

# diversity powering success



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

**GLEN** - Gay and Lesbian Equality Network – is a leading NGO with a track record of success in delivering positive change for lesbian, gay and bisexual people (LGB) in Ireland.

We have a strong commitment to effectiveness and are highly ambitious about what can be achieved for Ireland and for LGB people.

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# MAINSTREAM DEFINED BY DIVERSITY



# MAINSTREAM DEFINED BY DIVERSITY

KIERAN ROSE, CHAIRPERSON

One of the most life affirming aspects of contemporary Ireland is the sense of self confidence and ambition, the optimism about the future and the determination to succeed. GLEN shares this approach. We are not here to manage our marginalisation but to transform it.

There has been major change in nearly every aspect of Irish life: economic, social, cultural, our growing self confidence and openness to difference and diversity. Lesbian and gay people have benefited from and contributed to this fundamental progress.

We are working towards a society where being lesbian or gay is unremarkable: where it is possible to be openly gay/lesbian and be elected to the highest office or to achieve success in any field. We are aiming for a society where a gay couple expressing ordinary affections in public will be seen as ordinary; where a teenager can come to terms with their sexuality and have all the support they require from their parents, siblings, friends, school and society at large; where a lesbian or gay couple bringing up a child is unexceptional.

GLEN has an important role to play in this transformation, in winning arguments and in building a majority for progress. Over the past year GLEN has engaged with Government, opposition political parties, the civil service and NGOs with professionalism and with a focus on effectiveness and delivery of practical change in people's lives.

Taoiseach Bertie Ahern highlighted these themes when he launched '*Building Sustainable Change*', our strategic programme to deliver radical change for our communities. He noted the links between diversity and economic and social success. "A touchstone of this diversity" he noted "is the manner in which gay and lesbian rights are respected". The Taoiseach's comments were widely and favourably reported, especially his strong statements about equality. As he put it: "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".

Engagement with Government and all politicians has yielded important progress throughout the year, especially on equality based legal recognition of our relationships. This has included the equality based proposals of the Working Group on Domestic Partnership and the introduction of the Civil Unions Bill to the Dáil by the Labour Party.

Progress has been made in other policy areas. In our liaison role with Government through the Department of Justice, Equality and Law Reform, new and renewed contacts have been made with the Departments of Education, Health and Children, Community, Rural and Gaeltacht Affairs, Foreign Affairs and others, leading to new initiatives and a solid foundation for further progress. We have further built our working relationship with the Garda Síochána leading to important initiatives to promote safety for lesbian and gay people.

High ambitions, as the National Economic and Social Council has put it, lead to quality outcomes. The ambition of lesbian and gay people to be visibly in the mainstream, at all levels of Irish society is achievable. The past year has shown what can be achieved when we are resourced (as we have been generously resourced by the Atlantic Philanthropies) and when we focus our energies outwards on effectiveness and delivery.

**Kieran Rose**



# Highlights of the year



## **Launch by An Taoiseach, Bertie Ahern TD**

In April, An Taoiseach Bertie Ahern TD, launched GLEN's strategic plan. The theme of the launch was 'Diversity Powering Success' emphasising the linkages between economic success and progress made in promoting equality and respect for diversity. With strong statements on equality and sexual orientation from the Taoiseach, the launch received very positive media coverage both in Ireland and internationally. The Taoiseach is one of the first prime ministers in the world to have launched such a plan for lesbian, gay and bisexual people.

## **Colley Working Group on Domestic Partnership**

Following a meeting with GLEN, the Minister for Justice Equality and Law Reform established the Working Group on Domestic Partnership, chaired by Ann Colley, Chairperson of the Legal Aid Board, to bring forward legislative options for legal recognition of same-sex relationships. GLEN was represented on the Working Group which reported in December, recommending equality based options to Government for legal reform.



## **Conference on Legal Status**

GLEN hosted an international conference on the legal status of cohabitants and same sex couples in partnership with the Equality Authority and the Working Group on Domestic Partnership. The conference was opened by the Minister for Justice, Equality and Law Reform. Speakers included a Law Lord from the UK and a former Justice of the Supreme Court of Canada.

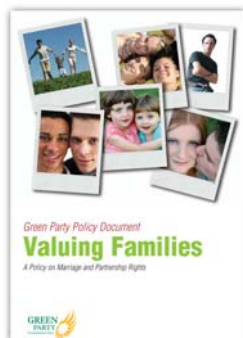
## **Labour Party Civil Unions Bill**

The Labour Party introduced a Civil Unions Bill to the Dáil which if passed would have given same sex couples all of the rights and responsibilities of marriage. The explanatory notes to the Bill outlined how it was directly informed by the proposals put forward by the Colley Working Group.









