

**Minutes of Meeting 2 of the National LGBTI+ Inclusion Strategy Committee in
2020**

Via Zoom, 23 July 2020 at 2pm

Present:

Name	Organisation
Oonagh Buckley (Chair)	Deputy Secretary General, Department of Justice and Equality (DJE)
Máire Bell	NTA
Cathy Blake	Outwest
Gearóid Browne	D/Finance
Cmdt Gillian Collins	Defence Forces
Meadhbh Costello	Ibec
David Dillon	DEASP
Jane Ann Duffy	DJE
Paula Fagan	LGBT Ireland
Bill Foley	Gay Health Network
Michael Ganly	DPER
Mark Gately	DTTAS
Moninne Griffith	BeLong To
Angela Joy	HSE
David Joyce	ICTU
Cameron Keighron	AMACH
David Kelly	DHPLG
Eileen Leahy	DCYA
Aine Maher	DBEI
Joan Maher	DCHG
Patrick McElligott	GOSHH
Kara McGann	Ibec
Padraig McMahon	DAFM
Caroline Moran	D/Defence
Ciara Mulcahy	LINC
Dairearca Ní Néill	D/Health
Chris Noone	National LGBT Federation
Michelle O'Connor	Tourism Ireland
Michael O'Donnell	Gay Project Cork
Stephen O'Hare	HIV Ireland
Jean O'Mahony	IHREC
Sara Phillips	TENI
Bernardine Quinn	Dundalk Outcomers
Bernie Reape	DRCD
George Robotham	Outhouse
Zbyszek Zalinski	RTÉ

In attendance:

Name	Organisation
Roisin Gaffney	Secretariat, DJE
Deirdre Ní Néill	Secretariat, DJE
Sarah Mongey	Secretariat, DJE
Edwina Steele	Strategic Policy team, CJE Pillar, DJE

Apologies:

Name	Organisation
Paula Kelliher	D/Defence
Eddie McGuinness	Dublin Pride
Neil Ward	DJE LGBTI+ Employee and Ally Network

Item 1: Introduction

DSG Buckley opened the meeting, welcoming all attendees and alternates to the second meeting of the LGBTI+ Inclusion Strategy Committee, particularly those whose first meeting it was. Apologies would be noted in the minutes.

DSG Buckley reminded members that the Call for Funding for LGBTI+ Community Grants was launched by Ministers McEntee and O’Gorman on 17 July. Members were asked to note in particular the deadlines of noon on 17 August for Scheme B, and noon on 31 August for Scheme A.

Item 2: Agenda and minutes of previous meeting

The agenda was agreed without amendment.

The transfer of the equality function to the Department of Children was noted for discussion under AOB.

Members were invited to submit comments on the draft minutes of meeting 1 by Friday next week. The revised minutes will then be agreed by written procedure.

Item 3: Terms of Reference; Work programme

Terms of Reference:

Members were advised that the secretariat had received no proposed amendments to the ToR of the Committee, which were circulated in advance of meeting 1 and discussed at that meeting.

It was proposed therefore to formally approve the Terms of Reference.

No comments or points were raised on the ToR.

The ToR were formally approved by Members.

Work programme:

DSG Buckley proposed the Committee's work programme be agreed today. Following discussions at meeting 1, the outline work programme had been revised. An additional meeting, was added to 2020, and the order of the thematic discussions amended. The suggested order is now: - Healthy; Treated Equally; Safe and Supported; and Visible/Included. The possibility of subcommittees was an option that can be looked at in the future, in the context of the implementation of actions.

It was proposed to formally approve the work programme.

No comments or points were raised on the work programme.

The work programme was formally approved by Members.

Item 4: Indicators

DSG Buckley thanked members for the thought given to the indicators to support the monitoring of the strategy. Based on the suggestions received since the previous meeting, the Secretariat had prepared a paper for consideration summarising a list of suggested potential indicators and of proposed priority indicators.

Edwina Steele from the Strategic Policy team in DJE and Deirdre Ni Néill thanked the Committee for the detailed input received and gave presentations on a monitoring and evaluation framework for the LGBTI+ Strategy, and on the above paper.

Committee members responded with comments as follows

- Regarding the general approach, it was observed that the UN and World Bank were designed to measure progress across countries where the baseline is very low. The Netherlands equality monitor offers better comparability and although focused on quantitative data, it provides a desirable and useful set of data. Was there something that could be done in this strategy to achieve a similar evaluation?
- The wealth of research already in this area was noted and Committee members expressed their willingness to contribute to research if funding were available. The LGBTI Youth Strategy Committee worked with a panel of academics and have also carried out a mapping process on what research is available here in Ireland and in the EU that is relevant to this strategy. The ILGA Rainbow survey have a youth wing (IGLIO) who began last year measuring the school climate for LGBT students across the EU. Ireland was included. Research was also undertake with Columbia University last year on LGBT people becoming more visible in the curriculum.

