

**Minutes of the meeting of the National LGBTI+ Inclusion
Strategy Steering Committee
Thematic Focus: Visible and Included
20 October 2021
10:30 – 12:30**

Present:

Minister Roderic O’Gorman	(Chair) DCEDIY
Carol Baxter	DCEDIY
Ailsa Spindler	Gay Project
Aisling Cusack	DCEDIY
Ann Howard	Department of Defence
Bill Foley	Gay Health Network
Breda Farrell	Department of Transport
Cameron Keighron	AMACH! LGBT+
Caroline Keane	National LGBT Federation
Chris Noone	National LGBTI Federation
Colm Parnell	IHREC
Eamonn Waters	Department of Housing
Eileen Leahy	DCEDIY
Elaine Dooley	National LGBT Federation
Eoin Wilson	DCEDIY
Gerard Harty	Department of Business Enterprise/Inno.
Gillian Treacy	Department of Health
Janet Lacey	DCEDIY
Jed Dowling	Dublin Pride
John Paul Byrne	Carlow Pride
Jonathan Mc Millan	Enterprise Ireland
Jordan Harel	OutWest

Joseph Doyle	HSE
Karen Brophy	DTCAG
Kate Moynihan	LINC
Laura Cooney	Department of Justice
Margaret Malone	National Transport Authority
Meadhbh Costello	IBEC
Michelle O'Connor	Tourism Ireland
Moninne Griffith	BeLonG To Youth Services
Neil Ward	Department of Justice
Nicola Brassil	Department of Foreign Affairs
Padraic Sweeney	Department of Rural and Community Development
Patrick Mc Elligott	GOSHH
Paula Fagan	LGBT Ireland
Sarah Costigan	The Little Museum of Dublin
Siobhan Mc Kenna	Public Appointments Service (PAS)
Zbyszek Zalinski	RTE
<u>Secretariat</u>	
Jennifer Stanbridge	DCEDIY
Alex Bassett	DCEDIY
David Noctor	DCEDIY
<u>Apologies</u>	
David Joyce	ICTU
Paula Kelliher	Department of Defence
Sarah Kelly	Department of Defence

Item 1 - Opening Comments

The Minister welcomed everyone to the sixth meeting of the Committee to oversee the implementation of the National LGBTI+ Inclusion Strategy. He welcomed all Committee members and alternates attending on behalf of members. In noted that in addition to the draft agenda, members received:

- draft minutes of meeting 5
- traffic light report

The Minister noted that the main focus of committee business would be the **Visible and Included** pillar. There would be briefings from areas with remits under that pillar and from NGOs who have received funding under the LGBTI+ Community Services Programme 2021 to advance work within this remit:

- John Paul Byrne Carlow Pride
- Sarah Costigan from the Little Museum of Dublin
- Eileen Leahy in the Youth Reform Strategy Unit in this Department
- Zbyszek Zalinski in RTE
- Siobhán Mc Kenna, Head of Equality, Diversity, and Inclusion in the Public Appointments Service and;
- Jonathon McMillan from Enterprise Ireland

In addition to these items, there would be an update on the work of the recently established Sub-Committee on Research.

Items 2 and 3 - Agreement of Draft Agenda and Draft Minutes

The Minister proposed the draft agenda and it was adopted. The minutes from the meeting in June would be taken as read.

Item 4 - Funding

Paula Fagan, LGBT Ireland spoke in relation to sustained funding.

Janet Lacey, DCEDIY acknowledged that the length of time of funding was a valid concern and that every effort would be made to maintain continuity in the forthcoming funding initiative.

The Minister stated that he was not in a position to give a commitment in relation to funding.

Item 5

Presentation from John Paul Byrne, Carlow Pride.

Title: Helping to Give Rural LGBT+ People a Voice.

Item 6

Presentation from Sarah Costigan from the Little Museum of Dublin.

Title: Queer Dublin.

Item 7

Presentation from Zbyszek Zalinski, RTE

Title: LGBTI+ identities in broadcast media.

Item 8

Presentation from Siobhán McKenna, Public Appointments Service

Title: LGBTI+ inclusive recruitment practices across the public sector

Questions

Ailsa Spindler enquired as to why representation on State Boards for LGBTI representatives was set at 20% and suggested that a recommendation be made to the Minister to review this matter.

In reply it was noted that there was monitoring in relation to gender which was currently at 50/50.

Gerald Harty (Department of Business Enterprise & Innovation)

Stated that there was data collection carried out by PAS involving remote interviews. Had encountered difficulties where English was not the persons first language. In reply it has been considered that there would be links to schools in regards to this data.

Jed Dowling raised a question in relation to data collection in regards to the issue of LGBTI staff being pay less than other staff and whether this issued to be added as part of data collection. In reply it was stated that better data on the issue referred to would be required.

Item 9

Presentation from Jonathan McMillan, Enterprise Ireland

Title: Update on action 2.10 from Enterprise Ireland

Item 10

Presentation from Eileen Leahy, DCEDIY

Title: Live out Loud Project (LGBTI+ National Youth Strategy)

The minister returned to chair the meeting and dealt with issues of procedure in relation to;

- Agenda
- Traffic light report

Item 11 - Report from the Sub-Committee on Research

Presentation from Janet Lacey, DCEDIY Chair of the Sub-Committee on Research.

- Informed committee the scheduled meeting of the sub-committee had been cancelled.
- Highlighted that the request for proposals had issued in August 2021.
- Confirmed the additional funding for this research had been approved for next year.

AOB

Moninne Griffith (BeLonG To Youth Services) raised concerns in relation to gender identity services, in particular the failure to progress cases in the under 17 age group.

The Minister replied that he was aware of the issues of concern in this area. Another issue was highlighted in relation to long waiting lists for treatment.

In reply Joseph Doyle of the HSE;

- Highlighted the HSE difficulties in filling the relevant posts.
- Vacant positions had been advertised, but there was no interest in the positions at this time.
- The HSE will continue looking for options to overcome these recruitment difficulties.
- This is an ongoing process and the HSE was fully engaged in finding a solution.

AOB

International protection System

Paula Fagan (LGBT Ireland) requested an update on IPAS policy.

Reply:

- Policy is currently being developed as part of reform of International Protection Accommodation Services.
- Vulnerability assessments continue to be carried out, although there continues to be difficulty with this as they may not highlight LGBTI issues.
- Safety and wellbeing of individuals is being promoted.
- Research continues to be carried out and updated policy expected by end of year.

The Minister thanked presenters, departmental agencies and reps, the Secretariat, and everyone for their engagement. Next meeting will take place in early 2022.