## **Green Party Launches Valuing Families Policy**

The Green Party launched Valuing Families, its policy on marriage and partnership rights, which stated that same-sex couples should have the opportunity to avail of the rights and responsibilities of marriage.

## **GLEN Liaison Role to Department of Justice, Equality and Law Reform**

The Minister for Justice, Equality and Law Reform funded a post of liaison and equality implementation in GLEN. Under this programme the Department has facilitated liaison with government departments and state agencies to advance the recommendations of the National Economic and Social Forum report *Equality Policies for Lesbian, Gay and Bisexual People: Implementation Issues* (2003).

## **Community Safety**

Important progress was made with An Garda Síochána including the appointment of more Garda Liaison Officers to the LGB and Transgender community. The Minister for Justice, Equality and Law Reform also launched a landmark community safety strategy for Dublin developed by GLEN and An Garda.

## **Communications successes**

GLEN staff and events often featured prominently in the media nationally and locally. The benefits of a strong presence in the media, including the very positive profile of Katherine Zappone and Ann Louise Gilligan was reflected in opinion polls that demonstrated an increase in public support for the legal recognition of same-sex unions from 51% in February to 84% by November.

## **New GLEN Staff**

Three new staff were appointed by GLEN: a Director of Education Policy, a Director of Mental Health Strategy and a Communications officer. The new staff increases our capacity to deliver on the ambitious aims set out in our 'Building Sustainable Change' strategic plan.



# LAW AND POLICY REFORM

# Law and Policy Reform

A key focus of the 'policy change' brief in GLEN is to advance equality based legal recognition of same-sex relationships and to see that lesbian, gay and bisexual people are reflected in relevant policy areas. Eoin Collins, was appointed Director of Policy Change at the beginning of 2006 and took a leading role in a range of initiatives focused on driving change in these policy areas. These included the following key activities and events.

## **Launch of 'Building Sustainable Change' by An Taoiseach**

In April 2006, the Taoiseach opened the new GLEN offices and launched its five year *Building Sustainable Change Programme*. A key theme for the launch was "Diversity Powering Success", highlighted by the Taoiseach when he noted the strong link between respect for diversity and economic and social growth and progress. "A touchstone of this diversity", he said, "is the manner in which gay and lesbian rights are respected".

The event was attended by local and national politicians across all parties, representatives from the business community, community organisations and social partners. It was extensively covered by local, national and international media.

The Taoiseach spoke of his Government's commitment to legislating for legal recognition of same-sex couples. He looked forward to an on-going successful partnership with GLEN in the future.



“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 THE LAW. 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”

**AN TAOISEACH BERTIE AHERN T.D. launching the  
GLEN *Building Sustainable Change* Programme**

## Working Group on Domestic Partnership

Following meetings with GLEN, the Minister for Justice, Equality and Law Reform established the Working Group on Domestic Partnership at the beginning of 2006 to identify legislative options for legal recognition of same-sex couples and other “categories of relationships outside of marriage”. Eoin Collins was appointed by the Minister to represent GLEN on the Group.

The Working Group report made a major contribution to clarifying the issues involved, coming out strongly for equality based reform: either marriage for same sex couples, or if not marriage, then at least full civil partnership giving the equivalent rights and obligations of marriage.

*“The Introduction of civil marriage would achieve equality of status with opposite-sex couples and such recognition that would underpin a wider equality for gay and lesbian people”*

***Report of the Working Group on Domestic Partner, 2006***

The Working Group was clear about parenting. Since joint adoption is restricted to married couples, same-sex couples cannot provide their children with the protection this legal connection ensures. The Group recommends that “Given that the welfare of the child is paramount, in principle, same-sex couples who are married or in full civil partnership should be eligible to adopt any child who is eligible for adoption”.

The report provided the rationale for the Civil Unions Bill introduced by the Labour Party to the Dáil at the end of the year, which would have given same sex-couples a legal recognition that closely mirrored marriage. This Bill was a major step forward, putting the issue firmly on the agenda of the Dáil for the first time.



