing discrimination (mentioned in approximately 50% of responses) and bullying and harassment (mentioned in approximately 20% of responses). These messages were echoed during the consultation events.

Reflecting the identified issues facing LGBTI+ young people, survey respondents suggested changes including improved education, increased awareness and acceptance, changes within the LGBTI+ community, further law reform, and improved access to healthcare.

Participants at the consultation events were asked to vote on the 'positives' or 'changes' they felt should be considered during the strategy development process. Most voted on changes, with the majority of votes being allocated to changes within education and training settings (31% of votes), followed by improved spaces and places for LGBTI+ people (24% of votes), improved awareness and acceptance (16%), further legal reform (13%), improved health services (12%) and changes within the LGBTI+ community (5%).

The positives of being a young LGBTI+ person in Ireland today

An overarching theme, emerging from both consultation approaches, was one of **less discrimination** and an increased sense of **acceptance and social support**. Within this broad theme, young people described:

- » Positive **legal reform** (e.g. around marriage equality, employment equality, equal status and gender recognition legislation)
- » Increased **visibility and tolerance** (e.g. increased representation in mainstream media, increased openness)
- » **Support from the LGBTI+ community**, peers, allies, universities/colleges, and some schools and workplaces
- » Improved **resources and support** for the LGBTI+ community.

This acceptance and support is reflected in some of the positive aspects of being LGBTI+ in Ireland, which both survey respondents and participants at the events described as the increased freedom to celebrate and express one's identity.

The issues and challenges faced by young LGBTI+ people in Ireland today

Despite describing many positive aspects of being LGBTI+ in Ireland, survey respondents and event participants highlighted some issues and challenges facing young people that provide a sense of ongoing discrimination.

The messages from both consultation approaches were very consistent.


- » **Discrimination and stigma** Terms such as bias, bigotry, inequality, intolerance were used to describe their experiences of discrimination and lack of acceptance and discriminatory practice within employment and workplaces. Biphobia/erasure and transphobia within the wider society and within the LGBTI+ community were identified as particular concerns.
- » **Bullying and harassment** were referenced by many, including reports of bullying and harassment across many spaces (e.g. school, workplace and social spaces) because of ineffective anti-bullying policies and hate crime legislation.
- » The **lack of education** was a dominant theme across all consultations events, with young people describing little or no inclusive gender, sex and LGBTI+ education, and highlighting the fact that such education was delivered by staff without appropriate training. This lack of comprehensive LGBTI+ inclusive sex education, combined with **poor school policies**, was described as resulting in discriminatory behaviour from school staff and non-LGBTI+ peers.
- » Absence of **gender-neutral bathrooms** and problems with **gendered school uniform**.
- » **Isolation and exclusion**, where young people described difficulties in relation to coming out or living as an LGBTI+ young person, were described in the survey and during the consultations. Barriers to inclusion comprised poor services in rural areas and the lack of venues for under 18s to socialise.

- » Issues raised in both the survey and during the consultation indicated perceptions of **generation gaps**, whereby the younger generation was more accepting of LGBTI+ people than their older counterparts.
- » While some young people identified family members as providing important support, **problems with parents and family members** were described, with the worse cases describing violence and the disowning of children by their families, resulting in homelessness and increased exposure to risk and exclusion.
- » Poor **health and well-being**, particularly mental health and a culture of drug and alcohol misuse culture within the LGBTI+ community, was identified as an issue in both the survey and during the consultation events. Other health issues raised included:
 - The need for improved access to **health services for transgender** people, including access to counselling, hormones and surgery.

Changes that would improve the lives of young LGBTI+ people in Ireland today

Changes to education within schools and **improved training for professionals** accounted for the highest proportion of mentions in the survey (50%) and votes (31%) during the consultation events. Within the Education and training theme, suggested changes included:

- » The introduction of **mandatory LGBTI+ inclusive education** in primary and secondary schools
 - Provide adequate education that covers the teaching of genders, relationships, sexualities, and covers types of sex safe, consent and mental health
 - Sex and gender education to be delivered by trained teachers and external facilitators
 - Teach pupils to expect and respect difference from an early age
 - Normalise non-traditional relationships
- » The **introduction and enforcement of anti-bullying policies** to tackle bullying by staff and students
- » The introduction of school policies on **gender-neutral uniforms**, gender-neutral toilets and **transgender policies** (e.g. the use of pronouns)
- » The **provision of support** such as Gay-Straight Alliances (GSA), LGBTI+ Week, counselling, safe spaces and student staff networks
- » The inclusion of **gender theory and LGBTI+ history** within the curriculum
- » **LGBTI+ and diversity training for all professionals**
 - Pink and purple training for teachers and school staff and governors, for health professionals, youth workers and public servants
 - LGBTI+ training for parents and carers
- » Longer-term action
 - **Remove religious patronage** in schools and hospitals
 - **Rethink single-sex schools**
- » **Abolish school uniforms** or offer **gender-neutral options**.



Suggestions to improve **awareness, acceptance and inclusion** were mentioned in approximately 27% of the survey responses, and received 16% of the votes in the consultation events. Some responses did not expand on how awareness and acceptance might be improved. Others referred to the need for ‘normalisation’ of LGBTI+ and the removal of ‘stigma’. Specific suggestions within this theme included:

- » More positive and inclusive representation in the media
 - » More awareness training and education across society (with specific messages for improved awareness of the older generation)
 - » Raise awareness of negative stereotypes and create more supportive environments, educate people on what is offensive and what is acceptable
 - » Educate the wider community on gender, sexuality (e.g. bisexuality and asexuality), and non-binary issues and use of pronouns
 - » Removal of discrimination in sport for transgender people/more inclusive sport.
- » As a broad theme, improved **spaces and places** for LGBTI+ young people received one-quarter (24%) of the votes during the consultation events. A small proportion of the votes were allocated to ‘positives’ identified under this theme, but most of the votes were directed to changes including:
- » More alcohol-free/quiet spaces for LGBTI+ young people to meet up in places that are not focused on alcohol or hooking up, e.g. cafés, bookshops.
 - » More safe spaces – inclusive and exclusive spaces within the wider community and in accessible locations
 - » More gender-neutral toilets and changing rooms
 - » More services and spaces in rural areas and funding for trained youth workers who have a presence in rural areas
 - » More welcoming and inclusive communities, e.g. LGBTI+ friendly town awards etc.
 - » More safe spaces and sheltered accommodation for young people excluded from the family home.

Within the survey, some of the recommendations to changes within the LGBTI+ community included improved LGBTI+ services described above.

- » Favourable laws received a number of mentions within the ‘positives’ of being LGBTI+ in Ireland. However, 6% of the survey respondents and 13% of the consultation votes were allocated within this theme. Suggested **legal reform** included:
 - » The introduction of clear hate crime legislation and ensure its enforcement
 - » The inclusion of non-binary within the Gender Recognition Act
 - » Improved gender recognition for under 18s (especially for those whose parents are not supportive)
 - » Simplify the process of changing one’s name, and change official forms to reflect different genders including non-binary

- » The removal of the legal obstacles to adoption, fostering and surrogacy
 - » Introduce legislation to provide gender-neutral toilets, and amend building regulations to remove the ‘three solid walls’ requirement
 - » The introduction of more protective legislation for LGBTI+ people, e.g. make religious organisations abide by the Unfair Dismissals Act 1977–2015
 - » Separate Church and State.
- » More than one in 10 (12%) of consultation participants voted on issues and changes within the **health and well-being** theme. Suggestions within this theme were mentioned by approximately 5% of the survey respondents, and included:
- » More inclusive healthcare for non-binary people
 - » Overhaul the transgender healthcare system to encompass therapy, hormone therapy, surgery, speech and language services, hair removal and provision of chest binders
 - » Ensure that all healthcare staff receive LGBTI+ awareness training
 - » Improve access to mental health services for children, young people and young adults
 - Train mental health services staff in LGBTI+ issues
 - Provide access to independent counselling in schools
 - Improve access to statutory Child and Adolescent Mental Health Services (CAMHS) services
 - Remove the requirement for parental consent to access services
 - » Improve sexual health services
 - More education on sexual health and sexually transmitted infections (STIs)
 - Improved education for lesbian women or women who have sex with women
 - Easier access to pre-exposure prophylaxis (PrEP) and dental dams
 - Mobile STI services for STI testing.

Respondents to the survey and participants at the consultation events identified the services offered by the **LGBTI+ community** to be among the ‘positives’ of being LGBTI+ in Ireland. Suggestions within this theme were mentioned in 14% of survey responses, and received 5% of the consultation votes. These suggestions included:

- » Improved LGBTI+ services for young people who are not ‘out’ or who are coming ‘out’, including 24/7 helpline and online support
- » Autistic spectrum disorder (ASD) awareness training and ASD-friendly spaces (i.e. quiet spaces)
- » More daytime and alcohol-free LGBTI+ social spaces (see Spaces and places above)
- » Challenge stereotypes within the community and address bi-erasure and transphobia (e.g. minorities within minorities)
- » Promote greater networking within the community, share experience and resources
- » Bridge gap between the older and younger LGBTI+ generations
- » Greater cooperation within LGBTI+ groups and between all youth and community-based groups (e.g. sports, language, culture).

1. Introduction

The Programme for Government (2016) gives a commitment to develop a Lesbian Gay Bisexual Transgender (LGBT) Youth Strategy. This is a key commitment for the Department of Children and Youth Affairs in the Programme for Government and also makes a contribution towards the Government's broader commitment to continue to strive for full inclusion of LGBTI+ people in Ireland.

Better Outcomes Brighter Futures, The National Policy Framework for Children and Young People 2014–2020 and The *National Youth Strategy 2015–2020* provide the framework within which the strategy is being framed with a focus on appropriate measures to ensure that young people identifying as LGBTI+ are supported in achieving their full potential.

The five national outcomes that we want for all our children and young people are that they:

- » Are active and healthy, with positive physical and mental well-being
- » Are achieving their full potential in all areas of learning and development
- » Are safe and protected from harm
- » Have economic security and opportunity
- » Are connected, respected and contributing to their world.

The National Youth Strategy identifies LGBT young people as a specific group to be considered in the context of focused provision for young people. Specifically the Strategy draws attention to the issue of homophobic bullying in schools and other settings, and this, together with family rejection, has been identified in research as leading to poor mental health outcomes in later life.

A specific focus on LGBTI+ youth aims to ensure that appropriate measures are taken so that young LGBTI+ people are not in any way prevented from achieving their full potential.

In December 2016 Una Mullally was announced as Independent Chair of the Oversight Committee for the National LGBTI+ Youth Strategy. The Oversight Committee (listed in Appendix One) represents a broad cross-sectoral grouping of relevant organisations, State Agencies and Government Departments and is overseeing the development of the Strategy.

A Youth Advisory Group (listed in Appendix Two) has also been established in collaboration with BeLonG To and the National Youth Council of Ireland. The group consists of 14 young people who advice on the strategy development process on an on-going basis with a particular emphasis on the youth consultation. Three representatives from the Group also sit on the Oversight Committee.

The design of the strategy brand and related materials and publications has been primarily directed by the Youth Advisory Group. The Group also worked with DCYA to formulate the consultation questions which have been the focus of both the on-line and group consultation processes.



The consultation process was launched in April 2017 with a Facebook Live event organised by young people and hosted by the Independent Chair. Both online and consultation meetings have been available as an option for young people to have their say on the priority issues that the strategy should address. The Youth Advisory Group also assisted in the planning and delivery of the seven youth consultation events which were held in different locations around the country in May and June 2017.

This report presents an overview of the entire youth consultation process, presenting the key findings from the survey combined with the messages emerging from the seven consultation events. The overall consultation messages presented in Chapter 4 of this report have been arrived at following a detailed analysis of the data gathered. Chapters 2 and 3 of this report present the methodology for both approaches in detail.

In addition to the youth consultation a number of stakeholder consultation elements have been built into this strategy design process. A large consultation event was held in Farmleigh House on 28th June 2017 at which almost 100 organisations were represented. This was followed up by an open call for submissions launched in early September and closed on 27th September 2017. Thirty five organisations/individuals submitted responses to this call. A situation analysis which reviews current policy, strategy and service provision, along with relevant existing data has also been commissioned to inform the development of this strategy.

2. The online survey – Methodology

To commence the consultation process, the Oversight Committee commissioned SpunOut.ie to coordinate, develop and analyse the survey. The Youth Advisory Group worked alongside SpunOut.ie and Whitebarn Consulting¹ to draft the survey questions and pilot the questionnaire.

The survey used open-ended questions to explore three key consultation questions (see Box 1). An open-ended question was also used to capture sexual orientation. A small number of closed questions were used to capture demographic details such as gender (male, female and non-binary), age, county where people lived, and the area where the respondents spent most of their time (e.g. mostly urban or mostly rural), and whether they identified as LGBTI+ (yes, no or unsure).

Box 1: The 3 Key Consultation Questions

1. What is positive about being a young LGBTI+ person in Ireland today? (**Positives**)
2. What issues are faced by young LGBTI+ people in Ireland today? (**Issues**)
3. What changes would improve the lives of young LGBTI+ people? (**Changes**)

2.1 Survey promotion

The survey questionnaire was drafted in consultation with the Youth Advisory Group, which was piloted with a group of young people before a final version was agreed. The online self-completion survey was hosted on the Typeform platform. The survey, which was incentivised,² was live for two weeks in April 2017. It was promoted heavily using a range of methods including:

- » A Facebook Live event
- » Active promotion by the SpunOut.ie staff who appeared on radio stations such as SPIN 1038 and iRadio to discuss the survey
- » A link to the survey also featured prominently on the SpunOut.ie homepage, its Twitter feed and on Facebook (with a boosted Facebook post)³
- » The active promotion of the survey link by Whitebarn Consulting and SpunOut.ie and the organisations involved in the strategy development process⁴
- » Dedicated Twitter⁵ and Facebook⁶ accounts were set up for the National Strategy support staff and each account generated approximately 500 followers/likes.

¹ <http://www.whitebarn.info> (consultant: Sandra Velthuis)

² Entry into a prize draw for a mobile phone.

³ The boosted Facebook post resulted in approximately 3,000 clicks on the link.

⁴ Whitebarn Consulting, BeLonG To, the Transgender Equality Network Ireland (TENI) and the Union of Students in Ireland (USI) also shared the survey link through their websites, Facebook and Twitter accounts.

⁵ <https://twitter.com/LGBTYouthStrat>

⁶ <https://www.facebook.com/National-Lgbti-Youth-Strategy-Ireland-1809427765987973>

2.2 Survey response rate

The survey yielded n=4,046 responses. The opening question asked which county⁷ people lived in. The respondents included young people from all counties in the Republic of Ireland, except Longford. More than one-third of respondents were resident in Dublin, and nearly half lived either in the capital or the surroundings counties of Louth, Kildare, Meath or Wicklow. A small number (n=22) of respondents lived outside the Republic of Ireland, and a number (n=314) were aged outside the 16–24 years age bracket. The latter two groups were redirected to the exit page of the survey, and were excluded from the analysis. Thus, the total sample of eligible responses to the survey was n=3,710.

Table 1: Profile of survey respondents

Category	Sub-category	%
Gender*	Male	33
	Female	61
	Non-binary	6
Age*	16-17 (Under 18)	34
	18-24 (18+)	66
Where spends most time*	Mainly urban	66
	Mainly rural	34
Identify as LGBTI+*	Yes	63
	No	29
	Unsure	9
Sexual identity*	Heterosexual	32
	Homosexual /Queer	29
	Bisexual/ Bi-curious	27
	Pansexual	7
	Asexual	2
	Unsure	2
	Other	1
Trans gender#	Yes	11
Intersex#	Intersex	1

*Base: All eligible respondents n=3,710

Table 1 provides a summary profile of the respondents. Of the eligible responses (n=3,710), young people aged between 18 and 24 years constituted two-thirds of respondents (66%). Because many of the respondents in this age group had more than one place of residence, the survey also asked where they spent most of their time.

⁷ The 22 respondents from outside the Republic of Ireland were directed to the exit page, as the survey was not intended for them.

Just over one-third (34%) of respondents described spending most of their time in rural areas, with the remaining 66% reporting spending most of their time in urban areas. Given that two-thirds of the sample were aged 18-24 years, it was not unexpected to find a high number of young people reporting spending most of their time in urban centres, as this is where the country's third-level education institutions are located.

Predefined codes were used to capture gender. Females (61%) were overrepresented in the survey; one-third (33%) of respondents was male, and 6% of young people described themselves as non-binary.

The survey deliberately sought the responses of any young people in Ireland aged 16-24, not simply those who identified as LGBTI+. Although the majority (63% n=2,328) of the respondents identified as LGBTI+, 29% did not, and 9% were unsure. Those who identified as LGBTI+ were far more likely to state that their gender was non-binary than those who did not identify as LGBTI+, and one in 10 (11%) identified as transgender, with 1% stating they were intersex.

No predefined codes were used to capture sexual orientation. As a result, the responses generated a large variety of descriptions, many with qualifiers.⁸ The range of responses to this question provides an excellent insight into the language used by young people, and it demonstrates the complex and fluid nature of sexual orientation. For providing a profile of the survey respondents, the research team categorised the responses into seven categories:⁹ Heterosexual, Bisexual/Bi-curious, Homosexual¹⁰/Queer,¹¹ Pansexual, Asexual, Unsure and Other.¹²

Approximately one-third (32%) of respondents identified themselves as homosexual. Two-thirds of the sample described their sexual orientation within the LGBTI+ spectrum (Homosexual/Queer 29%, Bisexual/Bi-curious 27%, Pansexual 7% and Asexual 2%). 'Other' and 'Unsure' comprised 3% of responses.

It is important to note that not all respondents answered all questions.¹³ In both the survey and the consultation events, respondents indicated a dislike of categories. This was also reflected in the discussions about official forms which do not offer options for non-binary categories.

⁸ See SpunOut.ie report for fuller details.

⁹ See Glossary in Appendix 3 for further information on each category.

¹⁰ Homosexual men are most likely to describe themselves as gay, and homosexual women are most likely to describe themselves as lesbian.

¹¹ The term queer is used in many contexts and although associated more closely with some categories than others, it does not readily align with any, and it is therefore given as a unique category, but combined in the summary table.

¹² Used for any answers that were incorrect, unclear or could not otherwise be categorised.

¹³ The numbers responding (the base) to specific questions are reported within the findings.

2.3 Survey analysis

The survey findings were analysed using Typeform for the initial overview, and the Dedoose software for more in-depth analysis of open-ended responses. The Wordle application was also used to create word clouds of frequently used terms.

‘If I had to label I would say gay, but I disagree with the concept of labels, as I feel sexuality is a continuum.’

