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# INTRODUCTION

**The past year has been one of great progress and achievement. The Government's proposal for comprehensive civil partnership for same-sex couples is a great civil rights reform. Thousands of lesbian and gay couples throughout Ireland are delighted that they soon will have legal solutions to their urgent and real-life problems. Equally, their families, their friends and their colleagues will also be delighted at this new legal status.**

All political parties have played a role in getting us to this point and there is huge public support for change. The proposed civil partnership is a great achievement for Irish society and another sign of a confident and open Ireland. In somewhat gloomy times, this is 'good news', a confident initiative that should boost our spirits.

Economic and social success are strongly interdependent. At a time of great economic change, turbulence and uncertainty it is important to hold on to and build on the fundamentals that have contributed to social and economic progress in Ireland. One such fundamental is the liberating mindset characterised by positive acceptance of diversity, having high ambitions for a better quality of life for all, a confidence in our ability to deliver positive change, flexibility and responsiveness to changed circumstances and a prioritising of real people's lives over abstract ideological positions. We need this liberating mindset now more than ever.

We were delighted to be part of a major conference in Dublin last year at which prominent North American economist Professor Richard Florida highlighted the strong link between respect for diversity, especially in relation to lesbian and gay people, and the growth of the knowledge/creative economy sectors which are critical for future economic progress and development of cities and regions. Professor Florida is not arguing that gay people literally cause cities or regions to be successful, but that our presence in large numbers is 'an indicator of an underlying culture that's open-minded and diverse'- and thus conducive to creativity and attractive to creative/knowledge sector workers.

Richard Florida brings together issues of economic growth, creativity, equality, diversity, social justice, planning and city making in a challenging and productive way. This approach provides a wide agenda for change and progress that could involve a broad range of agencies in an alliance for progress, including central and local government, planning authorities, trade union and business interests, equality, social justice and community organisations, economic development agencies as well as private enterprises and the development sector.

Education is another key area for progress. A safe and inclusive school for lesbian and gay students benefits all students. We are delighted that key stakeholders in education, including the main management and parent bodies have endorsed a landmark GLEN/NUI Maynooth research study to explore how schools are addressing sexual orientation issues and that this research has been funded by the Department of Education and Science.

As the National Economic and Social Council has found for the population as a whole, an important standpoint in which to judge the effectiveness of social protection and inclusion for lesbian and gay people is to assess the risks, barriers, opportunities and supports available to the individual lesbian or gay person at different stages in their life. This 'life cycle approach' provides a key framework, not just for assessing needs but also for identifying the supports, services and stakeholders necessary to address them. This will be evident from the 'LGBT Lives' study commissioned jointly in 2007 by GLEN and BelongTo, which has a special emphasis on the needs of young lesbian and gay people and the policies and services with the potential to meet them. I want to thank the National Office for Suicide Prevention for their funding and support for this groundbreaking initiative.

The OECD in its report on the Irish Public Service showed that the quality and effectiveness of public services is greatly enhanced by making these services more open to feedback from citizens, users and other stakeholders. The establishment and funding of the Liaison role in GLEN by the Department of Justice, Equality and Law Reform is a good example of a cost-effective citizen-focused approach to providing such feedback at a policy level, leading to enhanced provision to the lesbian and gay population across a range of critical service areas including education, health, safety and wellbeing.

GLEN is working towards a society where being lesbian or gay is unremarkable at any stage of a person's life. Where a teenager can come to terms with their sexuality and have all the support from their parents, siblings, friends, school and society at large. Where it is possible to be openly lesbian and gay at any level of the workplace, in politics or any other key aspect of life. Where older lesbian and gay people can be open about their life experiences and have their intimate relationships acknowledged and respected within their communities and by those charged with their care. Equally, GLEN is working to make equality a reality in people's everyday lives across the country, in every county, no matter what their economic or social circumstances, or whatever their stage of life.

The achievement of comprehensive civil partnership contributes enormously to these aims and shows a society at peace with itself, confident and capable of delivering a better quality of life for all. It is fitting that the commitment to civil partnership comes near the 10th anniversary of the equality legislation which has been a template for equivalent progress in other countries.

The past year has shown once again what can be achieved when we are resourced and when we focus our energies outwards on effectiveness and delivery. I would like to thank the Atlantic Philanthropies, the Department of Justice, Equality and Law Reform, the Department of Health and Children and the HSE for their ongoing support. I would also like to thank the Board and staff of GLEN for their hard work, commitment and effectiveness. And I want to thank the many organisations and individuals that have worked with and supported us across the different areas of our work throughout the year.

The proposed civil partnership is a great achievement for Irish society and another sign of a confident and open Ireland. In somewhat gloomy times, this is 'good news', a confident initiative that should boost our spirits.



# LEGAL RECOGNITION OF SAME-SEX COUPLES

GLEN strongly welcomes the publication by the Government of the 'Heads of Bill' for comprehensive civil partnership in 2008. This progress followed significant developments in 2007. GLEN throughout 2007 continued to highlight the need for legal recognition of same sex couples and urged all political parties during the general election of 2007 to implement the recommendations of the Colley Working Group.

GLEN was a member of the Colley Group and fully endorsed its conclusions that access to civil marriage would achieve equality of status with opposite sex couples and would underpin a wider equality for gay and lesbian people.

GLEN also supported the emphasis of the Colley Group on the need for **urgent** progress for same sex couples which it believed could be delivered through full civil partnership, providing same sex couples with equivalent rights and responsibilities to married couples.

GLEN strongly urged the parties negotiating the new Programme for Government to implement the recommendations of the Colley Report. Major progress was made, with the commitment of the new Government to legislate for civil partnership for same-sex couples. Specifically, the new Programme for Government states:

**“This Government is committed to full equality for all in our society. Taking account of the options paper prepared by the Colley Group and the pending Supreme Court case, we will legislate for Civil Partnerships at the earliest possible date in the lifetime of the Government”**  
**Programme for Government, 2007.**

Minister for Justice, Equality and Law Reform, Brian Lenihan TD launched the GLEN 2006 Annual Report in December 2007 and stated that given the urgency of the issues for many lesbian and gay couples, it was no longer the policy of the Government to await the outcome of the Zappone/Gilligan case before legislating on legal recognition. The Minister committed to bringing forward the 'Heads of Bill' for civil partnership by early 2008.