*International Conference on the Legal Status of Cohabitants and Same-Sex Couples:  
Eoin Collins, Director of Policy Change, GLEN; Karen Erwin, Chair, Equality Authority; Anne Colley,  
Chair, Working Group on Domestic Partnership and; Michael McDowell TD, Minister for Justice,  
Equality and Law Reform.*

### **International Conference: The Legal Status of Cohabitants and Same-Sex Couples**

In May 2006 GLEN jointly hosted an international conference on the issue of legal recognition with the Equality Authority and the Working Group on Domestic Partnership. Opened by the Minister for Justice, Equality and Law Reform, speakers included Claire L'Heureux-Dube, former Justice of the Supreme Court of Canada, Baroness Hale, British House of Lords and other experts from Ireland, Spain and the Netherlands.

Covered widely in the media, the conference made a major contribution to the growing consensus over the year on the need for equality based legal recognition of same sex couples.



### **Post of liaison to the Department of Justice, Equality and Law Reform**

The Minister for Justice, Equality and Law Reform funded a post of liaison and equality implementation within GLEN. The Department then facilitated a range of bilateral contacts between GLEN and Government Departments and State Agencies to implement the recommendations of the report of the National Economic and Social Forum, *Equality Policies for Lesbian, Gay and Bisexual People: Implementation Issues*, 2003.

Under this policy liaison programme, new and renewed contacts have been made with the Departments of Education, Health and Children, Foreign Affairs and others, leading to new initiatives and a solid foundation for further progress.

In addition to this liaison role, the Director of Policy Change in GLEN was appointed to the Department of Justice, Equality and Law Reform Working Group on Equality Proofing. Other members of this group include Irish Congress of Trade Unions, Irish Business and Employers Confederation (IBEC) and the Equality Authority.

## EDUCATION POLICY DEVELOPMENTS

EQUALITY

A close-up photograph of a hand holding a piece of chalk, erasing the word 'EQUALITY' written in white chalk on a dark green chalkboard. The hand is positioned on the right side of the word, with the index finger and thumb gripping the chalk. The word 'EQUALITY' is written in a simple, slightly irregular, hand-drawn style. The background of the image is a dark green chalkboard with a subtle checkerboard pattern.

# Education Policy Developments



The GLEN *Building Sustainable Change Programme* recognises that young lesbian, gay and bisexual (LGB) people, like their heterosexual peers, have high expectations for themselves and their society and see no reason why their horizons should be limited.

Education plays a pivotal role in realising these expectations and in developing young people's capacity to reach their full human potential. A priority for GLEN is to ensure that young LGB people are safe, supported, acknowledged and affirmed in school, so that their educational experience is positive and enjoyable and benefits them now and in the future.

*"It is important that the message is conveyed to all young people through confidence building, and positive interventions that all citizens are equal and that positive social change is helped by an intolerance to unwanted homophobic remarks, jokes, name calling or general harassment - all preludes to bullying. Young people should learn how to recognise bullying behaviour and know that they should never tolerate it".* **Síle De Valera, Minister for Youth Affairs**, at the launch of the BeLonG To Campaign against Homophobic Bullying in 2006.





*"We want to foster a sense of independence and self-reliance, a can-do culture. We're seeing that in young people. There is no sense of a limited horizon, that your expectations shouldn't be high. This country has changed in every way, in confidence and achievement."*

**Brian Cowan TD, Minister for Finance,**  
Interview in Irish Times, January 2006.

The GLEN report *Education: Lesbian and Gay Students* 1999, identifies strategic steps forward to make learning environments safer and more inclusive for LGB students. Niall Crowley, Chief Executive of the Equality Authority, noted in his foreword to the report that the education system has a major contribution to make in supporting such inclusion given its multiple roles. These include the duty of care and responsibility for individual pupils and students as well as its key role in transmitting our values as a society, values that include a respect for diversity and a commitment to equality.

In October 2006, Sandra Gowran was appointed as Director of Education Policy to realise the key aims of:

- Supporting schools and centres of education in addressing and preventing homophobic bullying, name-calling and harassment of lesbian, gay and bisexual people and those perceived to be LGB
- Supporting the development of inclusive policies, practices and programmes to ensure the inclusion of LGB young people in formal education settings



*Sandra Gowran greets  
Speaker of New York City  
Council, Christine Quinn*

GLEN works in close collaboration with key organisations in advancing its education programme. These include education providers and strategic NGOs such as BelonG To Youth Project for lesbian, gay, bisexual and transgender young people..

Actions undertaken in 2006 include the following.