The analysis of the three consultation questions (the positives, the issues, and changes) began with simple word clouds to indicate the most common responses. The coding of predominantly qualitative survey data was not without its difficulties. Due to the size of the qualitative dataset, a balance had to be struck between capturing detail and having a manageable number of codes to identify themes. Codes were developed by sampling a few hundred responses under each open-ended question.¹⁴ These were refined as necessary during the laborious process of allocating codes to each of the relevant questions for each of the respondents. Due to the anonymised nature of the survey, it was not possible to clarify afterwards exactly what respondents meant when they answered open-ended questions; consequently, judgement had to be exercised when deciding what code(s) best matched the statement made. However, selected respondent quotes from the survey (**in purple**) are used throughout the report to further illustrate some of the points made.

2.4 Survey findings – Key messages

As outlined above, the analysis of these themes began with simple word clouds to indicate the most common responses. The overriding message apparent from the word clouds was that people are the heart of everything: the highs, the lows and the solutions. Other major issues were also readily identifiable in this way, such as **increased acceptance** of the LGBTI+ community, especially since the 2015 Marriage Equality Referendum (positives), **discrimination and bullying** (issues), and **education/schools** (changes).

Detailed coding revealed other important themes. The key points are summarised in Table 2 with approximate percentages of the references to each category. These themes are explored alongside the findings from the consultation events, and are described further in Section 4.

¹⁴ Except the questions about suggested improvements and other comments.

Table 2: Key messages on the positives, the issues and changes*

Positives	Issues	Changes**
Less stigmatisation ca.33%	Ongoing discrimination ca.50%	Education ca. 50%
Peer support ca.20%	Bullying and harassment ca. 20%	Increase awareness and media representation ca. 27%
Favourable laws ca.15%	Difficulties with self-expression ca.14%	Changes within the LGBTI+ community ca. 14%
Increasing freedom to live authentic lives ca.10%	Experiences in schools (and, to a lesser extent, colleges) ca.10%	Further law reform ca. 6%
Availability of LGBTI+ resources 10%	Fear ca.10%	Healthcare ca.5 %
Allies ca.3%		Church and State ca. 3%
Support from schools, colleges/workplaces ca.3%		Other ca. 5%
Improved sense of safety ca.3%		
Support from families ca.1%		

*ca. approximate percentages¹⁵

**Secondary analysis of the responses to the 'Changes' was undertaken by Insights HSR using NVivo software to identify key themes and subthemes.

¹⁵ Given the qualitative nature of responses the percentages are approximate. As respondents may identify more than one issue in their response, overall percentages exceed 100%.

3. Consultation events - Methodology

The face-to-face consultations were planned by DCYA, with support from the Youth Advisory Group. Seven consultation events were held across Ireland: Dublin (two events), Sligo, Dundalk, Galway, Waterford and Cork.

3.1 Promotion of events

The consultation events were published and promoted using a range of methods. Letters of invitation were sent to all DCYA-funded project as well as LGBTI+ support organisations in Ireland. The consultations were also widely promoted on social media using Facebook and Twitter, including the Union of Students in Ireland (USI) social media. The events were also advertised during a Facebook LIVE Event. A total of n=171 young people attended the events. Similar to the online survey, consultation events were attended by a higher proportion of older age groups than younger age groups (74% compared to 26%) (see Table 3 for a breakdown of participants at each event, by age group).

Table 3: Numbers of participants attending each event, by age group

Location	15–17-year-olds	18–24-year-olds	Total
Dublin event 1 (D1)	6	21	27
Sligo	4	9	13
Dublin event 2 (D2)	15	40	55
Waterford	7	15	22
Galway	–	17	17
Dundalk	8	14	22
Cork	4	11	15
Total	44 (26%)	127 (74%)	171 (100%)

3.2 Profile of participants

During the events, the participants were asked to complete a short anonymised questionnaire. Not all participants completed the questionnaire and not all completed all questions. A total of 152 young people completed the demographic questionnaire, which included precoded questions on age, county of origin, where they spend most of their time (mainly urban/mainly rural), gender (male, female and non-binary) and sexuality (heterosexual/straight, homosexual/gay/lesbian, bisexual and other). The questionnaire had open responses for sexuality ‘other’, and how they had learned about the event.¹⁶

¹⁶ At the request of participants in the first event, the cisgender option was introduced, but this was answered in a inconsistent fashion.

Table 4 provides a profile of the event participants. As all but one¹⁷ of the consultation events were promoted to LGBTI+ young people, LGBTI+ young people accounted for a large proportion of the participants. There was a slightly higher proportion of females (43%) compared to males (37%), and one-fifth (20%) of respondents were non-binary. Similar to the online survey, the majority of the young people spent most of their time in urban areas. Fewer than one in 10 (7%) participants described themselves as heterosexual, with most identifying as homosexual (41%), followed by bisexual (25%) and pansexual (13%). A small number self-identified as queer (7%) or asexual (1%). The ‘other’ categories accounted for 6% and included ‘no response’ (2%) or ‘don’t know’ (4%).

Table 4: Profile of participants at consultation events

Category	Subcategory	%
Gender	Male	37
	Female	43
	Non-binary	20
Age	15-17 (Under 18)	25
	18-24 (18+)	75
Where spent most time	Mainly urban	75
	Mainly rural	25
Sexual identity#	Heterosexual	7
	Homosexual	41
	Bisexual	25
	Pansexual	13
	Queer	7
	Asexual/panromantic	1
	Other	6
Transgender#	Yes	37
Intersex#	Intersex	1

*Base: n=152 #Base: n= 117

3.3 Format of events

The two Dublin events took place on two Saturdays in May 2017; they began at 10.30am and ended at 3.30pm. The event in Cork also took place on a Saturday; it began at 10.30am and ended at 2.30pm. The consultations in Sligo, Galway, Waterford, and Dundalk were held in the evenings, beginning at 6.30pm and ending at approximately 9.30pm. Refreshments were provided at all consultations, and briefing sessions were held before and after each consultation. A professional counsellor attended all consultations and was available to provide therapeutic support if required. A member of the Oversight Committee¹⁸ introduced each event, providing a background to the strategy development process and emphasising the importance of the young person’s voice and placing young people at the

¹⁷ The first event, in Dublin, was open to all young people, including those who did not identify as LGBTI+.

¹⁸ Dr Katherine Zappone (Minister for Children and Youth Affairs) and Una Mullally (The Independent Chair) also gave presentations at a number of the events.

centre of the process. Members of the Youth Advisory Group described their role in the strategy development and Oversight Committee, and stressed the importance of everyone's individual voices. Participants were asked to be honest about their opinions, to listen to each other, and to respect each other's viewpoints.

Warm-up activities

All consultation events were facilitated by trained youth participation officers. The consultations kicked off with energising icebreaker and team-building activities. The participants were then divided into groups according to age (15-17 and 18-24 years), and were briefed on the format of the consultation.



Post-it notes exercise

In their respective groups, all young people were given four post-it notes each, and were asked to write down a word or sentence on each post-it note describing the positives in relation to LGBTI+ and young people in Ireland today. All were then given four additional post-it notes and were asked to identify 'issues' in relation to the same. The 'positives' and 'issues' were posted on a wall. In each group a few young people volunteered to organise all the post-it notes (positives and issues) together, into common categories or themes.

Having grouped the post-it notes as such, they were then transferred onto flipchart pages and titled according to the theme. The facilitator worked with the young people to identify up to four or five tablemat themes, which formed the basis of the workshop exercise.



World Café

World Café methodology¹⁹ was used to structure the second part of the consultation. The thematic category from each of the flipcharts was transferred to a tablemat. The ‘issues’ and ‘positives’ raised on the post-it note flipcharts were used to develop the discussion for each group, which was structured according to the three sections within the tablemat, namely:

- » Give more detail on the positive things for LGBTI+ young people in Ireland
- » Give more detail on issues faced by LGBTI+ young people in Ireland
- » What changes will improve the lives of LGBTI+ young people in Ireland?

Where relevant, young people were invited to link ‘issues’ with suggested ‘changes’ on the tablemats using arrows. Subgroups worked on a tablemat and then moved onto the next tablemat, considering the content and adding to it if they wished. This process continued until everyone present had the opportunity to work on all of the tablemats within their group.



Voting

In the final part of the exercise, participants were invited to vote on the ‘positives’ or ‘changes’ they believed should be included for consideration within the LGBTI+ Strategy for Young People in Ireland. Each participant was given four votes for each tablemat. All participants circulated between the tablemats, reviewed the content of the completed tablemats, and voted on what they considered to be a priority for the LGBTI+ Strategy for Young People in Ireland. The consultation ended with the facilitators thanking everyone for their participation.

Each of the consultation events was observed by a member of Insights Health and Social Research team,²⁰ who acted as non-participant observers, documenting the process using notes and photographs. At the end of the consultations, all materials (e.g. post-it notes, flipchart pages and tablemats with votes) from the process were collated and analysed thematically.

3.4 Analysis of the group consultations

The consultation activities generated 55 tablemats covering a range of topics, such as legal issues/rights, discrimination, acceptance/visibility, gender validation/transgender issues, schools and education, healthcare, and community supports. Table 5 provides an overview of the issues discussed.

¹⁹ In two of the events, due to the smaller numbers, a modified version of the World Café methodology was used.

²⁰ Deirdre Fullerton or Sheena McGrellis.

Table 5: Overview of tablemat themes, by venue, by age group

Venue	Under 18 table theme	Over 18 table theme
Dublin Venue 1 (D1)	Society and visibility Community supports Schools and education Talking about the issues	Legal issues Community and supports Education Hopes for the future Dangers in society
Sligo	Schools and education Society and its attitudes Groups and services for LGBTI+ young people and their families Representation in the media	Education Acceptance Community Rights
Galway		Visibilities Transgender issues Legal and healthcare Support
Dublin Venue 2 (D2)	Talking about issues Supports Medical Acceptance Gender validation	Community issues Education and work Health mental/physical Social spaces/rural issues Legal issues
Dundalk	Legal issues Education Trans issues Social perception and community	Support and resources Opportunities Acceptance Health
Waterford	Groups and support Family and friends Religion and older people Homophobia and stereotypes	Gender recognition/trans/legislation Support services, community and family Education/information/awareness Discrimination
Cork	Phobias Acceptance and representation Communication and expression	LGBT culture Policy and legalisation Education/awareness/acceptance Well-being/mental health/physical Urban rural
Total	24 tablemats	31 tables

The two reporters initially worked together to analyse the content of the flipcharts/post-it notes and a subset of the tablemats. The initial analysis identified eight themes, with some overlapping subthemes:

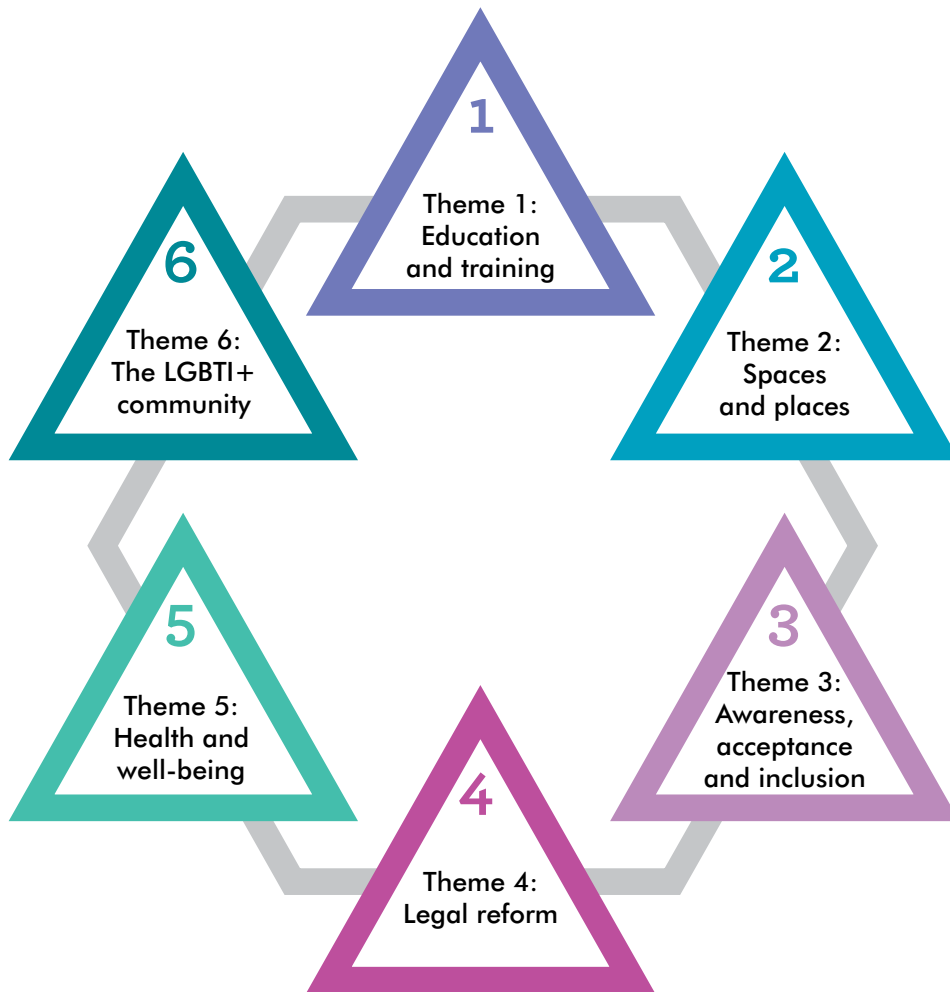
- » Guidance, legislation and reform
- » Education
- » Schools
- » Societal change
- » Communities and support
- » Youth services and spaces
- » Health and medical issues
- » Church and State

A second level of analysis of the whole content of the tablemats, with the reporters working independently in the first instance, resulted in six overarching themes (see Figure 1). The data from the post-it notes were also summarised and used to inform the analysis. Prior to analysis – in order to maximise the transparency of the reporting – photographs were taken of all tablemats, with detailed photographs of voting patterns on each tablemat. In addition, data from all 55 tablemats were transferred into summary tables, grouped by age and organised according to each of the six themes (see Appendix 4). The tables provide examples of many of the responses within each of the themes, with voting patterns grouped by age.

3.5 Consultation events – Key findings

The content of the 55 tablemats overlapped significantly across all sites, irrespective of the original discussion theme for the tables. The six resulting themes to emerge from the analysis reflect this interconnection, and are similarly interrelated. None of the themes stand alone, as the messages pertinent to one theme often relate to another. For example, positives noted in the Legal reform theme (e.g. the Marriage Equality Referendum) are also noted within the ‘Acceptance, awareness and inclusion’ theme. There were a number of cross-cutting subthemes; for example, access to LGBTI+ education and information and improved access to LGBTI+ services for young people were recurrent cross-cutting themes. Similarly, the role of the Church emerged as a subtheme within the Education and training, Health and well-being, and Legal reform themes.

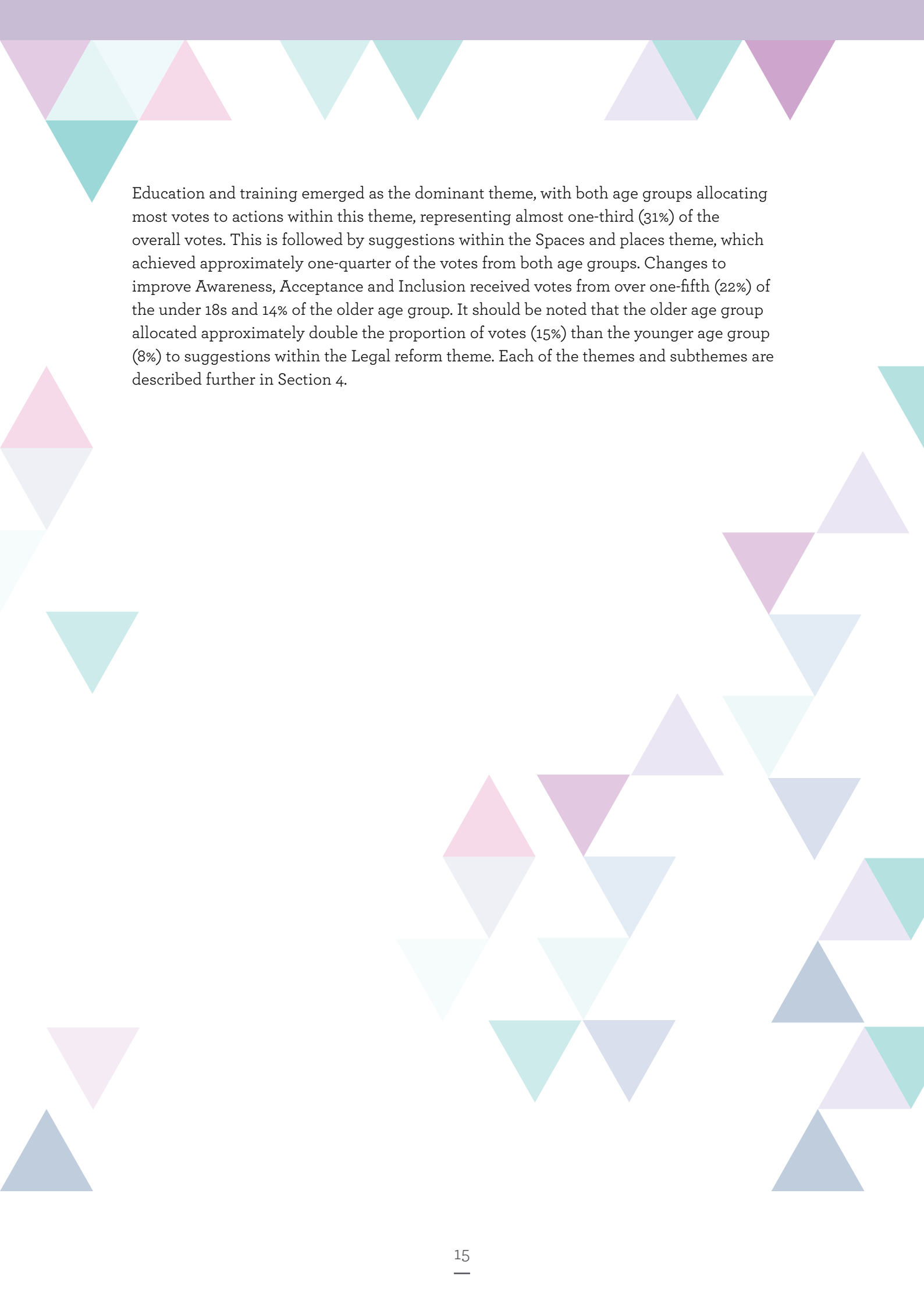
Figure 1: 6 Overarching themes



In order to present an overall picture of the importance of each theme, Table 6 presents a summary of the voting patterns across the two age groups grouped by theme. Appendices 6a-6f provide examples of messages within positives, issues, and changes grouped by age group and theme.