See Appendix I for a GLEN Opinion column from the Irish Times of 26th June 2008 following the publication by the Government of the 'Heads of Bill for Civil Partnership'.



This Government,  
as our Agreed  
Programme for  
Government reflects,  
is committed to full  
equality of opportunity  
for all in our society.  
In particular, we are  
committed to providing  
a more supportive and  
secure legal environment  
for same-sex couples



# ALL POLITICAL PARTIES SUPPORT LEGAL RECOGNITION FOR SAME-SEX COUPLES

The introduction by the Labour Party of its Civil Union Bill for same sex couples twice in 2007 made an important contribution to defining the issues involved in advancing substantive legal change for lesbian and gay people. Although the Bill was defeated, pending the introduction by the Government of its own proposals, support for the principles of the Bill was expressed by members of all parties in the Dáil.

**“There is no lack of support from the Government for the provision of a system of rights for same-sex couples. The core question today is not whether greater rights, duties and entitlements should be available to same-sex couples who choose to formalise their relationships, but how best to enable this to occur”.**

Brian Lenihan TD, Minister for Justice, Equality and Law Reform, Dáil Debate on Civil Union, October 2007.

**“Gay and Lesbian people are members of our families. They are sons, daughters, brothers, sisters, nephews and nieces. They are our neighbours, constituents and friends. It is not acceptable for them to be treated differently or unfairly. The Government is committed to addressing their needs in a fair and positive way” .**

Charlie O'Connor TD, Fianna Fail, Feb 2007.

**“This Bill or a similar one will soon become law and in future years we will look back and wonder what all the fuss was about, as we have done on other issues”**

Brendan Howlin TD, Leas-Cheann Comhairle and Labour Party Spokesperson on Constitutional Matters and Law Reform, October 2007.

**“Gays must be treated as full and equal citizens of this Republic. Why should legislators wait again for the courts to force us to legislate on this issue? Gay weddings have attracted much attention and coverage in other jurisdictions, perhaps because of their novelty. Significantly, the dominant theme is of happiness and joy on the occasion not only for those participating but also for their friends and relatives.**

**This is a matter of justice, equality and human rights. I and the Fine Gael Party support this Bill. I urge the Minister to let it proceed to Committee Stage and if there are imperfections, we can deal with them then on an all-party basis” .**

Charlie Flanagan TD, Fine Gael Spokesperson on Justice, Equality and Law Reform, February 2007.

Comprehensive civil partnership for same sex-couples was also proposed by the All-Party Joint Oireachtas Committee on the Constitution. The Committee notes that the balance of case law suggests that:

**“The Oireachtas may legislate to provide ‘marriage-like’ privileges to cohabiting same-sex couples provided they do not exceed in any respect those of the family based on marriage”.**

# SUPPORT FOR LEGAL RECOGNITION IN ALL PARTY ELECTION MANIFESTOS

Proposals for legal recognition of same sex couples have a solid mandate with all political parties having committed in their 2007 general election manifestos to bringing forward legislation providing for such recognition.

**FIANNA FÁIL:**

**“Based on our republican ethos and building on the agenda for equality to which we are committed, we will address the need to provide a legal framework that supports the rights of same sex couples, including by extending State recognition of civil partnership between such persons so that they can live in a supportive and secure legal environment”.**  
(Fianna Fáil Election Manifesto 2007)



**FINE GAEL:**

**“We will create a Civil Partnership Register to allow two people of the same or opposite sex to formally register their partnership with the State. Officers appointed by the Registrar-General will conduct Civil Partnership ceremonies in registry offices throughout the country”.**  
(Fine Gael Election Manifesto 2007)



**THE LABOUR PARTY:**

**“In Government Labour will reintroduce its Civil Unions Bill. Partners in a civil union will have the same rights, privileges and benefits and be subject to the same obligations, penalties and other sanctions as those that apply to spouses in a marriage”.**  
(Labour Party Election Manifesto 2007)



**THE GREEN PARTY:**

**“The Green Party will seek legislation that would remove all gender specific terms from current legislation and regulations governing the granting of marriages to allow same-sex couples to enjoy the rights and obligations of civil marriage”.**  
(Green Party Election Manifesto 2007)



**THE PROGRESSIVE DEMOCRATS:**

**“The Progressive Democrats will bring forward a proposal for protection and fairness for unmarried persons who are in long-term cohabiting relationships - regardless of the sexual orientation (if any) of their relationship”.**  
(Progressive Democrats Election Manifesto 2007)



**SINN FÉIN**

**“strongly supports the rights of gay couples to marry and found a family”.**





# SPEAKER OF NEW YORK CITY COUNCIL COMMENDS DIVERSE AND DYNAMIC IRELAND

In March GLEN hosted an event for Christine Quinn the first woman and lesbian Speaker of New York City Council. Speaker Quinn was invited to march on the St. Patrick's Day Parade in Dublin which is open to people from diverse backgrounds, including openly lesbian and gay people.

At the GLEN event, which was attended by Irish politicians from across the political spectrum, Speaker Quinn spoke of her impression of a dynamic and confident Ireland, comfortable with and accommodating of difference. She commended members of the Dáil for the leadership shown in advancing progressive change for lesbian and gay people, including the very positive and respectful debate on legal recognition of same-sex couples.



# REPRESENTATION BY GLEN IN POLICY MAKING

In 2007, Kieran Rose, Chair of GLEN was appointed to the Board of the Equality Authority, the first head of a lesbian and gay organisation to be represented on a State Body. The GLEN Chair was also appointed to the Consultative Panel of **Futures Ireland** (part of the National Economic and Social Development Office).

The role of Policy Liaison in GLEN, funded and supported by the Department of Justice, Equality and Law Reform, continued throughout 2007. This led to a range of constructive engagements with State bodies, including the Departments of Education and Science, Health and Children, the HSE, an Garda Síochána and Pobal.