- Regarding the specific indicators for inclusion, it was noted that many of the indicators in the summary document don't currently meet the criteria outlined in the presentation (CREAM / SMART) targets. How do we get to a point on deciding on indicators that are measurable? Additional indicators proposed for inclusion were the WPATH standards as a priority indicator for health (mentioned in the PfG as well as the Strategy), the Public Sector Duty, and a list of legislation that is suggested in the strategy document and elsewhere.
- Regarding the population of data for indicators, it was noted that establishing baseline data would give added value to the framework. Collecting data was a concern with members noting that FRA was unlikely to run another survey in the lifetime of this strategy, the World Bank presented a set of proposed targets with no data, and that the ILGA Rainbow maps was the only international metric currently produced annually. In addition to one-off research studies, other more sustainable ways of tracking progress could potentially include CSO household surveys and the Healthy Ireland survey. However, these currently lacked sexual and gender identity questions, with only one such question included, but if addressed could be efficient way of dealing with data gaps. Examining what indicators were covered by these surveys and working with CSO to identify questions was suggested.
- Regarding next steps, it was suggested that subgroups of the Committee could be utilised to have conversations with relevant Departments or reporting bodies, before suggesting the indicators to measure outcomes and progress.

The Policy team welcomed the feedback and observed that arriving at indicators would be an incremental process and that more detailed conversations would be required. The team aimed to seek the Committees views on which indicators were most important and then refine how indicators work and which types are most suitable for this strategy right now. The ongoing CSO audit of equality data, being carried out under the Equality Budgeting Initiative was highlighted as a potential resource.

DSG Buckley suggested that, from the discussion, more work is needed and there were more questions to be answered. **Deirdre Ni Néill and Edwina Steele will reach out to those who commented and put more flesh on this for next meeting of the group.**

The sub Committee idea should be discussed at the next meeting.

The slides will be circulated after the meeting.

Item 5: July traffic light scorecard

DSG Buckley thanked Departments for providing an update on the work done on the Strategy since last November by their Divisions and Agencies.

- Responses on 70 of the 108 actions in the Strategy. Departments were asked to have outstanding responses to the Secretariat by the end of next

week so that the Committee has a complete picture of progress to date, and the issues arising, going into the next meeting in the autumn.

- Of the actions where progress has been given, four actions are reported as being completed, 16 have yet to commence, 25 are on track, and minor or more significant issues are reported in respect on a final 25 actions. The impact of the pandemic on progress in certain areas, contributing to delays or suspension of planned activities was noted.

No Department representative added any further comment.

The floor was opened to Members and the comments made included:

- Issues with the readability of the scorecard as circulated were raised. The Secretariat undertook to remedy this after the meeting and for future circulations.
- In relation to the Children and Family Relationship Act (actions under outcome 11), it was noted that as the District Court rules had yet to be signed off, the action is not fully complete. The status of the District Court Rules would be followed up on.
- Clarification was sought on how NGO work would be incorporated into the reporting of progress on actions.
- It was noted that reporting Departments compiled information from within their own area. The issues were often spread across a variety of areas – given the current climate receiving timely updates has been difficult.

Traffic light scorecard document will be shared with members again.

Any comments or questions on the traffic light scorecard to be submitted to the Secretariat.

Any outstanding traffic light scorecard updates to be submitted to the Secretariat.

Items 6: AOB

The following matters were raised under AOB:

The Chair noted that a high priority has been placed on equality and inclusion in the Programme for Government, and this has resulted in a move of the equality work from the Department of Justice to the Department of Children. Work on the Transfer of Functions is well advanced. As is normal procedure in such instances, the people who are in the roles will move to the Department of Children, as well the relevant funding. Formal legal orders are expected to be done in early September and a formal move in October. DSG Buckley noted that Minister O’Gorman may consider how the Committee will be Chaired going forward.

No questions or matters were raised by members.

Item 7: Date of next meeting (24 Sept)

The next meeting is confirmed for 24 Sept at 2pm via Zoom.

Actions arising from Meeting 2 of the National LGBTI+ Inclusion Strategy Committee in 2020, 23 July 2020

No.	Action	Responsible	Timeline
1.1	Submit any comments on the draft minutes of meeting 1	All Members	Fri 30 July
1.2	Reach out to those who commented and put more flesh on the proposed indicators for the next meeting of the Committee	DNN and ES	For Sept Meeting
1.3	Subcommittee proposal to be properly discussed at the next meeting	Secretariat / All Members	For Sept Meeting
1.4	Circulate slides from both presentations to all members	Secretariat	ASAP
1.5	The status of the District Court Rules in relation to the Children and Family Relationships Act would be queried	DJE	ASAP
1.6	Circulate traffic light scorecard to all Members	Secretariat	ASAP
1.7	Any queries on the traffic light scorecard to be submitted to the Secretariat	All Members	ASAP
1.8	All outstanding traffic light updates to be submitted to the Secretariat	Relevant Departments	Fri 30 July