Table 6: Summary of votes by theme, by age group

Theme	Under 18	Over 18	Total
Education and training	141 (35%)	315 (29%)	456 (31%)
Spaces and places	92 (23%)	266 (24%)	358 (24%)
Awareness, Acceptance and inclusion	86 (22%)	149 (14%)	235 (16%)
Legal reform	32 (8%)	163 (15%)	195 (13%)
Health and well-being	45 (11%)	135 (12%)	180 (12%)
LGBTI+ community	2	63 (6%)	65 (5%)



Education and training emerged as the dominant theme, with both age groups allocating most votes to actions within this theme, representing almost one-third (31%) of the overall votes. This is followed by suggestions within the Spaces and places theme, which achieved approximately one-quarter of the votes from both age groups. Changes to improve Awareness, Acceptance and Inclusion received votes from over one-fifth (22%) of the under 18s and 14% of the older age group. It should be noted that the older age group allocated approximately double the proportion of votes (15%) than the younger age group (8%) to suggestions within the Legal reform theme. Each of the themes and subthemes are described further in Section 4.

4. Overall consultation messages

In order to present the overall messages from both consultations, the messages from both the SpunOut.ie online survey and the seven consultation events were combined and presented within the six broad but overlapping themes depicted in Figure 1. The findings from both approaches complement and support each other, adding validity and reliability to the results.

Before presenting a description of the key findings by the six themes, it is important to stress that both sets of analyses highlighted the links between the themes. For example, an analysis of the code co-occurrence of the survey data²¹ found the strongest link between the recent changes in the law (e.g. marriage equality and gender recognition) and the perceptions of reduced stigma. There was also a co-occurrence of the availability of LGBTI+ resources and de-stigmatisation. In addition to the support offered by LGBTI+ services, respondents also described other positives to include support from peers (ca. 20%) and allies (ca. 3%), and examples of support in schools/colleges and workplaces, which play a part in providing young people with improved sense of safety (mentioned in ca. 3% of responses) and increased freedom to live authentic lives (mentioned in ca. 10% of responses).

4.1 Theme 1: Education and training

Education was one of the most common emergent themes in both the survey and the consultation events. For example, education was identified as a tablemat theme in all but one of the events. Changes within the 'Education and training' theme were specifically mentioned in approximately 50% of the responses to the survey. Analysis of the voting patterns of the consultation events found that approximately one-third of respondents (overall vote 31%; under 18s vote 35%; over 18s vote 29%) used their votes within this theme.



Positives

Across the consultations, participants described positives in terms of LGBTI+ education and training including the provision of school-based education (e.g. Stand Up, ShoutOUT) and training within third-level education (e.g. pink and purple training, Rainbow Week). In addition, a small number of young people identified examples of school support including Gay-Straight Alliances (GSA) and inclusive policies regarding uniforms. The work of the Union of Students in Ireland (USI) in advocating for gender-neutral toilets was also identified as a positive.

²¹ How often the same codes were applied to any one respondent's answer.

Issues

Lack of education was a dominant theme across all consultations, with young people describing little or no inclusive LGBTI+ education, and gender education often delivered by staff without appropriate training. One in 10 (ca. 10%) of the online survey respondents identified problems within the school setting. Although some progressive practices were noted, the practice in many other schools included accounts of actively homo/bi/transphobic staff and guest speakers. The lack of adequate education on sexualities and genders was described by many. In both the survey and consultation events, young people described the need for education on consent and for a specific focus on mental health. Other issues identified related to the preponderance of single-sex schools, the erasure of LGBTI+ history and culture from the school curriculum, the continued use of traditional gendered school uniforms, restrictions on same-sex debts guests, and the absence of gender-specific bathrooms and changing rooms. The role and influence of the Church on what is taught or not taught in schools was a consistent cause for concern across all of the consultations and within the survey.

'Some schools are very progressive and inclusive in their educational programmes regarding the LGBTI+ community.'

'Education surrounding the LGBTI+ community is not consistent from school to school. This isn't fair because it leads to ignorance in some, and those who don't get education are seen by others as misinformed, and that's not their fault.'

A further issue identified during the consultations was the absence of or lack of adherence to school policies on bullying. Also identified was the need for school policies on the care and support of transgender pupils. Such policies need to include guidance and procedures on the use of pronouns.

The need for LGBTI+ and diversity training for all personnel working with young people (e.g. school staff, medical staff, social workers, psychologists, sports organisations, public sector workers, including those working in social welfare/passport offices, and airport staff) was a consistent message throughout the consultations.

'Hearing derogatory terms being used constantly like 'faggot'. Not being able to tell people that I am gay because of a fear of rejection ... Having to pretend to be straight to fit in. Trying to accept myself for who I am ... Watching my Mam change the channel because a gay person comes on TV. Having to deal with the COMPLETE ABSCENCE of LGBT education in our school system ... I have had to resort to the internet for my sex education as it has been spoiled by a religious agenda.'

Changes

Recommendations for changes/actions within this theme reflect the challenges and barriers identified with 'issues'. Recommendations covered strategic actions including national and local policies to ensure that young people receive education on LGBTI+ issues, and that education settings (schools and universities) are safe and welcoming places for LGBTI+ students. Recommendations within this theme include training for all professionals working with young people, including public servants, health professionals and school personnel. The dominant recommendations are listed below.

'I'd like to see more representation of LGBTQI+ individuals in the school curriculum also, particularly in subjects like SPHE, CSPE, Social Ed, etc. Sex Ed isn't just for straight people, and it's appalling the number of people in same-sex relationships that don't believe they can get STIs!!'

- » The introduction of mandatory LGBTI+ inclusive education in primary and secondary schools
 - » Provide adequate education that includes the teaching of sexualities, genders, relationships, and safer sex, and includes issues such as consent and mental health
 - » Sex and gender education to be delivered by trained teachers and external facilitators

'Education surrounding the LGBTI+ community needs to be standardised across the education sector in order to give all students an equal education and opportunity to be informed, regardless of the religious ethos of the school.'

'One thing I feel should change to improve the lives of LGBT+ is sex education in schools. A lot of LGBT people (more gay people than anything) think that just because they are in sexual relationships with men, they don't need to use protection. Many people aren't aware of unsafe gay sex, and how it can be incredibly dangerous. STDs and HIV/AIDS are becoming more and more prevalent, and this is due to the lack of education about the importance of safe sex. I feel that schools should be able to provide "LGBT sex education" and drill it into young people's heads that unsafe sex as a gay person can be more dangerous than if they were straight.'

'More needs to be done in schools to ensure that sex education or the inclusion of LGBTI+ is improved. Only male/female sex education is talked about in schools. This leads to many LGBTI+ people not knowing much about their sexualities or how to protect themselves in sexual situations.'

- » Teach pupils to expect and respect difference from an early age
 - » Normalise non-traditional relationships
 - » Books to include a diversity of families rather than the heteronormative families
 - » The inclusion of gender theory and LGBTI+ history within the curriculum

'Bring the younger generations up in a way so that one day being gay is accepted universally. If they are taught in this way, this is what they will teach their children. As the generations go on, I hope that being gay is just as "normal" as being straight.'

'PROPER INCLUSIVE MANDATORY SEX EDUCATION IN ALL SCHOOLS. Students must learn about all types of sexual orientations, including those which lie on the asexual and aromantic spectrums. We must teach them about transgender and non-binary people, and that it's okay to be trans and non-binary. Sex ed should not just be "this is how babies are made, and here are some gross pictures of STDs" – which is what mine amounted to – and which my school provided in 6th year when the vast majority of students were already sexually active. Students should learn about how two women have sex, how two men have sex, and how to do it safely. Contraceptives and condoms should be free and readily available to all young people.'

'Education. I think people in schools need to be taught about LGBT+ people. Initially it is important to normalise LGBT+ families. Introducing books to young children that have diverse characters all along the gender and sexuality spectrum. I think it is then important to include LGBT+ sex education in schools from the very beginning, including all types of sex in all talks.'

'Bring LGBTI+ as part of the norm. Integrate LGBTI+ within children's media, so that children don't have to ask, "Why is that man holding that man's hand?"'

‘Children learn to treat others differently, it’s not inherent. The child with two same-sex parents should not be treated any differently to a child with a “traditional” family unit, and they wouldn’t be if other children were taught that there’s nothing unusual or strange about it.’

- » A school culture that is accepting of LGBTI+ young people
 - » The introduction and enforcement of anti-bullying policies to tackle bullying by staff and students
 - » The introduction of inclusive school policies on gender-neutral uniforms, gender-neutral toilets, and transgender policies (e.g. the use of pronouns)
 - » The provision of support such as Gay-Straight Alliances (GSA), LGBTI+ Week, counselling, safe spaces, and student staff networks.

‘More support and celebration in rural areas, especially in schools. Schools should be more involved in making sure students are comfortable.’

‘An outspoken anti-bullying policy that reassures LGBTQ young people of their safety, safe space in school, uniform policy for trans* people.’

‘Teachers and other students must adhere to and respect the names and pronouns of trans and non-binary students.’

- » LGBTI+ and diversity training for all professionals
 - » Pink and Purple training for teachers, school staff and governors, for health professionals, for youth workers and for public sector workers LGBTI+ training for parents and carers
 - » LGBTI+ awareness education for ‘older generations’.

‘I think doctors also need better training on trans issues, as I would much prefer to go to the doctor (GP) with questions – as opposed to with extensive research – which they may or may not know about. I have been told that this is generally what happens when you go to the GP.’

'Educate more teachers and educators about the best ways to support their students coming out and/or transitioning.'

'Catholic-ethos schools are a hindrance to comprehensive LGBT sex education, and to acceptance as a whole.'

'Have more "older generations", e.g. parents/teachers/doctors, understand and accept that when I say this is my sexuality, it is my sexuality, not yours to decide or reject. I say this and share this with you as I trust and am finding my way to feel confident with me, and for once I found something that I am very comfortable with, which is my sexuality, which is unfortunately controversial.'

- » Longer-term action
 - » Remove religious patronage in schools
 - » Rethink single-sex schools
 - » Abolish school uniforms or offer gender-neutral options.

There were some overlaps between this theme and the 'Awareness, acceptance and inclusion' theme (Theme 3) on the importance of educating the older generation and parents and carers, with some participants recommending formal education programmes for parents/carers.

4.2 Theme 2: Spaces and places

The second theme, encapsulating the findings from the group consultations, is titled 'Spaces and places'. This theme describes how social, youth, or cultural groups and spaces are regarded in relation to LGBTI+ lives, and how these might be improved to meet the needs of different young people across the country. Overall, one-quarter (24%) of participants at the events voted for issues within this theme, with little difference between the age groups. In the survey, approximately 14% of respondents made reference to positives and changes within the LGBTI+ community (Theme 6), which included improved spaces and places for LGBTI+ young people.

Positives

Both the survey respondents and the event participants identified various positive sources of support and resources available to LGBTI+ young people. Many youth and community groups were listed on the tablemats as positive sources of support in the lives of LGBTI+ people. Some of these groups were local or regional, others were national organisations.

Some are LGBTI+ exclusive spaces specifically set up to support the LGBTI+ community (e.g. BeLonG To, Amach, shOUT!, GLEN), and others are LGBTI+ inclusive spaces within youth groups and organisations (LGBTI+ friendly spaces) (e.g. Scouting Ireland, Foróige, Comhairle na nÓg) (see Appendix 5 for a list of organisations and supports identified during the consultation events).

‘BeLonG To is a support group for LGBT youth in Dublin and it’s an example of what we should be doing to improve the lives of LGBT people in Ireland. It’s a step in the right direction but the fight is not yet over – as a society, Irish people have much to do before we can truly call Ireland an LGBT-friendly nation.’

Within school settings, a small number of young people described positive actions to promote inclusive spaces in schools: **‘LGBTI+ young groups and spaces.’** Older participants described positive actions within third-level institutions: **‘SU work, Pink and Purple training, and LGBTI+ societies increase visibility – feel welcome’** and **‘Third-level institutions are very progressive in terms of leading the change – e.g. trans nights, etc.’** The USI was also praised for its campaigning work to introduce gender-neutral bathrooms.

Issues

A significant number of respondents to the SpunOut.ie survey identified social isolation, exclusion and loneliness as an issue for LGBTI+ young people in Ireland. Around 8% of respondents included references to isolation in terms of dating and meeting other young people who identify as LGBTI+ to talk about their experiences. Some said that there is a resultant overdependence on hook up apps: **‘Grindr isn’t a good social space.’**

Four subthemes emerged within this theme. The first frequently expressed observations and concern that resources for LGBTI+ young people are disproportionately located in the urban centres, **‘Lack of support services in rural areas’**, predominantly the Dublin area **‘Why is everything in Dublin?’**. Many references were made to the lack of resources and support provided through groups, social outlets and organisations in rural areas. **‘No gay clubs in the west of Ireland.’**

‘The Pride festival is a wonderful time to join together and celebrate, but it has become more and more linked with drinking culture and it is unsafe for groups of young people to take part in sometimes. I feel like this further promotes the connection of LGBTI+ gatherings with alcohol, excluding young people and non-drinkers.’

Many respondents were cognisant that some of the supports in urban centres are not available to all: *'If you're not attending college, you have no access to support.'*

The second subtheme focused on concerns about the lack of **alcohol-free and quiet LGBTI+ social spaces** and alternative safe spaces for young people to meet rather than at night clubs or online, particularly for those aged under 18 years. Within this context a number of participants noted that many of the social spaces are perceived to be *'hyper sexualised'* with a focus on *'hooking up'*. The need for safe spaces was also highlighted, along with the need for a combination of LGBTI+ exclusive- and LGBTI+ inclusive spaces.

'Not a lot of options to socialise out of clubs/online.'

'No safe space for LGBTI+ that doesn't revolve around alcohol.'

'Although I have no personal experience of this, I know LGBT+ homelessness is an issue and I feel like resources would go well to helping such individuals to stay safe and not be forced to resort to desperate measures after they have come out to their families.'

The third subtheme was **homelessness** and the support needs of young people who are excluded from the family home, and of LGBTI+ young people who are unable to secure a tenancy in the area of their choice a result of their gender or sexual identity.

Crossing many of the main themes (e.g. Education and training, Spaces and places, Legal reform) was the issue of **gender-neutral bathrooms** and the difficulties these gender-designated spaces pose for young transgender people.

'Trans people should be able to use their preferred toilet; gender-neutral loos cannot be formed through the removal of a disability sign, and they need to be the same as regular toilets.'

Reference was also made to single-sex facilities within State facilities, i.e. prisons and hospitals.

Changes

Young people proposed several changes and suggestions to address the issues raised in relation to spaces and places.

- » A dominant message emerging from both consultations was the need for more LGBTI+ supports and places for LGBTI+ young people to meet. Those who took part in the survey called for a greater choice of nightlife venues, but more specifically, for those not old enough to go to bars and clubs, there was a call for more daytime and alcohol-free spaces such as cafés.

‘Readily available support groups or youth cafés where young people can meet other LGBTI+ young people and come to terms with who they are in a supportive environment. These should be available in different towns and cities and have no connection with schools, so that young people feel it is a place to relax, not somewhere that reminds them of school.’

- » A consistent message during the consultation events was the need for service providers to ensure a balance of safe spaces within LGBTI+ exclusive services and LGBTI+ inclusive services.

‘Redress the balance between LGBTI+ inclusive spaces and LGBTI+ exclusive spaces. Need to feel safe but still want to be visible.’

‘There should be less emphasis on LGBTI+ “clubs/circles/groups”. Being in a group only heightens stigma. In my opinion everyone, whether they’re straight, gay, black, white, male, female, or indifferent, should mix together instead of excluding themselves in closed circles; maybe then people will realise we are all the same, and stigma will be severely reduced, thus improving the lives of LGBTI+ young people in Ireland.’

‘Do not forget rural LGBTQI+ youth! We are here, and our communities need to be safe for us to occupy.’

‘Not making specific groups for LGBTI+, which creates an “Us versus Them” scenario.’

- » Rural and country-wide services was another common suggestion. From the group consultations there was a resounding call for more services, support and LGBTI+-friendly groups to be spread across the country, with **‘more things outside Dublin, and better planning of these.’** The need for the coordination and networking of services, support groups, activities, and events throughout the country was raised in many of the groups. One person suggested that **‘every county should have an LGBT youth group’**, whereas others suggested that such groups should work together to increase inclusivity and resources.

‘Try to have more services available in rural areas of Ireland (That means outside of cities and large towns).’

'It would be good if there was an LGBTQ+ group in every medium-sized/big town in Ireland, so that we could share our experiences in an open and safe space free of judgement.'

'More rural action. People feel like they have to come to Dublin to socialise with other LGBT+ people. "The George" roadshow, where it hosts nights out in different parts of the country, would be a fantastic thing for the rural LGBT+ population.'

'Lack of safe spaces for LGBTI+ young people in rural areas/lack of visibility in rural areas.'

- » Perhaps in recognition that some groups or events will only happen in cities, young people also called for better public transport to access services in urban areas.
- » With regard to other spaces, there was a call for safe houses for young people who find themselves homeless after exclusion from the family home.
- » A strong message from both the survey and the consultation events was the need for gender-neutral bathrooms and changing rooms. This was raised not only within the context of a school culture but also within the context of legal reform, in the removal of the requirement for three solid walls.
- » Participants at the consultation events called for initiatives to promote LGBTI+ friendly schools, workplaces and communities.

'Supported accommodation for LGBTI+ people who have been kicked out of home.'

'Schools and workplaces should "earn" the Rainbow flag by demonstrating they are LGBTI+ friendly, with all settings that have been awarded a flag listed on a Government website.'

4.3 Theme 3: Awareness, acceptance and inclusion

Across all seven consultation events, young people highlighted positive aspects of being LGBTI+. Overall, 16% of the votes in the consultations were allocated to the issue of, or changes within, the Awareness, acceptance and inclusion theme. The younger age group was more likely to allocate votes on issues to do with the need for further education/awareness compared to the older age group (22% compared to 14%). Increased awareness emerged in over one-quarter (27%) of the recommended changes in the survey responses. A significant proportion of the statements acknowledged a more visible and more positive profile of the LGBTI+

community in society in general. Increased awareness and acceptance within different settings, such as colleges/universities, some schools, sports clubs, youth groups, and within the mainstream media, were acknowledged as positive developments.

A small number of participants at the consultation events and 3% of the SpunOut.ie survey respondents mentioned **support from third-level institutions and employers**. However, only a small number of mentions were made about schools and workplaces, with the vast majority of mentions referring to an energetic college campus LGBTI+ scene and related supports: *'Freedom for self-expression in universities.'* In the consultation events, a number of the under 18s did acknowledge *'slightly more acceptance in schools with teachers'* and that *'teachers are more open about the subject'*. One young person noted, 'We have LGBT teachers.'

Pride events were also named as providing a positive platform for self-expression. Links were made between this increased level of awareness and acceptance and the ability to live a more authentic life, giving expression to one's identity.

In the SpunOut.ie survey, the freedom to live authentic lives was referenced by approximately one-tenth of respondents. This encompasses celebrating and expressing one's true unique identity, growing as a person, and having good sex.