The Director of Policy Change participated on the Working Group on Equality Proofing which is convened by the Department of Justice Equality and Law Reform and includes representatives from FÁS, the Central Statistics Office and the Equality Authority. The Director has been working closely with a sub-group of the Group in examining data issues and gaps for the nine grounds of the equality legislation.

GLEN worked with the NESF in their first review of the progress made in implementing the recommendations of their report on implementing equality for LGB people.

# DIVERSITY POWERING SUCCESS

LESBIAN, GAY AND  
BISEXUAL PEOPLE  
AT THE HEART OF  
IRELAND'S SUCCESS

GLENN  
GAY AND LESBIAN

A GREAT CITY  
HAS TWO  
HALLMARKS:  
TOLERANCE FOR  
STRANGERS AND  
INTOLERANCE  
FOR MEDIOCRITY.

Richard Florida





# THE ECONOMIC BENEFITS OF DIVERSITY

GLEN worked on the organisation of a Conference on **'Dublin: the Creative City Region'** with the Dublin Regional Authority and Dublin Employment Pact in October 2007 which brought prominent US economist Professor Richard Florida to Ireland for the first time. Professor Florida's influential work documents how central the creative industries and creative workers are in the next phase of advanced economic development and in global competitiveness; and how openness to diversity, especially in relation to lesbian and gay people and people from diverse backgrounds and other countries, is critical to success. Creative workers are those who add economic value through their creativity and these include scientists, engineers, designers, artists and those employed in knowledge-based industries. Increasingly cities are drivers of national economies and cities are successful largely because creative people from around the world want to live there. From his research he found that people were drawn to places that are diverse, tolerant and open to new ideas. He writes of 'creative ecosystems – habitats open to new people and ideas'.

Places with a high concentration of gay people tend to have higher rates of innovation and economic growth. He is not arguing that gay people literally cause cities to be successful, but that the presence of lesbian and gay people in large numbers is 'an indicator of an underlying culture that's open-minded and diverse'- and thus conducive to creativity and attractive to creative workers. A place that welcomes lesbian and gay people, welcomes all kinds of people. Ireland, Professor Florida's research shows, has seen far and away the greatest growth in creative occupations – experiencing a 7.6% average annual growth rate since 1995. Rapid economic growth in Ireland since the early 1990s has been accompanied by equally rapid progress in terms of openness and acceptance of diversity, including lesbian and gay people. Progress on equality has become a competitive advantage and part of Ireland's economic infrastructure. A key challenge for the future is to sustain this competitive advantage.

The GLEN chair wrote an opinion piece in the Irish Times on the linkages between Professor Florida's work and the development of the city of Dublin. See Appendix II.

GLEN is working towards a society where being lesbian or gay is unremarkable at any stage of a person's life, where a young person can come to terms with their sexuality and have all the support from their parents, siblings, friends, school and society at large.

Patricia Wroe, President, Association of Secondary Teachers in Ireland (ASTI), John White, General Secretary ASTI, Sandra Gowran, GLEN Director of Education Policy and Máire Mulcahy, Assistant General Secretary ASTI at launch of GLEN Brochure on Tackling Homophobic Bullying in Schools.



# EDUCATION

GLEN's primary concern in our work on Education Policy Change is the safety and support of young people in school who are lesbian, gay or bisexual (LGB).

Education has a powerful formative influence. The influence that schooling exercises over young people's sense of capability is often definitive. Many young lesbian and gay people are unsupported and unvalued in schools throughout the country. As a result of their experiences in school they are at greater risk of not achieving their full potential.

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In 2007 there has been a greater recognition and acknowledgement of the extent and seriousness of homophobic bullying in schools. Recent research (Norman, Galvin & McNamara (2006)) found that the majority of teachers surveyed (79%) were aware of homophobic bullying in schools and that while 93% of schools had a policy on bullying, nine out of ten did not include any reference to LGB related bullying.

The recognition and protection of lesbian, gay and bisexual young people in education was marked by a number of important developments in 2007, including the following highlights:

## JOINT GLEN/DEPARTMENT OF EDUCATION AND SCIENCE GUIDANCE FOR SCHOOLS

In 2007, the Department of Education and Science agreed to co-publish with GLEN guidance for school principals in addressing issues related to sexual orientation and in particular making schools safe learning places for LGB and all students.

# MAIN EDUCATION PARTNERS ENDORSE GLEN /NUI MAYNOOTH EDUCATION RESEARCH

GLEN initiated a groundbreaking research project entitled **Valuing Visibility: An Exploration of How Issues of Sexual Orientation Arise and Are Addressed in Post-Primary Schools**. The research is funded and supported by the Department of Education & Science and is being undertaken by the Education Department at NUI Maynooth and GLEN

The Research has been endorsed by the main education and parent bodies:



**Joint Managerial Body for Secondary Schools**



**Association of Community and Comprehensive Schools**



**National Parents Council Post-Primary**



**Irish Vocational Education Association**

Support from these bodies has facilitated the involvement of a wide range of second level schools in the research.

# TEACHER UNIONS LAUNCH GLEN BROCHURE ON TACKLING HOMOPHOBIC BULLYING

In 2007 GLEN worked with the Teacher Unions on a range of issues including the development of a brochure providing guidance for teachers in affirming and supporting LGB students in their schools and challenging homophobic bullying. The Brochure was launched by the Teacher Unions in 2008.

**“Schools should be safe places where diversity is valued. The ASTI affirm that respect for the individual student is paramount and our members will gain great support from the advice in this brochure**

John White, General Secretary of ASTI. Speaking at the GLEN brochure launch at ASTI Congress 2007.