### **Liaison with the Department of Education & Science and other Education Stakeholders**

As part of the liaison programme with the Department of Justice, Equality and Law Reform, GLEN re-established contact with officials from the Department of Education and Science. A key issue in discussions with the Department are opportunities for inclusion and protection of LGB students. We are jointly exploring ways of addressing the issues identified.

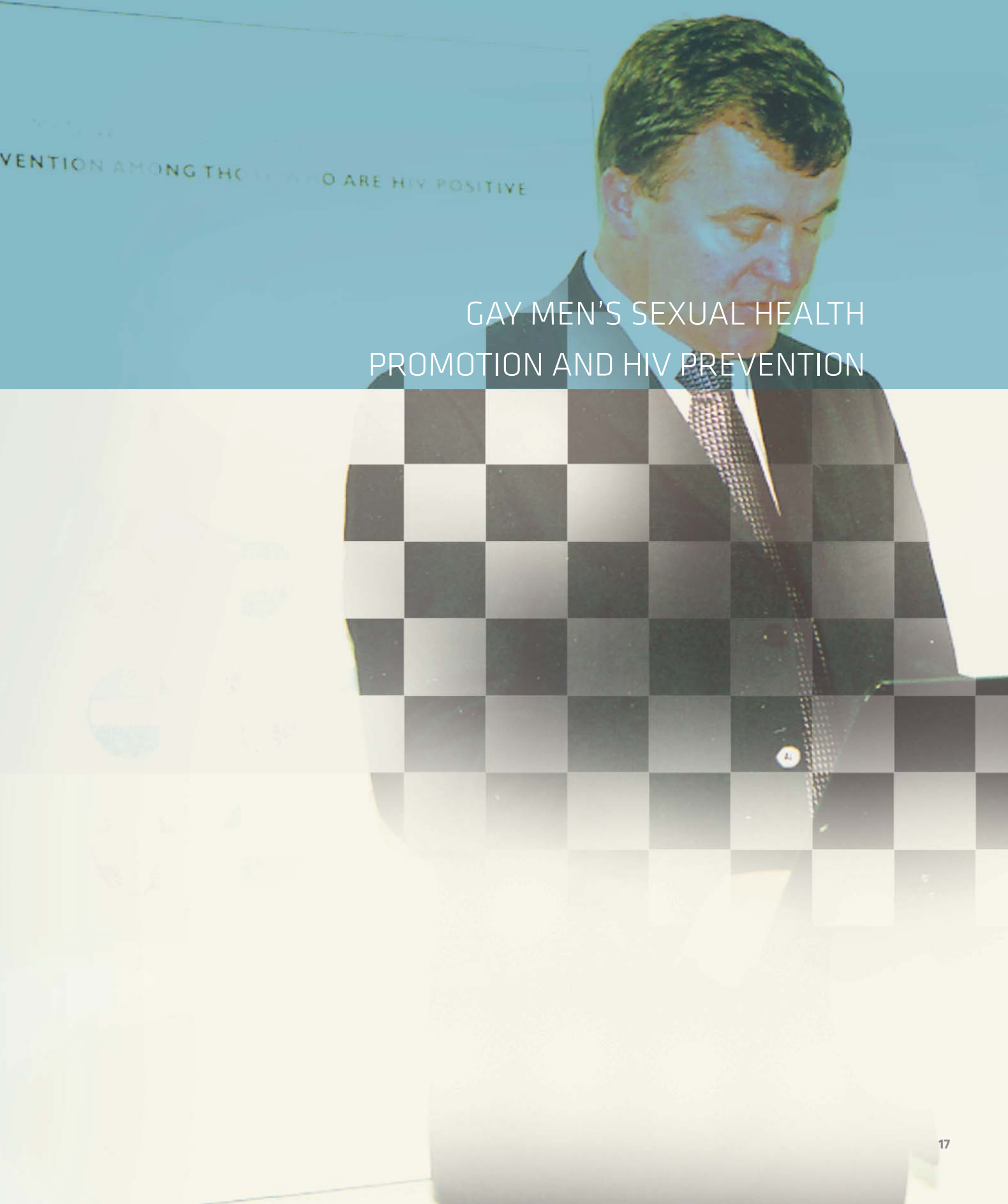
### **Pobal Resource Guide**

GLEN participated on the Pobal Advisory Group to inform the direction and content of the publication of *More Than a Phase: A Resource Guide for the Inclusion of Lesbian, Gay, Bisexual and Transgender Young People in Formal and Non-formal Education Settings*. This Guide has been widely distributed throughout the country and represents the most comprehensive guide yet produced for schools and other learning environments to provide for the inclusion of LGB students.