The importance of **awareness campaigns** and **increased representation in the media** were noted across the consultation events as positive aspects of being LGBTI+ in Ireland. Links were made between the portrayal of LGBTI+ people in the media (in films and TV shows) and *'more awareness'*, greater *'exposure to LGBT+ culture'*, and *'more openness'*.

'I'm very lucky to be alive at a time when the LGBTI+ community are loved, supported, embraced – it's fantastic!'

'Very grateful for where and when I was born. I have had a very positive experience in a mostly accepting society.'

'Being gay is fab.'

Recognition from public figures, from political parties, and from the business sector was also highlighted as positive and required; for example: *‘Companies being openly supportive by having networks sponsoring LGBT charities, (and) walking in Pride.’*

General **de-stigmatisation** of people who identify as LGBTI+ in Irish society was identified in approximately one-third of the responses in the SpunOut.ie survey. The responses within this theme included increased visibility; more openness and tolerance; young people feeling more accepted and respected; being increasingly represented in the mainstream media;²² non-heterosexuality being normalised to an extent that it is no longer perceived as an issue, etc. However, this perceived increased acceptance was dependent on the setting, whereby particular settings such as school and health services were generally identified as areas in need of change.

While less than 1% of those who completed the SpunOut.ie survey referred to **family support** as a positive element in their lives, those who did tended to rate it as very important.

Similarly, while support and acceptance by family members did feature as a positive and important factor in the lives of those who took part in the group consultations, family was not strongly acknowledged in the context of increased awareness or acceptance, but recommendations to improve support from parents and families were offered by many.

Of note, participants from the younger age groups were more likely to make reference to the support of parents and family. Some highlighted their support and information needs, with a particular focus on the need for information on transgender issues such as transitioning.

Support and acceptance from friends and young people who do not necessarily identify as LGBTI+ (described as ‘allies’) were rated as positive by consultation participants and survey respondents.

‘A more progressive environment in Ireland is making it easier to come out than in past years.’

‘I’m in the minority, as I attend a very liberal school and I’m from a very liberal family and community of LGBTI+ people. I don’t face issues yet, anyway.’

‘Some older people, such as grandparents of children who are gay, are accepting.’

²² There were only a handful of references to this in the survey.

Overall, young people who took part in the consultations events and the survey respondents acknowledged the existence of an increasingly positive atmosphere and environment for LGBTI+ people in Ireland in recent years, with some giving credit for this to the campaigning efforts of older LGBTI+ people in years past. In the SpinOut.ie survey, the privilege of being alive in a period of tremendous cultural change was mentioned often, with many survey respondents comparing Ireland favourably to other countries, both near and far. Notably, a small number of participants at the consultation events made reference to the importance of the strategy development process and to the involvement of the Youth Advisory Group. Participants welcomed the opportunity to speak for themselves and to have their voices heard.

'The support and love from the community, being able to see older generations see what they only dreamed of for themselves come true for us younger people.'

'... the Marriage Equality Referendum was a pivotal moment in terms of wider society's acceptance of the LGBTI+ community ...'

'I'm delighted that an LGBTI+ National Youth Strategy has been set up in Ireland! Thank you to all the volunteers and youth workers who do so much for all young people in the LGBTI+ community.'

'Coming out was easy.'

'No one cares... (in a good way).'

'Supportive policies; more policies have been developed to minimise bullying and workplace discrimination against LGBTI+ people.'

Issues

While respondents reported an increase in acceptance, awareness and inclusion around LGBTI+ lives and identities, responses to the survey and consultation events identified numerous issues within this theme requiring attention. The issues identified were often the flip side of the positive aspects described above.

For example, while young people acknowledged increased acceptance within society for people who are LGBTI+, they also highlighted the fact that discrimination, prejudice and stigmatisation still exist in Irish society.

'People think that homophobia has stopped because of the Marriage Referendum.'

'Violent transphobia seems to have overtaken violent homophobia.'

'In my experience, Ireland has become a generally supportive place to be a young LGBTQI+ person. There are a lot of supports there for those who wish to use them. However, there are still those afraid to get in contact with these supports, and those are the young people who may not be having a positive experience.'

'Holding hands in public for same-sex couples is still frowned upon.'

Almost half of the respondents to the survey described discrimination using terms such as 'bias', 'bigotry', 'ignorance', 'inequality', 'intolerance', 'judgement', 'ridicule' and 'stigma'. Such discrimination can result in bullying and harassment (mentioned by 20% of respondents to the survey), difficulties in self-expression, negative experiences in schools, and fear.

Discrimination was mentioned by those who took part in the group consultations, from a general comment referring to **'micro aggressions = subtle discrimination'** to specific examples of discrimination against transgender people and LGBTI+ people who are homeless:

'Trans people are barred from gender-specific sports.'

'Older people weren't educated when they were young, so they don't understand.'

Older generations were often described as the source of much discrimination against young people who are LGBTI+. Young people also aired this issue during the consultation groups, commenting that **'older people just push away the subject'**, that **'elders don't want to listen to issues about LGBTI+'** and that they **'don't want anything to change; they want to keep it the same.'** The role of the Church in forming the opinions and attitudes of older people was discussed during the consultation events.

'I feel discriminated against by older people who grew up under the eyes of the Church.'

Discriminatory behaviour was also described as emanating from non-LGBTI+ peers and from parents and family. One participant highlighted how a young man had been *'grounded for being gay.'* The lack of acceptance by families was linked to the loss of supportive networks, which at the extreme end amounted to children being disowned by their families or experiencing violence. Some linked the lack of acceptance by families to homelessness:

'Being misunderstood by your family is the worst thing personally, because as much as they say they love you no matter what, or that they accept you, you still hear them say horrible things about other LGBTI+ people they see on the TV or hear about in the news, and you know they haven't really learned anything and that they just make an exception for you. I worry about the future a lot.'

The findings also suggest that **bullying and harassment** continues to be particularly problematic. Just over one-fifth of respondents to the SpunOut.ie survey identified bullying and harassment as an issue they have to deal with personally. In the group consultations, a small number of specific examples of bullying and harassment were recorded on the tablemats, including references to *'abuse on the street'*, *'bullying'*, *'fag" being a normal*

'Parents promise to protect their children, but damage them mentally by keeping them in the closet.'

'So disheartening when you're not out and you're still afraid and your father says, "No son of mine will be a faggot."'

'I'm not out yet for fear that my family will reject me.'

'LGBTI+ people can be so used to getting bullied that it becomes part of their everyday life, and it's what they come to expect. They often get mocked and treated as a joke or a freak.'

insult, *'derogatory terms are thrown around in public, graffitied and never covered, etc.'*, and to a *'threat of violence'*. Demonstrating how double-edged many of the issues are, one young person noted how *'increased visibility can mean increased targeting from hate crimes.'*

Just as some welcomed the increased freedom and ability to live more authentic lives, so many of the respondents to the SpunOut.ie survey and participants in the group consultations highlighted the problems and difficulties in doing just so.

'Depending on where you live, it varies. I think in Dublin it is easy and my best friends are openly gay in school, but I find the attitude changes the more rural you get. The attitude I found from the young people in the Gaeltacht was quite homophobic and toxic.'

'Disbelief: "It's a phase,"
"You're just unsure," "Pick one."
So, which do you prefer?'

One theme that emanated particularly strongly, and not just from people who identify as such, was problems associated with **bisexuality**. The intolerance of bisexuality, termed 'biphobia', was described in many of the consultation events.

'As a young bi guy, I still find it difficult to be 100% myself in LGBTQ spaces. I often find that LGBTQ people are even more discriminatory against bi people than people in het spaces ... Bi people are still erased, discriminated against, and misunderstood ... Bisexual people were essentially being told that we could lose the Referendum. When in reality, we were part of the fight.'

Both survey respondents and consultation participants described **challenges to self-expression**. The process of becoming an adult is accompanied by a sense of awkwardness for most young people, but the discomfort appears to be especially problematic for young people who are LGBTI+. Difficulties in 'coming out', and the pressure to do so at all/time and time again, were referenced by many of the young people who responded.

'I wish straight people had to come out too.'

Changes

A range of changes or suggestions were made by participants in the consultation groups and respondents to the SpunOut.ie survey to address the issues raised within the theme of 'Awareness, acceptance and inclusion'.

In both the survey and the consultation events, references to increasing acceptance were often qualified, many explaining that acceptance varied according to the setting and that further work is required to remove stigma, particularly for non-binary people. Suggestions for improvements are listed below.

- » Awareness campaigns were recommended in order to address negative stereotypes and deficits in awareness and acceptance using:
 - The media (newspapers, books, cartoons, magazines, radio shows, television dramas, films, advertisements) to portray positive images of LGBTI+ people and to promote more open discussion on LGBTI+ issues
 - Articles and documentaries on the human rights aspects associated with being LGBTI+
 - Celebrities with youth appeal (both openly LGBTI+ and allies).

'More representation in the media in which our gender or sexuality are not an anchor of the character but simply a background fact.'

'More LGBTI+ awareness spread through social media and advertising. People need to see that this is the norm now and they need to accept that.'

'More exposure in the media would be incredible! I'd love it myself if I (a transgender person) were recognised nationally as a normal person.'

'Ireland has definitely made significant progress in terms of equality and inclusiveness for LGBT individuals. However, I still think it has a long way to go, particularly in relation to transgender awareness.'

'Education for an older generation to open their minds and understand LGBTI+ ... to promote understanding of what is offensive and what isn't.'

- » Education of the wider community (particularly older generations) for greater acceptance and for greater recognition. Specific attention to education and awareness of different sexualities (e.g. bisexual and asexual) and of non-binary and transgender people, with a specific focus on pronouns (see also the 'Education and training' theme).

'Awareness that slurs such as "faggot" are unacceptable under every circumstance.'

- » With regard to greater inclusion within the workplace, responses to the survey suggested workplace initiatives to make recruitment processes fairer, to train staff in relevant LGBTI+ matters, and to deal effectively with bullying/harassment.
- » Partnerships working with willing partners such as youth mental health organisations, youth work organisations, parenting bodies, older people’s organisations, and Traveller and migrant groups to achieve the greatest impact.
- » Work with organisations such as the GAA and FAI to promote more inclusion of transgender people in sports.
- » Funding for services, and increased promotion of available services.

‘Raise awareness of negative stereotypes and create more supportive environments.’

‘People need to know that they will be loved and accepted.’

‘More signposting to services.’

4.4 Theme 4: Legal reform

Legislation and policy in relation to LGBTI+ rights was a specific focus of six of the 55 tablemats in the group consultations. It was referenced in many more, and it was also a key theme in the SpunOut.ie survey findings. The older age groups were more likely to discuss legal reform than the younger group, and the older age groups allocated more votes to this theme than their younger counterparts (the older age group allocated 15% of their votes, whereas the younger group allocated 8% of their votes).

‘Ireland is ahead in LGBT laws.’

Positives

The Gender Recognition and the Marriage Acts were noted as positive things for young LGBTI+ people in Ireland today. These changes to the Constitution were recognised by both age groups as progress, as affirmation of their identity within and by the country, and as facilitating their self-expression and ability to live authentic lives:

‘Marriage equality, giving people the courage to express themselves.’

‘The “Yes” campaign made us feel accepted. Tiocfaidh Ár Grá.’

‘Feel more hopeful for our futures, as we can get married, and it makes adoption easier.’

Similarly, the SpunOut.ie survey findings reported that increasingly favourable laws were mentioned by ca. 15% of respondents. The vast majority of these referenced the Marriage Equality Referendum vote, and many were keen to point out that this was passed by popular vote as opposed to being a Government decision. The fact that homosexuality is legal was also mentioned, along with employment equality, equal status and gender recognition legislation.

During the consultations, particular attention was given to the Gender Recognition Act. Some acknowledged the positives of the introduction of the law, but many identified its limitations.

'Gender Recognition Act: anyone over 18 can change gender, and anyone aged 16–18 can change gender with parental consent.'

Issues

The limitations of the Gender Recognition Act constituted many of the issues and changes for this theme.

'Under-16s not being able to change their gender marker.'

'Discrimination in regard to outside the binary.'

'Non-binary people do not exist according to the law.'

Participants at the consultation events highlighted the limitations of the Act for non-binary people and for young people aged under 18 who required parental consent to change gender. Without formal acknowledgement of non-binary people within the legislation, non-binary people experience considerable difficulties as they are not recognised in legal documents. Some felt that this created further discrimination for non-binary people.

The issue of discrimination in employment was also raised. Some of the discussions focused on how religious institutions interpreted the law:

'Section 37 of the Employment Equality Act allows for discrimination by providing grounds for discrimination based on religious ethos.'

'Outlaw job discrimination (you can't turn away a person because they are gay and you cannot use another excuse for blatant discrimination in the workplace).'

About 2% of respondents to the SpunOut.ie survey referred to discrimination in employment, namely the increased difficulty in gaining employment and the risks associated with expressing one's identity at work.

'Lack of inclusivity in the workplace; you feel like you should hide it.'

'Homophobic/transphobic/biphobic language not taken seriously in work and education settings.'

Bullying/harassment, both from co-workers and from management.

Related to discrimination and bullying, the absence of clear hate crime legislation was also a strong message within this theme.

'No hate crime legislation.'

'Anti-discriminatory laws are not enforced.'

'The Eighth Amendment affects trans males and non-binary people.'

A number of participants at consultation events raised the need to repeal the Eighth Amendment, as this has implications for LGBTI+ people's (particularly bisexual and transgender people's) access to healthcare.

Throughout the consultations, reference was made to the needs of young people living in abusive homes or who have been excluded from the home, and their needs for social welfare and housing.

'The age rates in the Jobseekers Allowance (JSA) are silently discriminatory against LGBT youth. Youth are unable to move out of abusive households or are forced to stay closeted because they cannot afford to move out.'

'Legal recognition of non-binary genders. Better government-mandated education on LGBTI+ sex, sexualities and gender identity. An easier process needs to be in place for young people looking to change their gender identity legally, and rules should be set in place as to how to deal with young people who do not have supportive parents.'

Changes

The changes suggested by participants and survey respondents reflected many of the issues described in the previous sections, and are listed below.

- » A number of participants at the events commented on the need for equality to be ‘managed’. Suggestions for this included the appointment of an ombudsman for LGBTI+ people, having LGBTI+ seats in the Seanad, and creating and enforcing anti-discrimination laws.
- » There was a call for employers, and religious organisations in particular, to adhere to the anti-discrimination laws.
- » While the Gender Recognition Act and the Marriage Equality Referendum vote were included as positives, amendments were suggested to the Gender Recognition Act to acknowledge transgender and non-binary people.
 - Suggested changes included legal recognition for titles such as Mx and Mz, and to include more options on forms other than ‘male’ or ‘female’. A number of young people called for amendments that would make it easier to legally change their name or gender.
- » While participants acknowledged the importance of existing laws in place to address discrimination and hate crime, young people in the consultations also called for their extension and stricter enforcement so that hate crime legislation, for example, could be enacted and extended to include trans people and those of non-binary identity, and anti-discrimination laws could be reformed to include trans people.
- » A number of other issues were identified in the consultation exercise as things that needed to be changed or addressed within the context of the law or policy reform. **Gender-neutral bathrooms** was one of the most voted-on issues, and noted significantly more often by those under 18 (see also the ‘Spaces and places’ theme).

‘Make it easier for trans people to change their name legally.’

‘Gardaí should enforce incitement to hatred.’

'Make it legal for children from the age of five upwards to avail of counselling, be it in Pieta House or CAMHS. It is impossible for teens without parental consent to avail of counselling.'

- » A few who took part in the consultations called for a change to the law that would allow young people to access mental health services without parental consent.
- » Although mentioned by less than 1% of respondents to the survey and raised by a small number of the event participants, some very real concerns were expressed about LGBTI+ people's future ability to have children. Restrictive surrogacy and adoption laws, few babies available for adoption, and the high costs of both surrogacy and adoption were all mentioned.
- » Discrimination of LGBTI+ people, in particular trans and non-binary people, was regarded as limiting their life options (via restrictive opportunities for employment, benefits, housing, education, etc.). Thus, action was required to address all discrimination and ensure that LGBTI+ people have equal opportunities.

'Update legislation to make it easier for establishments to create ungendered bathrooms (i.e. get rid of the "3 solid walls" rule).'

4.5 Theme 5: Health and well-being

Health emerged as a tablemat theme in five of the 55 tablemats. However, themes related to health and well-being emerged in a number of other tablemats such as legal issues, as well as transgender issues and rights. The health and well-being theme has four subthemes: general healthcare, sexual health, mental health, and transgender health and well-being issues. As a whole, issues related to health and well-being secured 12% of the votes.

Positives

In terms of the positives within this theme, participants noted access to transgender health services, identifying support services for transgender people (e.g. TENI, Bi-Ireland), improved access to endocrinology services and '*expansion of urban endocrinology services*'. Participants also identified sexual health services such as GUM services and Rapid HIV testing in LGBTI+ settings (e.g. PantiBar and Teach Solais).

Issues

Deficits in the health services were identified across all of the consultation events, and to a lesser extent in the responses to the survey. One main concern was non-binary people's access to health services: **'The health system is very reliant on binary systems.'** Three main issues were identified regarding health and well-being. The first issue was access to sexual health services, including the need to have easier access to STI clinics, dental dams and PrEP. Many felt the 1 year ban on blood donations from MSM was too long and should be reduced. The need for education about the risks of unprotected sex for all, including women who have sex with women, was also raised.

'The blood donation policies regarding men who have sex with men ... also anger me.'

The second issue was the need for improved health services for transgender people. Concerns included the requirement for parental consent for under 18s, the long waiting times, and the lack of adequate information and resources on trans issues. The need for improved access to services for transgender people included improved access to counselling, hormones and surgery.

'There is very little Irish-focused information available for trans young people, their friends, and their family ... Schools are not required to respect a student's gender identity ... Legal gender recognition is not accessible ... the system for medical transition in Ireland is dismal ... Medical and legal transition costs money ... If your parents don't care about you being trans, you cannot access these things.'

The third issue raised during the consultations was the need for improved mental health services. As drug and alcohol misuse is high among the LGBTI+ community, many felt there is a need for improved early intervention and easy access to services.

'Bad coping mechanisms to deal with exclusion, e.g. alcohol use, drugs and other substances.'

'Addictions are higher in the LGBTI+ community.'

Within this theme there was also a call for improved staff training. A number of participants at the consultation events identified the role of the Church in the provision of hospital-based care to be a cause of concern.

Changes

The suggested changes under this theme responded to the specific issues identified above. Overall, there was a call for more inclusive health services staffed by personnel who have received training in LGBTI+ issues. Particular calls were made for inclusive services for non-binary people.

- » Make services inclusive for all, including non-binary people
- » Overhaul the transgender healthcare system to encompass psychological therapy, hormone therapy, surgery, speech and language services, hair removal and provision of chest binders:
 - Shorten waiting times and create better communication channels
 - Increase options to avail of HSE funding for surgery abroad
 - HSE cover for hormones (if not already available)
 - More gender identity clinics
 - Ensure all service providers are trained in transgender issues
- » All healthcare staff to be provided with LGBTI+ awareness training
- » Particular attention should be given to providing mental health services for children, young people and young adults.