**“We know that teachers recognise that homophobic bullying is a serious issue in schools. The TUI is taking a leading role in supporting teachers address the issues that students face. This is a first step”**

TUI General Secretary, Peter MacMenamin



## BRIEFINGS TO EDUCATION STAKEHOLDERS ON SAFETY ISSUES FACED BY LGB PEOPLE IN SCHOOLS

GLEN's Director of Education Policy in 2007 met with some of the key stakeholders in education in order to highlight the issues faced by young lesbian, gay and bisexual people in education and to identify opportunities for progress. Stakeholders included the Joint Managerial Body for Secondary Schools, the National Parents Council post-primary, the Institute of Guidance Counsellors, the School Development Planning Initiative Summer School, the National Network of Loreto Principals, CEIST and the National Council for Curriculum & Assessment.

## SUBMISSIONS AND BRIEFINGS

The Director of Education in GLEN made submissions and briefings to a range of organisations, including:

- National Educational Welfare Board:  
submission on **Guidelines for Developing School Codes of Behaviour Draft for Consultation.**
- Commission of the European Communities Working Paper:  
submission on **Schools for the 21st Century**
- Submission to the Joint Committee on the Constitutional Amendment on Children
- Briefing paper to the Ombudsman for Children
- Briefing paper to the Whole School Evaluation (Evaluation Support and Research Unit)
- Presentation at the Educational Studies Association of Ireland Conference
- Presentation within initial teacher training at Trinity College Dublin and University College Dublin.

## EDUCATION WORK AT EU LEVEL

At European level GLEN has worked with a range of European and national bodies from many European countries. The GLEN Director of Education Policy participated in the development of **Guidelines for an LGBT Inclusive Education** through the International Gay and Lesbian Youth Organisation and OBESSU (Organising Bureau of European Secondary School Students). The Director of Education Policy also acted as an advisor to the IGYLO research project culminating in the **Report on the Situation of European Youth in Education (LGBT)** (IGYLO, 2007).

# MENTAL HEALTH

The GLEN Mental Health programme, which is part-funded by the HSE, is guided by the recommendations set out in the 2004 GLEN report **Mental Health: Lesbians and Gay Men – Strategies to Promote the Mental Health of Lesbians and Gay Men**. The programme focuses on strategic initiatives to promote inclusive policies & practices on LGB health within the health and social care professions, to promote the mainstreaming of LGB mental health within the statutory and voluntary sector, and to promote the status and well-being of LGB people in Ireland.

## PRESIDENT HIGHLIGHTS ISSUES FOR LGB YOUTH

GLEN and BeLonG To delivered a poster presentation at the International Association for Suicide Prevention, which was hosted by the Irish Association of Suicidology in Killarney. The presentation focussed on LGBT mental health and suicide issues, in particular those facing younger LGBT people. President of Ireland Mary McAleese, in her address to the conference, highlighted the issues facing young gay and lesbian people:

**“Although Ireland is making considerable progress in developing a culture of genuine equality, recognition and acceptance of gay men and women, there is still an undercurrent of both bias and hostility which young gay people must find deeply hurtful and inhibiting. For them, homosexuality is a discovery, not a decision and for many it is a discovery which is made against a backdrop where, within their immediate circle of family and friends as well as the wider society, they have long encountered anti-gay attitudes which will do little to help them deal openly and healthily with their own sexuality”.**  
**President of Ireland Mary McAleese**

Members of BeLonGTo, the LGBT youth organisation, posing for the cover of GCN. Photo courtesy of Gay Community News (GCN).

Although Ireland is making considerable progress in developing a culture of genuine equality, recognition and acceptance of gay men and women, there is still an undercurrent of both bias and hostility which young gay people must find deeply hurtful and inhibiting

PRESIDENT OF IRELAND  
MARY MCALEESE



# MENTAL HEALTH

## COMMISSIONED RESEARCH: SUPPORTING LGBT LIVES

GLEN jointly with BeLonG To commissioned the groundbreaking study **Supporting LGBT Lives**, which is funded by the Health Service Executive's (HSE) National Office for Suicide Prevention. The study is the most significant and comprehensive study of LGBT mental health and suicide in Ireland to date. It will explore LGBT mental health risk and resilience factors and will provide comprehensive evidence for new responses targeting LGBT people in the mental health promotion and suicide prevention services.

The study, which commenced at the end of 2007, will include extensive primary data collection and is being conducted by the Children's Research Centre of Trinity College Dublin with the School of Education at University College Dublin. It is due for publication in 2008.

The emerging concept of 'minority stress' used in the LGBT Lives research provides a useful framework to understand the increased risk for suicide and mental health issues among gay and lesbian people resulting from their experiences of social and institutional anti-gay bias and hostility.

## INCLUSIVE POLICIES AND PRACTICES WITHIN THE HEALTH AND SOCIAL CARE PROFESSIONS

GLEN developed a range of initiatives with Health and Social Care professional bodies to address issues for LGB people. These included:

### IRISH COLLEGE OF GENERAL PRACTITIONERS (ICGP)

GLEN and the ICGP have developed a handbook for General Practitioners and primary care staff on LGB health issues and on making services appropriate and accessible for LGB people. This will be published by the ICGP in 2008.

## THE PSYCHOLOGICAL SOCIETY OF IRELAND (PSI)

The PSI have established a Special Interest Group on LGB issues, and are working with GLEN to develop a range of policies and resources on Equality and Sexual Orientation issues for the psychology profession in Ireland.

## IRISH ASSOCIATION OF SOCIAL WORKERS (IASW)

GLEN is working with the IASW to explore how issues of sexual orientation present within Social Work and to develop appropriate policies and resources.

## GLEN AND SOUTHERN GAY MEN'S HEALTH PROJECT ESTABLISH NATIONAL HELPLINE INITIATIVE

GLEN in partnership with the Southern Gay Men's Health Project established the National LGBT Helpline Project. There are 11 voluntary LGBT telephone helplines nationally which provide frontline support to LGBT people and their families. The Helpline Project will build the capacity and quality of local helplines, enabling them to optimise their responses to the social support needs of LGBT people, particularly those in difficulty.

GLEN developed a comprehensive funding proposal for the Community Foundation for Ireland, which was successful. This will enable the strategic development of the Helplines initiative and provide the resources required for the implementation of the project. A Helpline Project Coordinator will be recruited in 2008.