'As a teenager, hiding my sexual orientation contributed to me suffering from depression and severe anxiety, which I still struggle with today.'

'Introduce a less convoluted system to get trans people hormone therapy and top surgery, etc.'

'I have been lucky, but every LGBTI+ person I know has suffered mental health issues. We need greater support, and the general public needs to be educated so that traditional views and values will cease to be an issue for LGBTI+ people in the first place.'

'Counselling should be available for everyone for prevention of depression. There should be trained counsellors in schools (not guidance counsellors).'

» Improved sexual health services

- More education on sexual health and STIs
- Easier access to PrEP and dental dams
- Improved education for lesbian women or women who have sex with women
- Mobile STI services for STI testing.

'I think young LGBT people should be educated on sexual health matters. I feel sexual health is very much brushed under the carpet when it comes to LGBT people, especially in schools where they mostly just teach about heterosexual sex. I feel this puts young LGBT people at a high risk of STIs, as they are not educated on safe sex.'

'Legalise PrEP'

4.6 Theme 6: LGBTI+ communities

The final theme is titled 'LGBTI+ communities'. This theme encompasses the support offered by the LGBTI+ community. While issues within this theme are integrated within all of the other themes, a number of messages emerge for change within the community.

'A lot of good work being initiated with young people in the LGBT community.'

Positives

Overall, participants provided many examples of the support offered by the LGBTI+ community. Throughout the consultation events, specific references were made to the services and support offered by organisations such as BeLonG To, TENI, Bi-Ireland, Lesbian Line, GLEN, and Pride. There were a number of mentions of online supports including SpunOut.ie '**Internet community**'.

'Ability to meet people with the same experience as yourself, and sexuality and gender as you.'

'Be yourself with them.'

'Meeting other LGBTI+ young people.'

Issues

In the survey and at the consultation events, a number of young people made reference to exclusion within the community. This included, for example, the perceived exclusion of religious or more conservative young people, women, and those not wishing to label themselves. Throughout the consultation, biphobia and transphobia was identified as a problem within the community, highlighting the perceived lack of acceptance of BTI+ within the LGBTI+ community itself. One participant presented this simply as **LGBT**.

'Have been discriminated against, marginalised, intimidated, abused and even assaulted for my sexuality by peers, strangers, business owners and family members ... erased, ignored and ridiculed time and time again by the nearly all media, by homophobes, allies and members of the LGBT community alike. Bisexuals more than any others ... are considered to be confused, lying, seeking attention, unfaithful or promiscuous beyond conscience.'

A small number of respondents highlighted specific needs of the community, for example, the need to become more autistic spectrum disorder (ASD) friendly by providing ASD training, and offering **'quiet spaces'**.

Changes

While many young people acknowledged the achievements of the LGBTI+ community (particularly the work of BeLonG To, SpunOut.ie, and ShoutOut), a number identified the need to continue to work to improve the services and supports available to all young people. Some of the recommendations for improved LGBTI+ services have been described within the 'Spaces and places' theme. Other recommendations are listed below. As follows:

- » Improved LGBTI+ services for young people
 - who are not 'out' or who are coming 'out'
 - support for young people experiencing bullying
 - supports tailored for different subgroups under the LGBTI+ umbrella
 - 24/7 helpline and online support
 - support for parents/family
 - more daytime and alcohol-free LGBTI+ social space

'I know my friend who has recently come out as trans needs a lot of help, especially after his parents and extended family didn't accept it at all. If there were any clubs or meetings or something that he could go to meet with other people from the LGBT+ community, I know that he and all my friends and myself would love it.'

- » More promotion and advertising of available services to widen the reach of all supports
- » More celebratory 'inclusive' initiatives, such as picnics, arts festivals, commemorative days, etc.
- » Address bi-erasure and transphobia within the community

'Do not forget rural LGBTQI+ youth! We are here, and our communities need to be safe for us to occupy.'

'Bi-erasure is a major issue. While many are accepting of homosexuals, many bisexuals are dismissed by both the LGBTI+ community and by genders heterosexuals alike. This places added pressure on young bisexuals – whereby their sexuality just does not exist for people, which is very disheartening.'

'Education within the community – not just straight.'

'Trans visibility/transphobia within LGBTI+ community needs to improve.'

- » Bridge gap between the older and younger LGBTI+ generations
- » Challenge stereotypes

'The issue is in the hands of young LGBT people themselves. How they carry themselves creates poor stereotypes for us to be globally judged for. Thankfully, me and my boyfriend avoid these stereotypes, and people are shocked when they find out about me. But if people could realise that being gay or whatever is just a little bit of biography, just a feature, like having black hair or blue eyes, then we wouldn't have such ostracisation in society.'

'Change stereotypes – for example, how you should look as an LGBTI+ person.'


'The LGBTI+ community should break away from creating a predefined expectation of who and what LGBTI+ people should be, which can alienate those within the community who do not fit into these archetypes. While society may create its own right or wrong depictions of what the LGBTI+ community is, the community itself seems to cling on to certain aspects of these stereotypes and embrace them to an almost unhealthy amount of pride. Many do not fit the LGBTI+ stereotype that is being built in recent years, and are affected by being left out by their own LGBTI+ community, who see them as 'not one of us' or unable to 'embrace what makes us LGBTI+.' Being LGBTI+ sometimes breaks people off from parts of their society for being different. Their own community should never do the same. It is important to always stress that sexuality should never be confused with personality, or lifestyle.

Someone who is not LGBTI+ always are given the chance to be whoever they want to be, while on the other hand, we only ever seem to give LGBTI+ people the chance to be LGBTI+, but nothing else.'


- » Promote greater networking within the community, share experience and resources
- » Greater cooperation within LGBTI+ groups, and between all youth and community-based groups (e.g. sports, the arts, language, culture), in order to create more inclusive communities.

'Not making specific groups for LGBTI+ creating an Us v Them scenario.'

'I would like to see more LGBTI+ visibility in the arts in Ireland. I know that there is a "market" for this. I also feel that certain spaces in Dublin could be more LGBTI+ friendly. It would be great if there were more gay bars and places to hang out. But that also might be ambitious, so why not adapt what we have – making them more accepting and diverse? We should be using the growing acceptance in wider society and reflecting it in our social spaces.'



'I believe that for some, but not all, it is a case of separation. As an LGBTI+ person, I often see LGBTI+ people build a wall between those who are not part of the community. I find it is due to some LGBTI+ people's arrogance towards others that hate can stem from this. Of course this is not always the case and in no way do I mean that people should not stand up for their right to humanity, but that in that fight you can often separate yourself from people who mean no harm at all.'



'I think they should do away with the banner of LGBTI+. If they define themselves by a political label first, and as individuals second, then people will judge them by the label, not as individuals. As LGBTI+ becomes more powerful, it will become corrupt and make enemies for itself and, by extension, for all LGBTI+ people who do not deserve it.'

Appendix 1: Members of the Oversight Committee

Organisation

Chair

Transgender Equality Network Ireland (TENI)

LGBT Helpline

Tusla - Child and Family Agency

BeLonG To

Department of Justice Equality and Law Reform

Irish Congress of Trade Unions

National Youth Council of Ireland

Union of Students in Ireland (USI)

Sport Ireland

Department of Children and Youth Affairs

Department of Children and Youth Affairs

Health Service Executive

Department of Education and Science

DCYA Secretariat

Nominee

Una Mullally

Catherine Cross

Paula Fagan

Cormac Quinlan and Nerilee Ceatha

Moninne Griffith

Michael Duffy and Adam Egan

Fiona Dunne

Mary Cunningham

Siona Cahill

Dr Una May and Bernie Priestly

Olive McGovern

Mary Robb

Diane Nurse and Caoimhe Gleeson

Gavan O'Leary and Gráinne Morrissey

Joanne Byrne, Tina Murphy and

Aibhin O'Reilly



Appendix 2: Members of the Youth Advisory Group

Seamus Byrne

Lesley Fitzpatrick

Chelsea Gibson

Amy Hunter

Ayrton Kelly

Tara Killeen

Katie McCabe

Martin McDonagh


Imelda Morrissey

James Murray

Jay Pope

Niamh Scully


Ruan Walsh



Appendix 3: Glossary of Terms²³

Asexual	Asexual is the term used to describe people who feel little or no sexual attraction to anyone. This is totally normal and may be more common than generally believed.
Bisexual	This is the term used to describe people who are sexually attracted to more than one gender. It is sometimes shortened to just 'bi'.
Biphobia	Biphobia is the word for the discrimination and prejudice that bisexual people face.
Cisgender	Being cisgender means that your sex and gender very clearly match up. For example, people who were assigned male at birth and grow up to identify as a man.
Closeted	This is a term used to describe someone who is not currently open with others about their sexual orientation or gender identity.
Coming out	This is the process of accepting your sexual orientation or gender identity, and becoming open about that with both yourself and others.
Gay	This is used to describe people who are exclusively attracted to members of the same gender. Some gay women prefer to refer to themselves as lesbians.
Gender reassignment surgery	A medical procedure that transitions a person's biological sex from one sex to another. It is often incorrectly referred to as a 'sex change'.
Intersex	This is the term used to describe someone with both male and female sex characteristics. An intersex person may identify as a man, a woman, or as something else, and it doesn't necessarily affect their gender identity.
Heteronormative	Heteronormative is the term used to describe the belief that to be heterosexual and cisgender is the only natural way of living, and that anything else is outside the norm, unusual or deviant.
Heterosexism	This is a form of prejudice or bias that believes that heterosexual relationships between cisgender people are somehow superior, more natural, or deserving of better treatment than gay or lesbian relationships, or relationships between transgender people.
Heterosexual	This the word used to describe someone who is exclusively attracted to members of the opposite gender.
Homophobia	Homophobia is a form of prejudice or discrimination faced by lesbian, gay and bisexual people.
Homosexual	This a word used to describe someone who is exclusively attracted to members of the same sex. Many gay and lesbian people prefer to simply be referred to as gay or lesbian.

²³ Source: Adapted from Spun.Out <http://spunout.ie/life/article/a-z-of-sexual-orientation>



Lesbian	This is a word used to describe women who are exclusively attracted to other women. Some of these women prefer to simply describe themselves as gay.
Pink training	Pink training brings LGBT students and their allies together to get informed about their rights, their access to power, and what they can do to bring about positive change in Irish society. This training is delivered by USI.
Pansexual	This is used to describe someone who is attracted to people irrespective of gender identity and expression
Pride	Pride is an international movement that encourages LGBTQI+ people to celebrate their sexual orientation or gender identity.
Purple training	Purple training listens to the transgender and gender non-binary voices in our society, hearing their struggles, celebrating their successes and learning to explore gender identity and expression in a safe environment.
Queer	Queer is an umbrella term used to describe people who do not fall into a traditional gender role or sexual orientation. Essentially, it can be used to describe anyone who is not heterosexual and cisgender. However, it is only OK to use it about another person if that person self-identifies as queer.

Appendix 4: Detailed Summary of Voting Pattern by Theme, by Age Group

Themes	Subtheme	Age group		Total
		18+	Under 18	
Theme 1: Education and training	Total: Education and training	314	141	455
	Schools	179	120	299
	School ethos (withdraw religious ethos)	37	8	45
	School policies (e.g. trans, bullying) and supports in school (e.g. GSA, student staff networks, Rainbow flag, Facebook group, independent counselling, openly gay staff)	26	59	85
	School sex education (external trainers, integration of LGBTI+ narrative within curriculum, diversity education (challenge stereotypes), LGBTI+-inclusive education, consent, same-sex sex education, sex education with focus on mental health)	113	46	159
	Funding for school-based programmes (e.g. ShoutOut, StandUp, Foróige programme)	3	7	10
	Universities	3		3
	Make all third-level universities and colleges LGBTI+ inclusive	3		3
	Training	132	21	153
	Training programmes (e.g. pink and purple training) and all professionals (e.g. teachers/school staff, medical professionals, youth workers, law enforcement, public sector workers)	121	8	129
	Allies	3		3
Parents/families (support and education)	8	13	21	
Theme 2: Spaces and places	Total: Spaces and places	266	92	358
	Buildings: gender-neutral bathrooms/changing rooms	65	31	96
	Alcohol-free/quiet spaces/non-sexualised spaces	58	54	112
	Services with trained staff/policies	3		3
	Safe spaces – LGBTI+ inclusive within wider community	33		33
	Rural spaces: access and information, transport, more groups, more gay bars	72	7	79

Themes	Subtheme	Age group		Total
		18+	Under 18	
Theme 2 (continued)	Support for homeless LGBTI+ young people. Housing for young people kicked out of home/benefits and supports for homeless LGBTI+ people	35		35
Theme 3: Awareness, acceptance and inclusion	Total: Awareness, acceptance and inclusion	149	86	235
	Self-acceptance/authentic lives	2		2
	Raise awareness across society/education (wider education/older generation) (re LGBTI+ issues, non-binary issues)	55	46	101
	Recognition of LGBTI+ in society	34		34
	Positive representation in media	24	5	29
	Remove stigma (communities to have strategies to address homophobic/transphobic bullying)	6	14	20
	Support for family and friends	1	13	14
	Inclusion in sport	7	2	9
	Increase awareness of available supports/ more accessible information	10		10
	Funding for groups/helplines	8	6	14
	Bilingual campaigns	2		2
Theme 4: Legal reform	Total: Legal reform	163	32	195
	Manage equality (i.e. Ombudsman, inclusive legislation, LGBTI+ seats in Seanad, etc.)	9		9
	Marriage equality	4	2	6
	Workplace changes (e.g. enforcement of legislation/anti-discrimination)	7	2	9
	Hate crime legislation/enforcement	28		28
	Gender Recognition Bill and gender recognition (including official forms)	66	19	85
	Repeal the Eighth Amendment	17		17
	Adoption/Surrogacy	6		6
	Social welfare			
	Church and State	26	9	35

Themes	Subtheme	Age group		Total
		18+	Under 18	
Theme 5: Health and well-being	Total: Health and well-being	135	45	180
	General health	3	3	6
	Sexual health	33	1	34
	Trans health	86	20	106
	Mental health	13	21	34
Theme 6: The LGBTI+ Community	Total: The LGBTI+ Community	63	2	65
	More LGBTI+ services (see 'Spaces and places')	18		18
	More inclusiveness (tackle biphobia/transphobia/stereotypes)	33		33
	Gender-neutral bathrooms in LGBTI+ spaces (lead the way)	2		2
	ASD awareness training	3		3
	Better networking between LGBTI+ groups and other organisations	7		7
	Bar policies and enforcement (regarding harassment)		2	2
Total		1,090	398	1,488

Appendix 5: Examples of Supports and Organisations Mentioned during Consultations

Act Up	Outcomers
Amach	Outhouse
BeLonG To	PantiBar
Breakout	Pieta House
Bi Ireland	Pink training
Comhairle na nÓg	Purple training
College societies	Pride
Drama groups	Queer family
Dublin Lesbian Line	Rainbow Week
Foam	Samaritans
Foróige	Scouting Ireland
Friends (G)/peers	ShOUT! - Galway LGBTI+ group
Gay Gayming	ShoutOut
GiGSoc inclusive	Some teachers
GLEN	Spunout.ie
GOSHH	Stand Up
LGBTI+ helplines	Teach Solais
LGBTI+ based sports clubs (Pink ladies/ Dublin Devils/Emerald Warriors)	TENI
LGBTI+ staff networks	USI resources
LGBT+ Societies	Youth Theatre Ireland
Mental health services	Youth Work Ireland
Non-binary Ireland	

Appendix 6: Summary of Themes by Age²⁴

Theme 1: Education and training

Education and Training: Over 18s		
Positives	Negatives	Changes
<p>School policies</p> <ul style="list-style-type: none"> • Some schools have positive policies. • LGBTI+ Awareness weeks 	<p>Uniforms</p> <ul style="list-style-type: none"> • Uniform options need to be offered to all, rather than split by gender. <p>Pronouns</p> <ul style="list-style-type: none"> • Lack of respecting pronouns. • Assuming pronouns. <p>Anti-bullying policies</p> <ul style="list-style-type: none"> • No clear anti-bullying policies. 	<p>Uniforms</p> <ul style="list-style-type: none"> • More gender-neutral uniforms in schools (D2). • Gender neutral uniforms. • Get rid of uniform and dress code/let students decide themselves. <p>Single-sex schools</p> <ul style="list-style-type: none"> • Co-ed schools. • Get rid of single-sex schools. <p>Trans support</p> <ul style="list-style-type: none"> • Teachers must respect pronouns and names of trans students. • Pronouns on name badges – raise awareness. • Education surrounding labels • Educate society on the correct use of pronouns to get rid of the fear of asking). • Trans policies. • Need guidelines in schools for transgender pupils. <p>Anti-bullying policies</p> <ul style="list-style-type: none"> • Introduce Bill to tackle bullying in schools. • Schools need to address LGBTI+ bullying in schools. • National strategy/guidelines for schools and third-level institutions for trans students, e.g. best practice guidelines. • Schools to recognise homophobic bullying in code of behaviour.

(continued)

²⁴ Given the volume of responses it was not possible to record all issues and suggested changes, but every attempt was made to ensure that the tables provide examples of consistent messages communicated across the venues.