## EUROPEAN LGB ORGANISATIONS LEARN FROM GLEN MENTAL HEALTH INITIATIVE

The Director of Mental Health presented at the annual conference of the European division of the International Gay and Lesbian Association on its mental health initiative. The strategic approach GLEN takes to address LGB mental health and wellbeing issues is the first of its kind in Europe. GLEN subsequently provided support to the development of a Scottish LGBT mental health initiative.



The Family Support Agency is delighted to be part of the process in developing inclusive services for Lesbian, Gay, Bisexual and Transgender People.

Michael O'Kennedy, Chair of the Family Support Agency speaking at the launch of the Code of Practice on LGBT inclusion for community development organisations in the West of Ireland.



# COMMUNITY DEVELOPMENT

A key part of the GLEN Building Sustainable Programme is to support the development of Lesbian, Gay and Bisexual (LGB) communities and people. Central to this is the development of initiatives to enhance LGB community infrastructure, and the establishment of new initiatives, often in partnership with existing mainstream organisations, in order to ensure the visible, safe, sustainable and dynamic participation of all LGB people in all aspects of Irish life. Work in this area throughout 2007 included:

## CODE OF PRACTICE FOR COMMUNITY DEVELOPMENT

GLEN supported the development of a Code of Practice for the community development sector in the west of Ireland. The Code outlines how the sector can include LGB people in its work, in particular those who are socially excluded. The project was initiated by a range of organisations working in this area - Community Development Projects, Family Resource Centres and a Regional Support Agency - and the Code was launched in 2008 by Michael O'Kennedy, the Chair of the Family Support Agency.

## NEEDS ANALYSIS IN GALWAY, MAYO, ROSCOMMON

A consortium of statutory bodies and NGOs, facilitated by GLEN, commissioned research on the needs of LGB people in Galway, Mayo and Roscommon. The research highlighted significant levels of isolation and exclusion experienced by many LGB people living in these counties, especially in rural areas. Lack of social supports and LGB community infrastructure, and lack of awareness on the part of service providers were found in the research to be significant barriers to progress. The consortium has agreed a series of actions, including resourcing the LGB community locally to develop strategic responses to the needs identified.

## RECRUITMENT OF DIRECTOR OF COMMUNITY DEVELOPMENT POLICY

Davin Roche was appointed Director of Community Development Policy with GLEN in August 2007 to develop and enhance our existing work in this area.

The Community Development Strategy, subsequently developed, concentrates on three main areas. The first recognises that LGB community and voluntary organisations play a major role in providing support to LGB people and in advocating for changes in policy and service provision. However this is often done with limited State funding and limited support from or connection to mainstream programmes and services. Our focus will be on supporting the development of a stronger, healthier and sustainable community infrastructure - comprising of both organisations and talented, committed and energetic LGB leaders.

A second key area will be on developing visible, dynamic and sustainable participation of LGB people in a range of key areas of life including in the workplace, in families, and in sports and culture.

Thirdly some people within the LGB community experience social exclusion or multiple forms of disadvantage. GLEN will work with existing organisations tackling social exclusion to ensure the inclusion and targeting of LGB people.

## SUBMISSIONS AND BRIEFINGS

Submissions were made by the new Director to the Department of Community, Rural and Gaeltacht Affairs outlining a range of practical actions the Department can take in making its programmes more inclusive of LGB people. A particular focus was on the Community Development Programme.

- The Director briefed the Family Resource Center Forum AGM on LGB issues, including parenting and family formation.
- The Director also briefed the Football Association of Ireland on LGB participation in sport, and was then appointed to the Intercultural Advisory Committee.



# SEXUAL HEALTH

## GAY MEN'S SEXUAL HEALTH PROMOTION AND HIV PREVENTION

Gay HIV Strategies (GHS) is an initiative of GLEN which has been core funded by the Department of Health and Children/HSE since 1997. GHS focuses on developing effective HIV prevention and sexual health promotion strategies targeting gay men, based on a partnership between the statutory health sector, the gay community and other agencies.

## GLEN CHAIRS REVIEW OF THE NATIONAL AIDS STRATEGY COMMITTEE

The Director of Gay HIV Strategies was appointed in 2007 to Chair the Review Committee of the National Aids Strategy Committee (NASC). The NASC is the Government committee which coordinates the national response to HIV and Aids and includes representatives from the Department of Health and Children, the HSE, medical service and treatment providers, people with HIV and NGOs.

The Review is exploring the changing nature of HIV and Aids in Ireland, the policy framework within which the health services respond to HIV and the changed health infrastructure. The Review will make recommendations to the Minister for Health and Children on the future structure and function of NASC.

## HIV EDUCATION AND PREVENTION PLAN DEVELOPED.

GHS worked with the NASC Education and Prevention sub-committee to develop a comprehensive national coordinated prevention and education strategy for HIV and Aids. This strategy and action plan, which was subsequently published in 2008, will direct service development and delivery. It will prioritise resources for HIV and AIDS education and prevention, and will inform new and effective strategies for HIV prevention for the period up to 2012.

The Action Plan reviewed evidence of international best practice, current research findings, epidemiological trends and feedback from a National Consultation Day. A critical feature of the plan is that any actions will be based on proven best practice in effective HIV and Aids education and prevention. Partnership strategies between statutory agencies, NGOs and people with HIV and Aids which have been effective to date in Ireland will form a cornerstone of the new Action Plan.

## HSE MAPPING PROJECT ON LGBT HEALTH

GLEN participated in a HSE led project which mapped the health and social service provision and support to LGBT (Lesbian, Gay, Bisexual and Transgendered) people in Ireland. The research group had a wide representation from LGBT community organisations and from the HSE. It was established through the HSE National Social Inclusion Steering Committee

From the Mapping, a series of recommendations have emerged to inform the development of HSE services to address gaps in service provision for the LGBT population across the country.