Education and training: Over 18s (continued)

Positives	Negatives	Changes
<p>Religious ethos in schools</p> <ul style="list-style-type: none"> Educate Together schools 	<p>Religious ethos</p> <ul style="list-style-type: none"> Catholic Church's role in education. Religious counsellors in schools not a good idea. 	<p>Religious ethos</p> <ul style="list-style-type: none"> Catholic schools' ethos needs to be withdrawn from schools. More pluralist environment in schools/funding for Educate Together schools/more secular schools. LGBTI+ training in all schools and legislate against religious 'ethos' discrimination. Secularise all schools/ban gender segregation. Separation of religion and schools. Remove influence of Church from schools.
<p>School supports</p> <ul style="list-style-type: none"> Gay-Straight Alliances (GSA) 	<ul style="list-style-type: none"> No LGBTI+ societies in schools due to 'outing' and bullying issues. School guidance teachers do not have the training or skills to support LGBTI+ young people. 	<ul style="list-style-type: none"> Need LGBTI+ clubs in schools. LGBTI+ Awareness Week Facebook groups for all schools to keep each society up to date. LGBTI+ safe place in school. Schools and workplaces to have the opportunity to 'earn' Rainbow flag to show that they are LGBTI+ friendly - and publish on Government website. Student and staff networks Have openly gay teachers Gay staff should be heard in schools. Create GSA. Provide counsellors in schools.
<p>Children and young people – education</p> <ul style="list-style-type: none"> Education is happening. Support work, schools, workshops. Anti-bullying policies such as 'ShoutOut' improves the school experience. 'ShoutOut' should go into secondary schools and run LGBTI+ workshops. Stand Up. 	<p>Need for education</p> <ul style="list-style-type: none"> Young LGBTI+ people are not aware of the physical/active dangers that are present, and are at risk of huge physical, emotional, and sexual abuse. <p>Availability of sex education</p> <ul style="list-style-type: none"> No actual education in schools. Schools don't take LGBTI+ issues seriously - even when it does happen teachers disagree with what they can/can't teach. Is the curriculum enforced? 	<p>School control of sex education</p> <ul style="list-style-type: none"> Have input from LGBTI+ groups (BeLongTo or SpunOut). Have trained external teacher for sex education to ensure that education is standard. Reduce the control that schools have over sex education. RSE/SPHE should be administered by separate youth services/youth workers who have been trained and are experienced. (This would

(continued)

Education and training: Over 18s (continued)

Positives	Negatives	Changes
	<p>Content of sex education</p> <ul style="list-style-type: none"> • Need for more inclusive education. • Heteronormative SPHE teaching regarding relationships. • Little or no LGBTI+ awareness education. • No LGBTI+-specific sex education. • Students punished for asking for same-sex sex education. • Lack of queer positive sex education. • Need for safe sex education for both heterosexuals and LGBTI+. <p>Funding</p> <ul style="list-style-type: none"> • Government funding not available to enable ShoutOut provide nation-wide service. <p>Link between schools and youth services</p> <ul style="list-style-type: none"> • No link between youth services and schools. <p>Parents and family</p> <ul style="list-style-type: none"> • Somewhere for parents to go to talk and deal with what their children have told them. • ‘They should learn how to help LGBTI+ - be more open minded and show how hard it is to come out.’ 	<p>eliminate teachers’ anxiety about teaching RSE/LGBTI+ issues) (e.g. Foróige’s RSE programme).</p> <ul style="list-style-type: none"> • Have counsellors and youth workers available - not guidance teachers or chaplains. <p>Diversity education within wider curriculum</p> <ul style="list-style-type: none"> • Integration of LGBTI+ within children’s media. • Challenge stereotype toys/stories in schools regarding gender. • More films/fairy tales, LGBTI+ stories (practically everything taught in schools is heteronormative). • More casual introduction of non-traditional families, e.g. books with gay couples/non-heterosexual couples. • Gay history needs to be acknowledged. <p>Consent</p> <ul style="list-style-type: none"> • Mandatory consent workshops in third level institutions <p>Improved sexuality /gender education</p> <ul style="list-style-type: none"> • Increased awareness of LGBTI+ in schools (prevent bullying by more SPHE, and forcing all schools to respect different genders. • Mandatory LGBTI+ education • Better education about sexuality/gender difficulties. • A greater focus on LGBTI-specific issues in schools. • LGBTI+ training in schools and homes. • LGBTI+ education for all. • Sex education needs to standardised, LGBTI+ positive and secular. • LGBTI+ education should start in primary school. • Education about LGBTI+ issues for all ages.

(continued)

Education and training: Over 18s (continued)

Positives

Negatives

Changes

- Sex education in early education.
- Better sex education.
- LGBTI+ and sex education for all not just LGBTI+.
- Bring queer sex education to schools and health centres.
- Make LGBTI+ sex education more accessible.
- Schools should have a curriculum on LGBTI+ inclusion and anti-discrimination.
- Minority culture needs to be taught.

Same-sex sex education

- Same-sex sex education.
- Sex education for same-sex couples – so that they know how to protect themselves.
- Education about the risks associated with risky behaviours e.g. gay bars, alcohol, hook ups etc.
- More education on legal rights.

Trans education

- Better education on gender recognition in schools.
- Trans education in primary and secondary school.
- More education on transgender issues.
- Not avoiding trans-specific topics.

Mental health

- Education for youth akin to sex education with focus on mental health as opposed to sexual health LGBTI+ mental health specific training and resources.
- Have mental health education in school programmes.

Funding of programmes

- Government funding for ShoutOut in schools.

Education and training: Over 18s (continued)		
Positives	Negatives	Changes
<p>Training</p> <p>Pink training Pink and purple training Rainbow week LGBTI+ campaigns</p>	<ul style="list-style-type: none"> Lack of knowledge in the older generation who provide education and medical resources. <p>School staff – training</p> <ul style="list-style-type: none"> Teachers not trained in LGBTI+ issues. Teachers not neutral in schools. Lack of confidence in teaching the unknown. Guidance counsellors not educated in LGBTI+ issues. Medical staff – training 	<p>Training programmes</p> <ul style="list-style-type: none"> More funding to make it more accessible to more people (pink training). Colleges/societies’ pink and purple training bring the community together. Government funding for pink and purple training. Have a schools’ version of pink training. Support should be given to allies that want to be educated on issues. Should not always be up to us to teach them. <p>All professionals</p> <ul style="list-style-type: none"> More pink/purple training. Mandatory awareness training for all professionals. Correct training for LGBTI+ and outside body to review trainees. Expand pink and purple training. Training for teachers/nurses/doctors/healthcare providers on LGBTI+ issues (make LGBTI+ training compulsory in the health service). Integrate LGBTI+ training/education into teacher training as well as healthcare provider training. LGBTI+ training for public sector employees dealing with the public (especially on trans issues). <p>Teachers and school staff</p> <ul style="list-style-type: none"> Educate the teachers. Pink training/awareness training in secondary schools. Teachers’ workshops. Mandatory pink training in secondary schools. Education for teachers on LGBTI+ issues.

(continued)

Education and training: Over 18s (continued)

Positives

Negatives

Changes

- Ongoing LGBTI+ education for teachers.
- Safe talk training for teachers.

Medical professionals

- Educate those in charge of medical health facilities on gender and sexuality diversity.
- Educate the medical professionals.
- Train medical professionals to help trans people, provide training on terms and issues.
- Medical professionals need continuing education about LGBTI+ issues.
- LGBTI+ inclusive training for medical staff.
- Incentives for psychologist to attend gender identity and acceptance.
- Every GP should be able to give advice on LGBTI+ issues.

Youth workers/youth organisations

- Standard training for all groups who have young members, e.g. GAA, youth groups, etc.
- Specific training for youth workers.
- Educate older people on trans and LGBTI+ issues.
- Youth workers do not have enough training in LGBTI+ specific issues.

Parents

- Education programme for parents of LGBTI+ young people.
- Support and training for parents and family.
- Education for parents.
- Educate parents of trans youths on medical transition and to help reduce their fear.

(continued)

Education and training: Over 18s (continued)		
Positives	Negatives	Changes
		<ul style="list-style-type: none"> • Recognition of the families that are supportive – it's not all bad. <p>Law enforcement personnel</p> <ul style="list-style-type: none"> • Law enforcement needs sensibility training.
<p>Universities</p> <ul style="list-style-type: none"> • Student Union work: Pink training, Rainbow Week, LGBTI+ societies increase visibility – feel welcome. • Freedom for self-expression in universities. 	<ul style="list-style-type: none"> • Not accessible to all. Many are not fortunate enough to be able to avail of third-level education and access these services. 	<p>Third Level Colleges</p> <ul style="list-style-type: none"> • Make all universities inclusive. • All organisations supporting and growing awareness of LGBTI+ should come together. • All LGBTI+ in the West to work together and hold an event each month. • Promote more specific helplines and counsellors who know about the topic.

Education and training: Under 18s		
Positives	Negatives	Changes
<p>School culture</p> <ul style="list-style-type: none"> • Schools handing out leaflets etc. LGBTI+ helplines. • Some teachers are nice and accept and help. • The setting up of Gay-Straight Alliances in schools. 	<p>Uniforms</p> <ul style="list-style-type: none"> • Gender-segregated uniforms. <p>Same-sex schools</p> <ul style="list-style-type: none"> • Less acceptance in same-sex schools of LGBTI+. <p>Anti-bullying policies</p> <ul style="list-style-type: none"> • Many schools do not enforce anti-homophobic rules. <p>Schools – trans inclusivity/ gender recognition</p> <ul style="list-style-type: none"> • Teachers and students often deadname trans students and use incorrect pronouns when they know the correct one. • In single-sex schools, the student body is generally referred to as a single gender that ignores trans students. • Single-sex toilets. • Schools don't allow students to go by correct name. 	<p>Uniforms</p> <ul style="list-style-type: none"> • Need to relax uniform, bathroom rules and allow trans people to change their names and pronouns – LGBTI+ students decide this as part of school council. • Have elective uniform policies. • More gender-neutral uniforms. • Schools being required to let students wear gender-neutral uniforms. <p>Gender-neutral bathrooms</p> <ul style="list-style-type: none"> • Trans people to be permitted to use whichever bathroom/ changing area they feel comfortable with. <p>Policies</p> <ul style="list-style-type: none"> • Schools need student policies on LGBTI+ issues. • All schools need gender-neutral bathrooms. • When addressing the student body, gender-neutral pronouns should be used.

(continued)

Education and training: Under 18s (continued)		
Positives	Negatives	Changes
		<p>Bullying policies</p> <ul style="list-style-type: none"> • Teachers need to act against homophobia and slurs. • Schools need to have policies to protect LGBTI+ students from bullying and discrimination. • Purposefully deadnaming trans students should be considered bullying.
<p>School supports</p>	<ul style="list-style-type: none"> • Competition between schools mean they are more cautious and less likely to stand forward in case they receive a backlash and lose students. • Not enough support in schools. • Schools are not supportive, especially in rural areas. • Is the counselling available in school for or against LGBTI+ ? 	<p>Counselling</p> <ul style="list-style-type: none"> • More counselling specific to LGBTI+ issues. • Trained counsellors should be available in schools • Set up GSAs in schools • More counselling services in schools. • Support groups in schools. <p>LGBTI+ spaces.</p> <ul style="list-style-type: none"> • LGBTI+ safe spaces where people can hang out. <p>School culture</p> <ul style="list-style-type: none"> • Make schools less formal and traditional. • Have a day in school to celebrate LGBTI+. • More posters/flags to make LGBTI+ students feel more comfortable.
<p>Role of church</p>		<ul style="list-style-type: none"> • Be less enforcing on religion in schools.
<p>Sex education, LGBTI+ education, diversity education</p>	<ul style="list-style-type: none"> • Lack of education regarding relationships. • Most schools barely talk about it. Not enough LGBTI+ education in schools. • LGBTI+ issues not on the curriculum, so cannot be taught. • Lack of information on sexuality. • Sometimes people are not taught about LGBTI+ topics. • Sex education focused on heterosexual relationships not LGBTI+ relationships. 	<p>Sex education and LGBTI+ programmes</p> <ul style="list-style-type: none"> • Stand Up programme should be mandatory in all schools, including primary and secondary schools. • Stand Up programme. • Have LGBTI+ education in senior cycle – in an engaging way. • Get outside speakers in and get youth group support. • Make LGBTI+ education mandatory in schools.

(continued)

Education and training: Under 18s (continued)

Positives	Negatives	Changes
		<ul style="list-style-type: none"> • All schools (regardless of religion) should have an LGBTI+ support system. • Discuss LGBTI+ issues in school sex education classes. • Include more about sexuality and gender in school curriculum. Provide SPHE so that people can understand labels. • More positive approach to teaching about sexuality and gender in schools. • SPHE with LGBTI+ and modules should be continued until 6th year. • Speakers in schools about LGBTI+ at least five times over the course of six years. • More inclusive sex education. • Teach LGBTI+ information in schools just as much as heterosexual information. • Don't teach straight from the book. Make it accessible.
<p>Training</p> <ul style="list-style-type: none"> • Teachers are able to understand and engage more. • Board of Education to pass decision allowing trans people to go by correct name and pronoun. 	<ul style="list-style-type: none"> • Parents don't like talking about it. 	<p>Teachers</p> <ul style="list-style-type: none"> • Train teachers on what to say to students and what is homophobic. • Teacher training to teach them how hurtful they are when they don't understand students. <p>Parents and carers</p> <ul style="list-style-type: none"> • More information for parents. • Introduce detailed resources on LGBTI+ issues for parents and teachers. • More groups for adult education. • Parents need to teach their children about acceptance. • Teach people that words can do a lot of damage. • More training for people around gender identities.

(continued)

Theme 2: Spaces and places

Spaces and places: Over 18s		
Positives	Negatives	Changes
Churches		Accept LGBTI+ people in religious spaces.
Alcohol-free/quiet spaces/cafés	<p>Need for alcohol free spaces</p> <ul style="list-style-type: none"> Limited opportunities to meet and socialise outside of alcohol-based environments – perpetuates stereotypes. <p>Lack of rural support and spaces</p> <ul style="list-style-type: none"> Lack of community resources in rural areas. Lack of support services in rural areas. Lack of social spaces not formed around bars or alcohol. Spaces that are not just night clubs. Very much a ‘nightlife-based’ social scene. Socialising based largely around alcohol. 	<p>Cafés and alcohol free spaces</p> <ul style="list-style-type: none"> Funding for LGBTI+ cafés. Have LGBTI+ cafés for people who don’t want to be in alcohol environment. More LGBTI+ coffee shops and bookshops. More coffee mornings, etc. dedicated to spaces for quiet LGBTI+ meetings. Quieter spaces for LGBTI+ ASD people as many spaces are overwhelming. More spaces for LGBTI+ young people that are not to do with sex and drink. More alcohol-free spaces, e.g. Outhouse, college societies, spaces in Pride without alcohol. Queer cafés. Spaces for older people without alcohol. Safe spaces/dedicated hours in community centres where young people can meet outside of college/schools. More spaces that aren’t youth groups, e.g. cafés.
<p>Safe spaces/inclusive spaces (see also LGBTI+ community)</p> <ul style="list-style-type: none"> LGBTI+ youth groups/spaces Inclusive spaces BeLonG To (Dublin) Societies Outhouse Outcomers Foam LGBTI+ staff networks GLEN LGBTI+-based sports clubs Mental health services 	<p>Lack of Safe Spaces</p> <p>Advantages non-LGBTI+ people take from safe space.</p> <p>Violence and abuse in the LGBTI+ community.</p>	<p>Provide safe spaces</p> <ul style="list-style-type: none"> Safe spaces for LGBTI+ young people, e.g. youth cafés, LGBTI+ groups. Safe spaces in accessible locations. Protect LGBTI+ spaces outside urban areas from hate crime. We should have a safe space to drink and hang out without judgment in all towns. Redress the balance between LGBTI+ inclusive space/ LGBTI+ exclusive space – need to feel safe but still want to be visible.

(continued)

Spaces and places: Over 18s (continued)

Positives	Negatives	Changes
<p>Services like GiG Soc inclusive Friends /peers</p> <p>Bi_Ireland</p> <p>Non-binary Ireland</p> <p>Amach.</p> <p>LGBTI+ helplines</p> <p>shOUT!</p> <p>Act Up</p> <p>USI resources</p> <p>Dublin Lesbian Line</p> <p>Pieta House</p> <p>ShoutOut</p> <p>Samaritans</p>		<ul style="list-style-type: none"> • Not labeling youth groups (e.g. Drama) necessarily but promote them as accepting and non-prejudicial. • Establish a free service for children and teens to avail of without parental consent.
<p>Buildings</p> <ul style="list-style-type: none"> • USI efforts for gender-neutral bathrooms. 	<p>Lack of gender-neutral bathrooms (GNB)</p> <ul style="list-style-type: none"> • Having both gendered and gendered neutral bathrooms ‘outs’ people. • If a bathroom is gender neutral by law, it has to have three solid walls. • Lack of inclusive bathroom policies and lack of gender-neutral bathrooms. • Trans people should be able to use their preferred toilet; gender-neutral toilets cannot be formed by the removal of a disability sign, and need to be regular toilets. • Toilets should be a bigger deal and should be shown that we get treated differently. More respect. 	<p>Gender-neutral bathrooms</p> <ul style="list-style-type: none"> • Legislate that all bathrooms should be GN/have guidelines for GNB. • Get rid of gendered bathrooms. • Update the legislation to make it easier for establishments to create ungendered bathrooms (i.e. get rid of the ‘three solid walls’ rule). • Gender-neutral bathrooms. • Gender-neutral facilities in health system, sports centres, schools and public spaces. • Gender-neutral bathrooms in public spaces, train stations, shopping centres, etc. • Create GN bathrooms. • Mandate GN bathrooms in third level institutions. • Introduction of gender-neutral bathrooms in queer spaces. <p>Prison</p> <ul style="list-style-type: none"> • Prison system – all single-sexed assigned on gender.
<p>Rural areas/country-wide services</p> <ul style="list-style-type: none"> • Rural: can be a positive source of community – people can stand together. 	<p>Awareness</p> <p>Lower awareness in rural areas/ lack of support in rural areas.</p>	<p>Provide services in rural areas</p> <ul style="list-style-type: none"> • More services and support countrywide. • More support outside Dublin, e.g. TENI, BeLonGTo.

(continued)

Spaces and places: Over 18s (continued)

Positives

Negatives

Changes

Access

- Urban areas have higher concentrations of LGBTI+ inclusive spaces.
- Lack of access to BeLonG To or gender-neutral health services in rural areas.
- Intersex information in rural areas.
- Not enough resources/funds to help LGBTI+ secondary schools in rural areas.
- Young people moving from rural areas - left behind and feel isolated.

- Focus education on rural areas.
- More education and support services in rural areas.
- Protect LGBTI+ spaces outside urban areas.
- More things outside Dublin and better planning of these.
- Provide incentive for rural towns to become inclusive so young people know they are accepted.
- More youth groups in rural areas and less linked with alcohol.
- LGBTI+ services for rural areas.
- More regional groups/meet-ups.
- More BeLonG To groups in rural areas and outside Dublin.
- Campaigns to reach people in rural areas.
- Subsidise travel/provide transport to avail of LGBTI+ services in urban areas.
- More funding for youth workers who have a real presence in rural areas.
- More gay bars in rural areas.
- Helplines in rural areas.

Funding

- More funding for youth groups, especially outside Dublin. Try to ensure the funding is spread evenly throughout the country.

Access to services

- Impossible to access support using public transport.

(continued)

Spaces and places: Over 18s (continued)

Positives	Negatives	Changes
<p>Homeless young LGBTI+</p>	<p>No safe spaces for homeless LGBTI+ YP</p> <ul style="list-style-type: none"> • Kids are being kicked out of home. • No services for LGBTI+ young people kicked out of home. 	<p>Homeless LGBTI+ young people</p> <ul style="list-style-type: none"> • Strategy on youth homelessness with a focus on LGBTI+ issues. • Benefits and supports for young homeless e.g. youth employability programmes. • Supported accommodation for LGBTI+ who have been kicked out of home. • Specific housing/accommodations for young people who have been kicked out of their home. • Parents/guardians should be responsible (legally/financially) for neglect/mistreating children or kicking them out of home.
<p>Social media</p>	<ul style="list-style-type: none"> • Grindr isn't a positive social space. 	