## TAOISEACH AND MINISTERS LAUNCH STAMP OUT STIGMA CAMPAIGN

The Director of GHS served as vice-Chair of Stamp Out Stigma, the first major campaign on stigma and HIV. The Stamp Out Stigma campaign is a unique partnership of domestic and international NGOs, statutory agencies and HIV positive people and was co-funded by the Department of Foreign Affairs (Irish Aid) and the Department of Health and Children. People living with HIV in Ireland played a central role in the campaign.

The then Taoiseach, Bertie Ahern T.D., launched the Irish campaign in June 2007 which culminated in a series of events for World Aids Day in December presided over by Ministers Seán Power T.D. and Michael Kitt T.D.

"Behind all of the statistics is a real person with a real life. Stigma limits the potential of that person, and must be challenged and addressed"  
Minister Sean Power TD, World Aids Day 2007

The National Stamp Out Stigma campaign delivered a series of actions throughout 2007:

- A year long process to tackle the stigma associated with HIV while further challenging both direct and indirect discrimination experienced by people living with HIV in Ireland
- Informing Irish prevention efforts and the general public, and learning from experiences in developing countries on living with HIV
- Promoting an understanding of HIV while highlighting the irrationality of stigma and discrimination at home and abroad
- A series of TV ads featuring Andrea Corr, Eamonn Dunphy, Larry Mullen, Sinead O'Connor and John Rocha were produced and screened in 2007. The ads highlighted the impact of stigma and the difficulties of disclosure of HIV status.
- A widespread study of people living with HIV which documented the level and nature of discrimination they experienced. It highlighted the lack of awareness of rights in relation to protections in employment and service delivery and recommended actions to address the discrimination. The Equality Authority has adopted the recommendations and included them in their Business Plan.



# COMMUNITY SAFETY

Safety in public spaces and protection from harassment and intimidation are crucial issues for lesbian and gay people and fear or experience of violence continues to be a significant barrier to people living their lives openly and safely. Throughout 2007, GLEN continued its work with the An Garda Síochána to address these concerns.

## SUPPORTING GARDA LIAISON OFFICERS

GLEN continues to support the Garda Liaison Officers to the LGB community, providing training and facilitating contact with LGB groups. These officers are in place in a number of divisions throughout the country and offer points of contact between LGB people and the Gardaí, in particular in response to cases of violence and harassment.

## ESTABLISHMENT OF NATIONAL ADVISORY PANEL

GLEN and the Gardaí re-established the National Advisory Panel (NAP), with senior Gardaí and representation from LGB organisations. The NAP has agreed a series of actions to improve policing for the LGB community, including the development of a good practice guide for Gardaí on specific policing issues for LGB people, an increase in the number of Liaison Officers, and new training initiatives for Liaison Officers.

## PARTNERSHIP IN CRIME PREVENTION

GLEN and the Gardaí established a Community Safety Strategy for the Dublin Metropolitan Region in 2006, which was a partnership of GLEN, LGB community organisations, business owners and the Gardaí.

The safety strategy has had a positive impact throughout 2007, in particular in response to a series of attacks within Dublin on gay men. The strategy provided the basis for enhanced cooperation which played a significant part in the investigation and resolution of the attacks. This has contributed to a significant improvement in confidence within the LGBT Community.

DURING 2007 THE  
INVESTMENT IN IMPROVING  
RELATIONS BETWEEN  
THE GARDAÍ AND THE GAY  
COMMUNITY PROVED ITS  
WORTH WHEN A SERIES  
OF ATTACKS ON GAY MEN  
WERE SUCCESSFULLY  
INVESTIGATED AND  
RESOLVED



# COMMUNICATIONS

GLEN's communication strategy aims to ensure that lesbian, gay and bisexual (LGB) issues are positively highlighted and progressively addressed in the mainstream media and to inform LGB people of progress. Our communications strategy seeks to advance progress through analysis, explanation and persuasion. It is focused on a positive engagement with all strands of Irish society, reaching out through all media, national and local.

## PRESENCE IN THE MEDIA

GLEN staff and Board members featured strongly across all media during the year, especially during the General Election 2007 and during debates on the Labour Party Civil Unions Bill.

Our election presence included participation on an RTE Prime Time Election Special on legal recognition of same-sex couples. The Primetime piece focused on two key issues that GLEN have been highlighting as they can lead to separation and loss: lack of legal protections for children being parented by same-sex couples and the difficulties arising for non-EU partners due to lack of recognition of same-sex couples in immigration regulations.

There was also significant coverage in Ireland and the US of the visit of Christine Quinn, Speaker of New York City Council, to Ireland where she marched on the Dublin St. Patrick's Parade and attended an event hosted by GLEN. Newspapers in New York contrasted the openness and acceptance of lesbian and gay people in Dublin with the exclusion of openly lesbian and gay people from the New York St. Patrick's Day Parade in New York City.





# THE IRISH TIMES

## BOUTIQUE PARK

€120,000 price tag brings city parking to new



### Same-sex couples to get legal recognition next year

News Digest

Alcohol consumption increases 17%

Three convicted of mass murder for train bombings

Dail to consider same-sex civil union law

### Gay marriage to be legal

Passing of laws will take place at 'earliest possible date' in form of Government Bill

### 'Only civil marriage for gay give economic boost

Some see marriage as a barrier to economic growth

### Disenfranchised same-sex couples deserve the opportunity to marry

### CIVIL UNION AND THE RIGHT TO MARRY



### Barriers on partners a barrier for gay exiles coming to come home

### Gay marriage: good for business



### Same-sex unions

In April 2010, the Government announced its intention to introduce legislation to give same-sex couples the same legal status as opposite-sex couples. This will be achieved by introducing a new civil union law which will give same-sex couples the same legal rights and responsibilities as opposite-sex couples. The Government has also announced that it will introduce a new civil union law which will give same-sex couples the same legal rights and responsibilities as opposite-sex couples. This will be achieved by introducing a new civil union law which will give same-sex couples the same legal rights and responsibilities as opposite-sex couples.

### Government





# FINANCIAL ACCOUNTS

# FINANCIAL ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2007

INCOME	2007	2006
Atlantic Philanthropies (Building Sustainable Change)	475,000	503,000
HSE - East Coast (Gay HIV Strategies)	108,093	104,444
Dept. of Justice, Equality and Law Reform	100,000	99,996
HSE - Northern Area (Mental Health Project)	30,000	30,000
HSE – National Office for Suicide Prevention	33,000	-
LGBT West Research	31,500	-
Other Income	495	12,510
Refunds	3,437	-
	781,525	749,950

EXPENDITURE	2007	2006
Salaries	373,829	263,091
Employer's PRSI	39,858	28,282
Staff Pension costs	45,528	34,259
Recruitment expenses	12,616	18,020
Training & Resource Development	5,796	11,374
Staff Training	2,000	3,199
Organisational Development	3,000	17,112
Rent & Rates	55,349	53,145
Insurance	485	485
Light and heat	3,428	3,680
Repairs and maintenance	1,548	4,322
Equipment	4,136	-
Printing, postage and stationery	6,658	5,969
Publications and Events	21,907	51,529
European Work	4,237	2,296
Conferences/Networking	7,345	4,503
Resource Materials	525	434
Media & Communications	8,778	15,492
Telephone	14,342	12,018
Travelling expenses	15,840	17,729
Legal and professional fees	8,966	7,917
Audit fees	3,630	3,630
Bank charges	847	427
Sundry expenses	5,534	4115
Subscriptions	908	650
Depreciation	6,054	5,640
LGBT West Research	16,510	-
NOSP		
Research Project	32,751	-
	702,405	569,768

BALANCE SHEET AS AT THE 31ST DECEMBER 2007

	2007		2006	
	€	€	€	€
<b>Fixed assets</b>				
Tangible assets		13,470		16,922
<b>Current assets</b>				
Debtors		7,494		6,515
Cash at bank and in hand		338,788		260,327
		-----		-----
		346,282		266,842
<b>Creditors: amounts falling due within one year</b>		(12,366)		(30,062)
Net current assets	333,916			236,780
 Total assets less current liabilities		347,386		253,702
		=====		=====
 Capital and reserves				
Profit and loss account		347,386		253,702
		=====		=====
 Total funds		347,386		253,702
		=====		=====

Notes to the Accounts for the year ended 31st December 2007

The surplus is due to time lapses in implementing The Atlantic Philanthropies funded “Building Sustainable Change Programme”, or other agreed programmes. All expenditure will be accounted for during the lifetime of the programmes. No other surpluses arose.

The Company is a registered charity (Ref: CHY 16635).

The company, GLEN Ltd, is limited by guarantee (Company Number 406523) and does not have a share capital.

The Accounts were approved by the directors on 12th May 2008.

# FUNDERS, DIRECTORS AND STAFF

**FUNDERS**

The Atlantic Philanthropies  
Department of Justice, Equality and Law Reform  
Health Services Executive (HSE)

**BOARD OF DIRECTORS**

- Kieran Rose, Chairperson**
- Ursula Barry**
- Christopher Robson**
- William Peters**
- Cathryn Mannion**
- Maura Molloy**
- Eadaoin Ni Chlerigh**
- Arthur Leahy**

**STAFF**



**Brian Sheehan**  
Managing Director



**Eoin Collins**  
Director of  
Policy Change



**Sandra Gowran**  
Director of Education  
Policy Change



**Davin Roche**  
Director of Community  
Development Strategy



**Ciarán McKinney**  
Director of Gay HIV  
Strategies



**Odhrán Allen**  
Director of Mental  
Health Strategy



**Marie Hamilton**  
Administration  
Manager



# APPENDICES

## APPENDIX 1

# Director of Policy Change Eoin Collins welcomes Heads of Bill on Civil Partnership in Irish Times Opinion Column - 26th June 2008

## Proposed civil partnership is a great achievement

GLEN strongly welcomes the proposals in the Heads of a Civil Partnership Bill published by the Government yesterday. For the first time, lesbian and gay relationships will be recognised, supported and protected by the State.

While set out in the dry language of statutes, this Bill is about relationships of love, mutual care and commitment and extending out legal recognition and supports to those who are in these relationships.

This is a reform whose time has come. All political parties have played a role in getting us to this point and there is huge public support for change. The latest opinion poll conducted by Lansdowne Market Research in April showed that an overwhelming 84% of people believed that same-sex couples should be allowed to marry or to form civil partnerships. The proposed civil partnership is a great achievement for Irish society and another sign of a confident and open Ireland. In somewhat gloomy times, this is 'good news', a confident initiative that should boost our spirits.

Thousands of lesbian and gay couples throughout Ireland will be delighted that they soon will have legal solutions to their urgent and real-life problems. Equally, their families, their friends and their colleagues will also be delighted at this new legal status.

The proposed civil partnership will extend many of the rights and responsibilities available through marriage to same-sex couples. It will lead to recognition and protection in a whole range of areas including succession, domestic protections, and pensions. Dermot Ahern, Minister for Justice Equality and Law Reform, has stated that civil partnership will provide for equal rights in taxation and related issues.

The Equal Status and Employment Equality Acts will be amended to provide for protection for civil partners, representing a very significant extension of the equality legislation. Civil partnership will also provide for equal treatment with married couples in immigration legislation and regulations. This is a critical issue for many same-sex couples where one partner is from outside the EU but is not entitled to live and work here on the basis of their relationship.

A significant area of concern for GLEN however, is the limited progress made in providing legal recognition for the growing number of same sex couples, especially women, who are co-parenting children. Currently these couples lack any means of establishing a joint legal connection and responsibility for the child or children they are raising. We hope that Government and our legislators will examine this issue over the coming months and develop practical proposals to address this key legal gap. The proposals for comprehensive civil partnership follow a long

period of national dialogue and debate on the issues involved. The issues have also been scrutinised by a range of bodies including the Joint Direachtas Committee on the Constitution, the Law Reform Commission and, in particular, the Colley Working Group. GLEN was represented on the Colley Working Group and fully endorse its conclusions that access to civil marriage would achieve equality of status with opposite sex couples and would underpin a wider equality for gay and lesbian people. GLEN's goal is access to full equality through civil marriage and this Bill is a fundamental step towards that goal.