Spaces and places: Under 18s

Positives	Negatives	Changes
<p>LGBTI+ inclusive Youth Organisations</p> <ul style="list-style-type: none"> • Youth Theatre • Horse riding and martial arts clubs generally inclusive. • Catholic Guides of Ireland introducing new gender inclusivity policy. • Comhairle na nÓg very accepting. <p>LGBTI+ services</p> <ul style="list-style-type: none"> • Some parents, friends and relatives are accepting. • Celebrity heroes. • LGBTI+ Youth Groups. • BeLonG To. • Queer family. • Friends. 	<p>Need for spaces for young people</p> <ul style="list-style-type: none"> • Need places for young people to meet. <p>Rural areas</p> <ul style="list-style-type: none"> • Negative stigma associated with LGBTI+ in small towns. • Rural Ireland needs to have someone understanding LGBTI+. • Small towns don't accept LGBTI+ as much as people in the cities. <p>Gender divide</p> <ul style="list-style-type: none"> • Many youth organisations are divided on gender lines. • Need for safe spaces. • Bullying of LGBTI+ members. 	<p>More LGBTI+ inclusive organisations</p> <ul style="list-style-type: none"> • Encourage young LGBTI+ to join youth organisations. • Youth organisations could have policies on accepting LGBTI+ members. <p>Rural Areas</p> <ul style="list-style-type: none"> • Organise youth groups in small towns. <p>Spaces for LGBTI+ young people</p> <ul style="list-style-type: none"> • Provide more spaces that aren't youth groups, e.g. cafés. <p>Remove gender divide</p> <ul style="list-style-type: none"> • Youth organisations could open up to all genders and sports clubs could not segregate based on gender.

(continued)

Spaces and places: Under 18s *(continued)*

Positives	Negatives	Changes
<ul style="list-style-type: none"> • Support groups such as BeLonG To help people realise that people will support you and help LGBTI+ people feel more included. • More available than 10 years ago. 		
<p>Social Media</p> <ul style="list-style-type: none"> • Social media can help people express themselves in their own time. 		<ul style="list-style-type: none"> • Support lines, particularly in rural areas.
<p>Support services</p> <ul style="list-style-type: none"> • Tulsa setting up a support system for LGBTI+ young people and their families to get information about services for trans people, treatments and support structures regarding mental health. 	<p>Lack of services for U16s</p> <ul style="list-style-type: none"> • Little support for under 16s (services are for older groups). • Awareness of services. • Not enough awareness of support services. 	<ul style="list-style-type: none"> • There should be good support groups all over the country. • Have more posters and information about services.
<p>Sports – Trans inclusivity</p>	<ul style="list-style-type: none"> • Too many sports divided by gender. 	<p>Improve trans inclusivity in sport</p> <ul style="list-style-type: none"> • More mixed teams and competitions in sport. • Different names for teams/sports. • Have more inclusive sports (not divided by gender).
<p>Homeless young LGBTI+</p>	<ul style="list-style-type: none"> • No spaces for homeless LGBTI+ YP. • Need for support for young people kicked out from family home. 	<ul style="list-style-type: none"> • Homeless LGBTI+ young people. • Support for young people kicked out from home. • Strategy on youth homelessness with a focus on LGBTI+ issues.
<p>Toilets</p>	<ul style="list-style-type: none"> • Need for GNB 	<ul style="list-style-type: none"> • Gender neutral toilets (see also Education and Training for changes in toilets in schools).

Theme 3: Awareness, acceptance and inclusion

Awareness, acceptance and inclusion: Over 18s

Positives

Acceptance

- This strategy.
- Being able to speak for myself.
- Self-acceptance: 'Being gay is fab'.
- More acceptance.
- Coming out was easy.
- Becoming the norm.
- It's cool to be gay.
- Extinction of the closet.
- Living in a country with a safe environment.
- Less violence.
- Being born after discrimination and AIDS epidemic.
- Ireland is not Russia or Chechnya.
- Greater freedom to express oneself.

Friends and family

- Friends/Friendship.
- Most families are supportive of children.
- Ability to educate our friends and family, especially those of an older generation.
- Some older people, grandparents of children who are gay, can be accepting.

Teachers

- Some teachers are nice and accept and help.
- We have LGBTI+ teachers.
- Teachers are open to talk about the subject.

Negatives

Lack of acceptance

- Not enough information on LGBTI+ in Ireland.
- Difficult for LGBTI+ people to be themselves or feel accepted.
- People shouldn't feel they have to justify their sexuality and gender identity.
- Having to explain yourself constantly.
- Lack of information, understanding in straight community.

No vocabulary in Irish language

- Lack of Irish language LGBTI+ vocabulary.

Lack of normalisation

- Acceptance but lack of normalisation.
- People think that homophobia has stopped because of the marriage equality bill.
- People find it easier to dismiss the subject rather than understand it.
- More communication is needed to bring acceptance.

Homophobia and transphobia

- Homophobic and transphobic views and attitudes.
- Violent transphobia appears to have taken over from homophobia.
- 'Gay' still used as an insult/slur.
- Corporate companies using the LGBTI+ community to seem 'cool'.

Families

- Not mentioning LGBTI+ issues in front of children.

Changes

Raise awareness

- More events like this so we can speak for ourselves.
- More events like this workshop - More information workshops for those in power - non-binary specifics - aids legal development in the future.
- Raise awareness of negative stereotypes and create more supportive environments.
- Services working with young people should have a specific strategy to address homophobic and transphobic bullying and stigma in their communities.
- Raise awareness of right-wing movement, create social pressure on homophobic leaders and societies
- Respect them. Accept them.
- Making people aware we are not to be feared.

Irish language

- Get Irish language organisations on board.
- Bilingual campaigns.

Normalise LGBTI+

- Media to portray non-heterosexual couples in nursery rhymes, films, books, etc.
- (See also the section on Education and training)
- More positive media representation. More openness: 'People being more open about LGBTI+'.
- Proper integration of LGBTI+ people within the media i.e. characters not defined by their sexuality or gender.

(continued)

Awareness, acceptance and inclusion: Over 18s (continued)

Positives	Negatives	Changes
	<ul style="list-style-type: none"> • Exclusion from families and friends. • Some parents are not supportive of LGBTI+ children. • Stigma around LGBTI+ visibility being 'inappropriate' for children. • Marriage equality was voted in because of the negative 'No' side. Ireland is still not an accepting society. • Exclusion from families and friends. Some families are not accepting of a gay child. 	<p>Families</p> <ul style="list-style-type: none"> • Raise awareness of LGBTI+ issues within families. • Support and services for families of LGBTI+ young people.
<p>Awareness</p> <ul style="list-style-type: none"> • LGBTI+ specific awareness campaigns. • Open discussion without fear of insult. • Use of pronouns at events. • People being open to express their views. • Political parties supporting. • Support from political parties e.g. Sinn Féin members and TDs (Mary Lou McDonald). • Equal access to marriage. • Recognition from your community. • Less stereotyping. • No one cares (in a good way). 	<p>General public</p> <ul style="list-style-type: none"> • Little recognition for bisexual and pansexual people. • People don't know asexuality exists. <p>Employers</p> <ul style="list-style-type: none"> • Employers are not educated on trans issues (i.e. you need to transition before being called your identity). <p>Straight community & older generations</p> <ul style="list-style-type: none"> • Lack of understanding in the straight community - still stigma in older generations. 	<p>General public</p> <ul style="list-style-type: none"> • Educate wider society. • More awareness campaigns and education. • LGBTI+ education for the general public. • More information for the general public. • Increase visibility of LGBTI+ information. • Media recognition helps awareness. • Broadcasting Authority of Ireland (BAI) and RTÉ should promote truthfulness rather than balance. • Educate the older community to open their minds and understand LGBTI+ to promote what is offensive and what isn't. <p>Remove stigma</p> <ul style="list-style-type: none"> • Trump stigma with positivity. • Stop idea that LGBTI+ people are predators and should be feared. <p>Education on gender/NB issues</p> <ul style="list-style-type: none"> • Teach people that everyone's identity is valid. • Education for the rest of the community on trans and non-binary issues.

(continued)

Awareness, acceptance and inclusion: Over 18s (continued)

Positives	Negatives	Changes
		<ul style="list-style-type: none"> • Use the name, pronoun a person tells you they are comfortable with. • Don't mis-gender/If you don't know someone's pronouns, ask.
<p>Support (see also 'Spaces and places' and 'LGBTI+ Community' themes)</p> <ul style="list-style-type: none"> • Pieta House • TENI • Teach Solais Galway • Scouting Ireland • Up-to-date committees • Comhairle na nÓg 	<ul style="list-style-type: none"> • Access to youth groups for LGBTI+ young people. <p>Location of supports</p> <ul style="list-style-type: none"> • (Re: university service) Not accessible to all, many are not fortunate enough to attend third-level education and access these services. • If you're not in college you have no access to initiatives such as pink and purple training. <p>Funding of services</p> <ul style="list-style-type: none"> • Underfunded. • Limited resources (for helplines). <p>Availability for different age groups</p> <ul style="list-style-type: none"> • Lack of support when young and LGBTI+. • Age separation between LGBTI+ people. • Lack of support for older LGBTI+ people. <p>Information on services</p> <ul style="list-style-type: none"> • We need somewhere to find out all of the resources that are out there. 	<p>Services and supports (see also Spaces and places theme)</p> <ul style="list-style-type: none"> • More advertising of LGBTI+ supports and resources and rights. • Easy access to support networks. • Have counsellors in youth groups to build support for LGBTI+ young people. • Drop-in services/gay bars. • More support services, e.g. GOSHH. • Availability of services for different age groups. • More funding for LGBTI+ groups for those aged 12 years (and upwards). • Need more volunteers and funding (for helplines). • Funding. • Funding for helplines. • Funding. Social inclusion grants for LGBTI+ charities; resource centres.
<p>Inclusion in sport</p> <ul style="list-style-type: none"> • Dublin Devils • Pink Ladies/Dublin Devils • LGBTI+-based sports 	<p>Stereotypes in sport</p> <ul style="list-style-type: none"> • Trans people are barred from gender-specific sports. • Hard for trans people to participate in sports – changing rooms, etc. • Not many out sport stars in Ireland. 	<ul style="list-style-type: none"> • Get national organisations on board, campaigns (GAA FAI). • People allowed to play on the teams they are most comfortable with. • Changing rooms, etc. (see gender neutral bathrooms). • Informing coaches and teammates about LGBTI+ issues in sport.

Awareness, acceptance and inclusion: Under 18s

Positives

Acceptance

- As people are growing older, more are coming out, and it is less of a big deal.
- Supportive policies: more policies have been developed to minimise bullying and workplace discrimination against LGBTI+ people.
- More societal acceptance.
- The country is constantly moving forward – if slowly.
- You can come out when you want to, not when you think you have to.
- Marriage recognition.
- Celebrity heroes.
- Less discrimination than in the past, but still a lot of discrimination.
- More LGBTI+ representation in politics.
- Marriage equality shows growth in acceptance of the LGBTI+ community.
- People voting for marriage equality showed how accepting people are compared to before.
- Adults growing more accepting of LGBTI+ issues around Ireland.
- When there are major difficulties, awareness is raised.
- More hopeful for our future as we can get married and it will make adoption easier.

Negatives

Lack of visibility and acceptance

- LGBTI+ young people seem to be recognised less in political areas and in schools.
- LGBTI+ characters in media often being stereotypes that increase discrimination.

Lack of gender recognition

- People aren't recognised as the gender they are.
- Lack of knowledge of genders and transgender issues.
- Lack of recognition of non-binary genders.
- Lots of organisations segregate based on gender, making it hard for transgender or gender-fluid people
- Non-straight and non-cisgendered people are not represented in books, films, etc. as often as straight, cisgendered people.
- LGBTI+ actors are not given roles matching their identity.
- (Trans) Little representation in the media.
- Not too many people accept trans people.
- For some people gender is a joke (specifically non-binary genders).

Minorities

- People in minorities may always feel like they will be discriminated against and are scared to be themselves in any situation.

Negative attitudes of the older generation

- Age (older generations) not accepting of gays in Ireland.
- Being able to marry in church.

Changes

Raise awareness

- People can be informed of LGBTI+ movements via the news as it can reach a large number of people at once.
- More allies among the older generation to talk to older generation about the LGBTI+ community (older people to be educated on LGBTI+ issues).
- Have mention of LGBTI+ issues within opinion columns, etc. to bring it to older generation.
- Inform and educate youth and older generation about LGBTI+ issues.
- Humanise LGBTI+ people to help people see them as people rather than as a threat.
- Information night in local area/schools for everyone to attend.
- Organise talks for people in the community.

Gender recognition/non-binary

- More education about non-binary people.

Media and popular press

- More representation of LGBTI+ people in films, books, etc.
- Articles in non-LGBTI+ press (mainstream).

Normalise LGBTI+

- LGBTI+ people need to know they will be loved and accepted.
- More representation in the media.
- Normalise different genders/sexualities.
- Make asking pronouns more common.

(continued)

Awareness, acceptance and inclusion: Under 18s (continued)

Positives	Negatives	Changes
	<ul style="list-style-type: none"> • How older people in Ireland are against gay marriage because of the Catholic Church. • Older people weren't educated when they were young so they don't understand. • Older generation can be un-accepting due to being raised in their community when LGBTI+ was negative. <p>Parents</p> <ul style="list-style-type: none"> • Some parents disowning children when they come out. • Parents promise to protect their children but damage them mentally by keeping them in the closet. • Parents can be close-minded. • Parents don't like to talk about LGBTI+ issues. • Parents make us feel like they know better than us. 	<p>Information and support for parents</p> <ul style="list-style-type: none"> • Information nights for parents/family so they can understand. • Somewhere for parents to go to talk and deal with what their children have told them.
Religion	<ul style="list-style-type: none"> • Catholic Church is too conservative. • Not being able to marry in Church. • Using religion as a means to discriminate. • I feel discriminated against by the older people who grew up under the eyes of the Church. 	<ul style="list-style-type: none"> • More inclusiveness in religious associations/clubs for LGBTI+, training for group leaders, etc. • More support for religious LGBTI+ people.
Fear and discrimination	<p>Fear and discrimination</p> <ul style="list-style-type: none"> • People are afraid to come out because of related experiences. • People who attend LGBTI+ groups get bullied. • Harmful stereotypes. • Very few young people are comfortable coming out to friends, never mind strangers. • Use of slurs, lack of acceptance, lack of knowledge of issues and lack of understanding. • Cisgender heterosexual people don't understand how dangerous it is to come out. 	

Awareness, acceptance and inclusion: Under 18s (continued)

Positives	Negatives	Changes
	<ul style="list-style-type: none"> • LGBTI+ young people could feel anxious because of homophobia in the community. • Not being able to tell parents. • People can't come out in person, they do it online and face backlash on social media. • Feeling you are a different person in school and not able to be yourself. 	
<p>Services and support (see Spaces and places).</p> <ul style="list-style-type: none"> • Technology • Technology allows access to more resources and support. 		<p>More support services</p> <ul style="list-style-type: none"> • It can be difficult to call people for support; websites should make it easier to find local support. • Increase awareness of support groups. • More counselling services for LGBTI+ people. • Make support groups easier to access and increase awareness of them. (see also Spaces and places theme).
<p>Political support</p> <ul style="list-style-type: none"> • The Government actively acknowledging the unique experience of the LGBTI+ young people in Ireland. 		

Theme 4: Legal reform

Legal Reform: Over 18		
Positives	Negatives	Changes
<p>Marriage equality</p> <ul style="list-style-type: none"> Only one constituency voted 'No' in marriage equality. 		<p>Support Marriage equality outside Ireland</p> <ul style="list-style-type: none"> Campaign with NI for equal marriage.
<p>Anti-discrimination legislation</p> <p>Equality legislation Equal opportunities GLEN Employer Equality Index</p>	<p>Discrimination</p> <ul style="list-style-type: none"> Discrimination in workplace. Anti-discriminatory laws are not enforced. Lack of inclusivity in the workplace; feel like you should hide it. Discrimination within Employment Equality Act Section 37 of the Employment Equality Act allows for discrimination by providing the grounds for discrimination based on religious ethos. <p>Workplace discrimination</p> <ul style="list-style-type: none"> NB people experience discrimination and stigma from employers and management. <p>Language</p> <ul style="list-style-type: none"> Homophobic/transphobic/biphobic language not taken seriously in work and education settings. <p>No hate crime legislation</p> <ul style="list-style-type: none"> No hate crime legislation 	<ul style="list-style-type: none"> Have LGBTI+ seats in the Seanad. Have an Ombudsman for LGBTI+ people. More inclusive legislation. Anti-discrimination laws. Protective legislation for LGBTI+ people. Zero tolerance on bullying. <p>Workplace</p> <ul style="list-style-type: none"> Recognise NB people to remove stigma in the workplace. Employers need to recognise all genders/non-binary people. Enforcement of the anti-discrimination laws. Outlaw job discrimination (you can't turn away a person because they are gay and you cannot use another excuse for blatant discrimination in the workplace). Make religious organisations follow Unfair Dismissals Act. Encourage trade unions to support LGBTI+ employees in the workplace. Change perceptions on what it actually means to have a diverse workplace. Anti-discrimination Bill with regard to employment. Equality policies need to be enforced. Hate crime legislation. Create hate law legislation. Introduce hate crime legislation to establish clear idea of what is and isn't a hate crime.

(continued)

Legal Reform: Over 18 (continued)

Positives	Negatives	Changes
		<ul style="list-style-type: none"> • Gardaí should enforce incitement to hatred. • Hate crime legislation to protect trans people. • Legislation against speech that incites violence but not against general speech that may be insulting. • Better processes for arrest and prosecution. • Expand sexual assault and rape legislation for queer community.
<p>Gender Recognition Act</p> <ul style="list-style-type: none"> • Gender Recognition Act 2015. • Free • Anyone over 18 can change their gender. • Anyone 16–18 can change gender with parents' permission. 	<p>Gender Recognition Bill – awareness</p> <ul style="list-style-type: none"> • Gender Recognition Bill, but people still largely ignorant. <p>Gender recognition – process</p> <ul style="list-style-type: none"> • Gender recognition – no clear process (deed poll is expensive and not enough information). • Eighth amendment. • No bodily autonomy for LGBTI+ people. • Non-binary people don't exist according to law. • Non-binary people not recognised in legal documents. • Discrimination when outside the binary (e.g. formal paperwork). • Gender recognition not inclusive enough for young people (aged 16–18). • Lawyers often aren't trained or are reluctant to do deed poll and GRC for trans people. 	<p>Improve gender recognition in official forms</p> <ul style="list-style-type: none"> • Legislate to remove gendered applications. • Legislate for extra genders to appear on legal forms. • Change regulations for passports. • Either remove gender from forms or have a line (rather than tick). • Remove need for gender on CAO forms. <p>Gender Recognition Act reform</p> <ul style="list-style-type: none"> • Legal recognition for non-binary people. • Legal recognition for titles like 'Mx'. • Increased ease when changing gender through colleges. • Introduce legal framework for Gender Recognition Act so there is a centralised process for all government bodies. • Gender recognition for non-binary people. • Include NB people in legalisation. • Legalisation to make it mandatory to use a person's name regardless of whether it is legally changed.

(continued)

Legal Reform: Over 18 (continued)		
Positives	Negatives	Changes
Repeal the Eighth Amendment	<ul style="list-style-type: none"> The Eighth Amendment affects trans, bisexual and LGBTI+ individuals' access to healthcare. Eighth Amendment affecting trans males/non-binary people. 	Repeal the Eighth Amendment. <ul style="list-style-type: none"> Repeal Section 37 of the Employment Equality Act, 1998.
Education on LGBTI+ as policy		<ul style="list-style-type: none"> Policies that ensure people are educated. (See also Theme 1: Education and training).
Adoption and surrogacy	<ul style="list-style-type: none"> Cost of surrogacy Adoption for same-sex couples is legal but with excessive regulation. 	<ul style="list-style-type: none"> Address barriers to adoption and surrogacy IVF, adoption and fostering make more accessible and less costly. Make it easier for couples to adopt. Surrogacy for LGBTI+ people. Adoption - remove excessive regulations.
Social welfare	Difficulty accessing job seekers allowance (JSA) <ul style="list-style-type: none"> Welfare - NB/transgender can't get JSA due to ID issues. Job seekers allowance - discriminatory policies. 	Social welfare and housing <ul style="list-style-type: none"> Reduce age to access JSA. Allow deed poll certificate to be used instead of birth certificate for welfare.
Church and State <ul style="list-style-type: none"> Church has less influence. (See also Theme 1: Education and training) 	Influence of the church <ul style="list-style-type: none"> Church's influence in education and hospitals and grip on Irish society, especially in rural Ireland. Rural areas are far more church-run than city areas so Church opinions are pushed more in those areas. Influence of Church/religious control over hospitals limits access to contraceptives and safe healthcare. Church still has control in schools. Maternity hospital given to Mercy hospitals (Church ethos). Government talking and not listening, so far behind in terms of being progressive and what the general population wants in favour of tradition (Church). 	Remove influence of Church <ul style="list-style-type: none"> Remove religion from Constitution; secularise it. Make religious organisations follow Unfair Dismissals Act. Separation of Church and State. Schools and hospitals separated from the Church.

(continued)

Legal Reform: Under 18s

Positives	Negatives	Changes
<p>Marriage equality</p> <ul style="list-style-type: none"> Equality legislation <p>Gender recognition</p> <ul style="list-style-type: none"> Gender Recognition Act. <p>Parenting rights</p>	<p>Gender recognition</p> <ul style="list-style-type: none"> Gender recognition – no clear process (deed poll is expensive and not enough information). Non-binary people don't exist according to law. Non-binary people not recognised in legal documents <p>Anti-discrimination legislation</p> <ul style="list-style-type: none"> No hate crime legislation. Section 37 of the Employment Equality Act allows for discrimination. Intersex people have legal genital mutilation inflicted upon them under health service. Job discrimination. <p>Eighth Amendment.</p> <ul style="list-style-type: none"> No bodily autonomy for LGBTI+ people. Confidentiality – parental consent. 	<p>Gender recognition</p> <ul style="list-style-type: none"> Gender Recognition Act reform. Introduce legal framework for gender. Gender recognition for non-binary people. Gender Recognition Act Include non-binary people in Gender Recognition Act. <p>Parenting rights</p> <ul style="list-style-type: none"> Make it easier for couples to adopt. Surrogacy for LGBTI+ people.
<p>Criminal Justice and the law</p>	<ul style="list-style-type: none"> No hate crime legislation 	<p>Anti-discrimination legislation</p> <ul style="list-style-type: none"> More inclusive legislation. Anti-discrimination laws. Amend Mental Health Act to include LGBTI+ people. Equal opportunities employer. Introduce bill to tackle bullying in schools. Have a Ombudsman for LGBTI+ issues. Anti-discrimination bill with regard to to employment. Equality policies need to be enforced. Introduce hate crime legislation/establish clear idea of what is and isn't a hate crime. Hate crime legislation needs to be introduced.

(continued)

Legal Reform: Under 18s (continued)

Positives	Negatives	Changes
		<ul style="list-style-type: none"> • Gardaí should enforce incitement to hatred. • Hate crime legislation to protect trans people. • Better processes for arrest and prosecution. • Prison system – all single-sexed assigned on gender. • Expand sexual assault and rape legislation for queer community.
Parenting rights		<ul style="list-style-type: none"> • Make IVF, adoption and fostering more accessible and less costly.
Legal and healthcare <ul style="list-style-type: none"> • Relatively easy access to gender recognition. • Gender recognition. • LGBTI+ voices. • Equal access to marriage. • Recognition from your community. • Less violence. 	8th Amendment <ul style="list-style-type: none"> • The Eighth amendment – affects trans, bisexual and LGBTI+ individuals' access to healthcare. • Legal rights online plus dating apps and websites, plus your privacy on Snapchat and social media. • Two-year waiting list for those wanting hormones. 	Remove 8th Amendment
Church and State Church has less influence.	Influence of church <ul style="list-style-type: none"> • Catholic Church's role in education. • Having religious counsellors in schools is not a good idea. • Church still has control in schools. 	<ul style="list-style-type: none"> • Remove influence of Church on schools. • Separation of Church and State.

Theme 5: Health and well-being

Health and well-being: Over 18s		
Positives	Negatives	Changes
<p>Medical services</p> <ul style="list-style-type: none"> Some health professionals educate themselves on trans issues. 	<ul style="list-style-type: none"> Professionals are not educated about LGBTI+ health issues. Non-binary people in health. 	<ul style="list-style-type: none"> Access to health and medical services. Clearer referral lines. Health to have a social model with local community supports. <p>Health policies</p> <ul style="list-style-type: none"> Health policies need to be clearer and known by health professionals.
<p>Sexual health</p> <ul style="list-style-type: none"> GUM clinics. M2M and Baggot Street. Rapid HIV services. GUM and STI clinics. Rapid HIV testing in PantiBar and Teach Solais. Easy access to support services, e.g. GOSHH. 	<p>Incidence of HIV and STIs</p> <ul style="list-style-type: none"> Stigma of HIV as a ‘gay disease’. HIV/AIDS higher in MSM community. <p>Poor access to services and resources</p> <ul style="list-style-type: none"> Not enough STI clinics, particularly in Dublin. Assumptions made during STI checks, e.g. gender and sexual orientation. Dental dams not sold in Ireland. Young people uninformed about STIs. PrEP illegal in Ireland. Higher HIV transmission rates due to lack of education. <p>Blood donation 1 year ban</p> <ul style="list-style-type: none"> MSM blood ban. Blood donation ban. Waiting time for MSM to give blood. 	<p>Policies</p> <ul style="list-style-type: none"> Update sexual health policies (LGBTI+ lens). <p>Clinics/services</p> <ul style="list-style-type: none"> More clinics – more clinics for LGBTI+ people and their specific needs. Update services for lesbian women. <p>Home testing kits</p> <ul style="list-style-type: none"> Distribute home STI testing kits at universities. Free STI testing. More LGBTI+ information in shag packs. PrEP. PrEP availability for free. Legalise PrEP. Make PrEP available. <p>Education</p> <ul style="list-style-type: none"> Public awareness of STIs, etc. Education on risks of STIs for WSW. More sex education for women who have sex with women. <p>Vaccines</p> <ul style="list-style-type: none"> HPV vaccines for males who have sex with men. More promotion of vaccines for HPV. Dental dams.

(continued)

Health and well-being: Over 18s (continued)

Positives	Negatives	Changes
		<ul style="list-style-type: none"> • Make dental dams as available as condoms. • Dental dams in safe sex packs. • Blood donation. • Blood donation – change from one year to four months. • Allow LGBTI+ people give blood – change laws to reflect level of protection. • Remove waiting time to give blood.
<p>Trans health and well-being</p> <ul style="list-style-type: none"> • Relatively easy access to gender recognition. • Some access to endocrinologists in Ireland. • Some health professionals educate themselves on trans issues. • More trans support groups in Ireland. • Recent expansion of the urban endocrinology services. • More recognition of non-binary people. 	<p>Consent/right to treatment</p> <ul style="list-style-type: none"> • Parents can refuse medical treatment/mental illness therapy. • Trans people are generally deemed unable to give informed consent on medical transition if they are known to have a mental illness or are disabled. • Health system is very reliant on binary systems. <p>Processes and pathways</p> <ul style="list-style-type: none"> • Lack of clear pathway for referrals. • Two-year waiting list for those wanting hormones. <p>Professionals’ skills and knowledge</p> <ul style="list-style-type: none"> • Lack of professional knowledge. <p>Lack of information</p> <ul style="list-style-type: none"> • Lack of information and resources for trans men; most information is word of mouth, and – most focus on ‘top surgery’. • Long waiting lists for hormones and lack of communication with health professionals. • Lack of resources and information for trans men. • Long waiting lists and lack of communication. • Intersex people have legal genital mutilation inflicted upon them under health service. 	<p>Improve access to Trans Services</p> <ul style="list-style-type: none"> • Allow children to own their own lives – level of parental control. • Laws to allow trans people ease of access to healthcare. • Trans people to make their own decision on transition regardless of mental illness. • Not being discriminated against by the system. • Provide a less convoluted system for trans people to get hormones and top surgery. • Provide access to hormone blockers. • Access to safe surgeries and HRT in Ireland. • Open more endocrinology services for trans people. <p>Improve information about and access to services.</p> <ul style="list-style-type: none"> • Word health system in way that doesn’t erase non-binary gender or make trans people their gender at birth. • Open an email communication system for Loughlinstown service. • Update TENI’s website to include info about surgery, insurance, trans information and facilities. • Issue ‘Do’s’ and ‘Don’ts’ advice for transitioning and LGBTI+-related issues. • Binding – provide more info on safety.

(continued)

Health and well-being: Over 18s (continued)

Positives	Negatives	Changes
<p>Mental health</p>	<p>Mental Health of LGBTI+ people</p> <ul style="list-style-type: none"> • Not all LGBTI+ people with mental health issues have mental health issues because they are LGBTI+. • Drugs are prescribed too often for mental health issues. • Suicide rates are higher in LGBTI+ communities. • More mental health problems in LGBTI+ community than society at large, especially non binary and trans. <p>Poor mental health services</p> <ul style="list-style-type: none"> • No mental health (LGBTI+ specific) supports for under 18s. • Lack of research into mental and physical health of LGBTI+ people in Ireland. • Medical professionals are not trained to help trans people, especially in mental health services. • Lack of counsellors at third level institutions. • Psychiatric services/ professionals not respectful of LGBTI+ young people. <p>Alcohol and addiction problems</p> <ul style="list-style-type: none"> • Bad coping mechanisms to deal with exclusion, e.g. alcohol use, drugs and other substances. • Addiction problems higher in LGBTI+ community. 	<p>Improve Mental Health Policies</p> <ul style="list-style-type: none"> • Mental health and psychiatry policy updates on care of LGBTI+ users. • Amend Mental Health Act to include LGBTI+ people. • Mental health policy updates for LGBTI+ service users. • Mental health within LGBTI+ community is different and may need specific resources. <p>Improve access to mental health services</p> <ul style="list-style-type: none"> • Establish a free service for children and teens to avail of without parental consent. • Mental health clinic/ward to be added in rural areas/ country hospitals (to reduce waiting times).

Health and well-being: Under 18s

Positives	Negatives	Changes
<p>General health services</p>	<ul style="list-style-type: none"> • Gender-neutral and non-binary people are alienated. 	<ul style="list-style-type: none"> • The HSE is a shambles and needs reform and funds. • Simplify and speed up process to access resources. • Sexual health policies updated. • Update services for lesbian women. • Health policies need to be clearer and known by health professionals.

(continued)

Health and well-being: Under 18s (continued)

Positives	Negatives	Changes
<p>Trans health</p> <ul style="list-style-type: none"> • Some health professionals educate themselves on trans issues. • GUM and STI clinics. • Some access to endocrinologists in Ireland. • HSE to cover vocal surgeries and therapies. • People can get an appointment when they are 12 years old. • HRT is legal and available. 	<p>Lack of autonomy</p> <ul style="list-style-type: none"> • Adults treat us like we don't know what gender is until after we are 18. • Parents may not consent. <p>Access to services</p> <ul style="list-style-type: none"> • Long waiting times. • HSE-covered options are not sufficient. • No easy trans pathway if you are under 16. • May not get a diagnosis. • HRT takes years to get. • Treatment very expensive. • Ireland doesn't have the hormones, they have to be ordered from the UK. • Gender reassignment surgery for male to female (MTF) is not recommended by HSE as it has dangers. • Hard to get hormones for trans people. • Two-year waiting list for those wanting hormones. <p>Information and resources</p> <ul style="list-style-type: none"> • There's no education on how to get access to HRT/gender-affirming surgery in schools. • No resources (or very little) for gender reassignment surgery (bottom); need to provide resources for these. • Trans community is getting bigger but medical resources are getting smaller. • Staff training. • Train doctors in HSE about gender reassignment. 	<p>Autonomy to transition</p> <ul style="list-style-type: none"> • Allow non-binary people to start HRT if they wish. <p>Process</p> <ul style="list-style-type: none"> • Have a flexible process for trans people who want to transition and those who do not. • Make the process shorter and make sure the mental health professionals are trained in how to deal with trans people. • Simplify and speed up process to access resources. • Find ways to shorten the waiting list for HRT. • Services. • Have a gender identity clinic. • Increase options by HSE regarding surgeries. • HSE coverage for surgery (if not already the case). • Psychologists should not have the right to say whether someone is trans or not. <p>Information and resources</p> <ul style="list-style-type: none"> • Have resources and information about what steps need to be taken with HRT, etc. • Make it easier to access services.
<p>Mental health</p>	<ul style="list-style-type: none"> • Mental health services can take years to get access to. • Long waiting lists for counselling. • Difficult to get therapy and counselling for LGBTI+ young people. 	<p>Policies</p> <ul style="list-style-type: none"> • Mental health policy updates for LGBTI+ service users. • Health policies need to be clearer and known by health professionals.

(continued)

Health and well-being: Under 18s (continued)

Positives	Negatives	Changes
		Services <ul style="list-style-type: none"> • Reduce waiting times for mental health services. • To be able access counsellors/ doctors without parental consent.
Sexual health <ul style="list-style-type: none"> • Rapid HIV testing in PantiBar and Teach Solais. 		

Theme 6: The LGBTI+ Community

The LGBTI+ community: Over 18s

Positives	Negatives	Changes
Communities and support <ul style="list-style-type: none"> • Groups like Bi-Ireland, TENI, and Non-binary Ireland helping. • Teach Solais Resource Centres. • Peer support • Pride • BeLonG To • USI • Gay community news • Dublin Lesbian Line • Helplines • LGBTI+ bars • LGBTI+ youth groups • Gay Gayming • UP Cork • Dublin Devils/Emerald Warriors 	<ul style="list-style-type: none"> • Many spaces focus on alcohol and hooking up. 	(See also Spaces and places) <ul style="list-style-type: none"> • More online resources. • More gay book clubs/LGBTI+ section in libraries. • More bars – allocate a certain number of licences for gay bars. • Spaces for women. • Have policies educate bar staff/ and abide by them. (Re: harassment/violence in LGBTI+ bars)
Stereotypes and exclusion	Biphobia/Transphobia <ul style="list-style-type: none"> • Bi-erasure. • Biphobia/erasure and exclusion within the community. • Doesn't count if you are in a hetero relationship – it's just a phase. • Trans people excluded in LGBTI+ community. • Pansexual people can feel excluded. 	(See also Spaces and places) <ul style="list-style-type: none"> • Trans visibility/transphobia within LGBTI+ community needs to improve. • Change stereotypes, e.g. how you should look as an LGBTI+ person. • LGBTI+ has an actual culture. • Trans visibility and transphobia within LGBTI+ community needs to improve.

(continued)

The LGBTI+ community: Over 18s (continued)

Positives	Negatives	Changes
	<ul style="list-style-type: none"> • Infighting within community. • Bisexual people get hate for being both. • Non-binary trans people excluded by binary trans people. <p>Stereotypes</p> <ul style="list-style-type: none"> • Too many stereotypes. • Community stereotypes – we create our own categories. • Stereotypes within the LGBTI+ community. LGBTI+ people may not feel they fit in the box, e.g. gay men love shaping and trans people fit in the binary. 	<ul style="list-style-type: none"> • Challenge stereotypes on how you should look as an LGBTI+ person. • Acceptance of minorities within minorities. • Education on ‘labels’. • Need to see sexuality as fluid. • Need to change how we view LGBTI+ stereotypes.
Training	<ul style="list-style-type: none"> • ASD 	<ul style="list-style-type: none"> • Autism awareness in trans community. • Training for LGBTI+ to be more inclusive to religious people.
Spaces	<ul style="list-style-type: none"> • Gender-neutral bathrooms (GNB) 	<p>Gender-neutral bathrooms</p> <ul style="list-style-type: none"> • GNB bathrooms in LGBTI+ venues.
Skills training		<p>Skills training</p> <ul style="list-style-type: none"> • Give LGBTI+ advocacy skills training to communicate. BeLonG To or SpunOut to give tools so they can explain calmly (without getting frustrated).
<p>LGBTI+ culture</p> <ul style="list-style-type: none"> • LGBTI+ community has its own culture. 		<ul style="list-style-type: none"> • Educate our own community about our LGBTI+ culture.

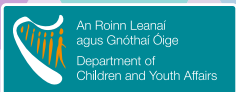
The LGBTI+ Community: Under 18s

Positives	Negatives	Changes
<p>Communities</p> <ul style="list-style-type: none"> • Stronger communities during difficult times. 	<p>Bi-phobia and transphobia</p> <ul style="list-style-type: none"> • Bi-erasure. • Trans people excluded in LGBTI+ community. • Pansexual people can feel excluded. • Infighting within community. • Bisexual people get hate for being both • Biphobia/erasure and exclusion within the community. 	<ul style="list-style-type: none"> • More alcohol-free spaces. • More gay book clubs/LGBTI+ section in libraries. • Quieter spaces for LGBTI+ ASD people. • Autism awareness in trans community. • Redress the balance between LGBTI+-inclusive space/ LGBTI+-exclusive space.

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The LGBTI+ Community: Under 18s

Positives	Negatives	Changes
	<p>Stereotypes</p> <ul style="list-style-type: none"> • Too many stereotypes. • Community stereotypes – we create our own categories. <p>Nightlife and alcohol</p> <ul style="list-style-type: none"> • Very much a ‘nightlife’-based social scene. • Socialising based largely around alcohol. <p>Lack of safe spaces</p> <ul style="list-style-type: none"> • Non-LGBTI+ people take advantage of safe spaces. • Violence and abuse in LGBTI+ community. 	
<p>Services (see list Over 18s and Spaces and places)</p>		<ul style="list-style-type: none"> • Increase funding for Dublin Lesbian Line and/ or expand it to national network.



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