We also supported the emphasis of the Colley Group on the need for urgent progress for same sex couples which it believed could be delivered through full civil partnership, providing for same sex couples with equivalent rights and responsibilities to married couples. With the notable exception of recognition of same-sex couples and their children, the Government's civil partnership proposals deliver on this option and provide an essential platform for future progress. We look forward to the early passage of the Bill.

GLEN also strongly welcomes the proposals in the Heads of Bill for a Redress Scheme to offer certain protections to co-habiting couples who do not marry or avail of civil partnership and which will be provided to both opposite-sex and same-sex couples on an equal basis on the ending of a relationship or on the death of a partner.

Bertie Ahern as Taoiseach spoke eloquently of the critical psychological milestones in the development of a more confident, open and dynamic Ireland. This Bill is another critical psychological milestone.

Anyone who was in the Dáil and Seanad for the debates in 1993 on decriminalisation will agree that the sense from our legislators was that they were celebrating a national achievement with delight. This Bill is a similarly powerful and historic law reform measure. In the 1993 debates, Mervyn Taylor, the Minister for Equality and Law Reform stated:

"What could be more important for us as legislators than to create a climate and space where two people who have chosen each other can express their love".

## APPENDIX 2

# GLEN Chair Kieran Rose writes Opinion Column on the economic benefits of diversity in Irish Times - 17th June, 2008.

## Dublin could be a ‘creative city’ if we get rid of limiting mindsets

In *The Rise of the Creative Class* Richard Florida writes of how ‘we live in a time of great promise. We have evolved economic and social systems that tap human creativity and turn it into economic value as never before. This in turn creates an unparalleled opportunity to raise our living standards, build a more humane and sustainable economy, and make our lives more complete.’ He documents how central the creative industries and creative workers are in the new economy and in global competitiveness; and how openness to diversity especially in relation to gay people and people from diverse backgrounds and other countries, is critical to success.

Creative workers are those who add economic value through their creativity and these include scientists, engineers, designers, artists and those employed in knowledge-based industries. Increasingly cities are drivers of national economies and cities are successful largely because creative people from around the world want to live there. From his research he found that people were drawn to places that are diverse, tolerant and open to new ideas. He writes of ‘creative ecosystems – habitats open to new people and ideas’.

Places with a high concentration of gay people tend to have higher rates of innovation and economic growth. He is not arguing that gay people literally cause cities to be successful, but that our presence in large numbers is ‘an indicator of an underlying culture that’s open-minded and diverse’- and thus conducive to creativity and attractive to creative workers. A place that welcomes gay people, welcomes all kinds of people. He quotes Bonnie Kahn who writes that:

“A great city has two hallmarks: tolerance for strangers and intolerance for mediocrity.”

The Florida approach links together a wide range of issues such as globalisation, economic growth and prosperity, diversity and creativity, equality and social justice, planning and city-making. Economic success is key, it is fundamental to social success, and should be welcomed for the life opportunities it offers, and not to be decried as some do; prosperity, it would seem, is good for them but dangerous for others.

Issues of social justice and equality are crucial. In a challenging paper on educational disadvantage, *Creating a Place for All* in the *Knowledge Economy and the Learning Society*, John Sweeney (NESC) rebuts a negative mindset, amongst even the well intentioned, that discounts Ireland’s economic success stating that ‘our economic performance is much more part of the solution than part of the problem when it comes to ensuring a better quality of life for all.’ Richard Florida makes a related point when he states that there is a huge reservoir of untapped creative potential that is being squandered because of social exclusion and that we must strive to tap the full creative capabilities of every single human being. Addressing these issues ‘is not only socially

and morally just; it is an economic imperative for any society interested in long-term innovation and prosperity.’

There are common themes across these issues; there are two different mindsets, liberating or limiting. The liberating mind-set is characterised by embracing diversity, having high ambitions for a better quality of life for all, a confidence in our ability to deliver positive change, openness, flexibility, responsiveness to changed circumstances and prioritising real peoples lives over abstract ideological positions. This approach can deliver progress and optimise opportunities in all areas whether social, economic or city-making. The limiting or fearful mind-set is characterised by being change averse, having low ambitions, a lack of confidence; a resistance to diversity; and sacrificing ordinary peoples life opportunities to a glorification of a past that never was or a rigid ideological position. Max Page has written a great study of the redevelopment of New York that touches on all these issues including diversity and immigration; he states that in the various battles over new buildings, demolition and planning lay:

“the fundamental tension between a celebration of the metropolis – its dynamism and diversity – and a profound nostalgia born of a fear for what the modern city portended.”

There are similar resistances at work in Dublin today. Richard Florida puts this well when he states that new creative cities can emerge and surpass established players very quickly. He analyses how some cities lose out and says the answer is simple, ‘these cities are trapped by their past’, in the culture and attitudes of a bygone age and so innovation and growth shift to new places.

Richard Florida brings together issues of economic growth, creativity, equality, diversity, social justice, planning and city making in a challenging and productive way. This approach provides a wide agenda for change and progress that could involve a broad range of agencies in an alliance for progress, including central and local government, planning authorities, trade union and business interests, equality, social justice and community organisations, economic development agencies as well as private enterprises and the development sector.

In his great study *Cities in Civilization* on the evolution of great world creative cities such as Los Angeles, London, New York and other cities; Peter Hall asks the question what the next global creative city will be and concludes that it will be:

“a special kind of city, a city in economic and social flux with large numbers of new and young arrivals, mixing and merging into a new kind of society”

This sounds like Dublin, it could be Dublin, but only if we get rid of our limiting mind-sets and are ambitious, open and determined to succeed.



Our sexual orientation is not an incidental attribute. It is an essential part of who and what we are. All citizens, regardless of sexual orientation, stand equal in the eyes of our laws.

Sexual orientation cannot, and must not, be the basis of a second-class citizenship. Our laws have changed, and will continue to change, to reflect this principle.