### **Submissions**

GLEN made a range of submissions to policy makers regarding education and LGB students during the year. Submissions to the National Council for Curriculum and Assessment in relation to Social, Personal and Health Education at Senior Cycle and Social and Political Education at Senior Cycle made significant contributions to the ongoing development of these areas.





VENTION AMONG THOSE WHO ARE HIV POSITIVE

# GAY MEN'S SEXUAL HEALTH PROMOTION AND HIV PREVENTION

# 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 since 1997. A key focus of GHS is the development of effective HIV prevention strategies based on a partnership between the statutory health sector, the gay community and other agencies. Mainstreaming gay health issues is a key priority as is building the capacity of gay community groups to engage in HIV prevention work.

Ciarán McKinney was appointed Director of GHS in August 2005 and plays a leading role in a range of initiatives focused on driving change in these policy areas. GHS works in close collaboration with service providers including the Gay Men's Health Project, Dublin AIDS Alliance, Rainbow Project Limerick, The Sexual Health Centre, Southern Gay Men's Health Project, Dundalk Outcomers, Outhouse and Open Heart House. Key activities and events over the year have included the following.

## **Stamp Out Stigma Campaign**

In December the Taoiseach Bertie Ahern TD launched the *Stamp Out Stigma* campaign on World AIDS day. The Director of Gay HIV Strategies played a key role in developing this campaign which is funded by Irish Aid and the Department of Health and Children. This innovative programme is being undertaken by the Multi-Stakeholder Forum, a partnership of People with HIV, domestic NGOs, international development agencies and Government departments.





*“The fear and lack of understanding surrounding HIV acts as a barrier for people to access prevention, treatment and care services even when they are available. Stigma and discrimination is a recognised factor in the increasing spread of HIV. We must all work together to make our societies more open and caring, more inclusive and less judgmental.”*

**An Taoiseach Bertie Ahern TD** December 1st 2006

The Director of GHS is Vice-Chair of the Steering Committee for the *Stamp Out Stigma* campaign. This new initiative will encourage the participation of people with HIV in challenging stigma and discrimination and demonstrates the links between the domestic experience of HIV-related stigma and that of developing countries.

### **Launch of HIV secondary prevention report**

In February 2006 Minister of State for Health, Seán Power launched Gay HIV Strategies' ground-breaking report *HIV Prevention Among Those Who Are HIV Positive*

*‘The resource paper provides a renewed focus on HIV prevention among men who have sex with men who are HIV positive by considering their specific needs in relation to prevention activities and making practical recommendations to address the gaps identified in the report’*

**Minister Seán Power TD**

The report outlines the need for HIV prevention initiatives in clinical settings and advocates the central involvement of People with HIV. It explores issues for men who have sex with men (MSM) in relation to risk reduction strategies and inclusion in policy making while acknowledging the level of prejudice faced by people who are HIV positive.

### **Post-Exposure Prophylaxis**

Provision of Post-Exposure Prophylaxis (PEP) following possible exposure to HIV is an important HIV prevention technology. The Director of GHS led the development in conjunction with medical consultants, of a national protocol for roll-out of PEP for men who have sex with men (MSM). PEP is a short-term antiretroviral treatment to reduce the likelihood of HIV infection after potential exposure, either occupationally or through sexual intercourse. The Director of GHS also developed resources with colleagues from Gay Health Network to meet the information needs of MSM with regard to PEP.



## **HIV Services Network**

The Director of GHS is Chair of the HIV Services Network (HSN), a national information-sharing network, funded by the Department of Health and Children, to promote best practice in HIV service delivery. HSN focuses on five priorities:

- Challenge stigma and discrimination around HIV and AIDS.
- Support anonymous notification of HIV infection.
- Promote understanding of, and support alternatives to, the criminalisation of HIV transmission.
- Provide information and support around HIV status disclosure.
- Promote the bio-psycho-social model of managing HIV.

The Director of GHS developed an application for significantly increased funding which was approved by the Department of Health and Children. The funding will allow Network build its capacity and provide greater resources to the members. It is anticipated that the funds will be made available during 2007.

## COMMUNICATIONS

IVERSITY  
OWERING  
UCCESS

AN, GAY AND BISEXUAL PEOPLE  
HEART OF IRELAND'S PROGRESS

of the The Building Technological Change Programme  
by An Seachtú, Thomas Kenny, TD

GLEN

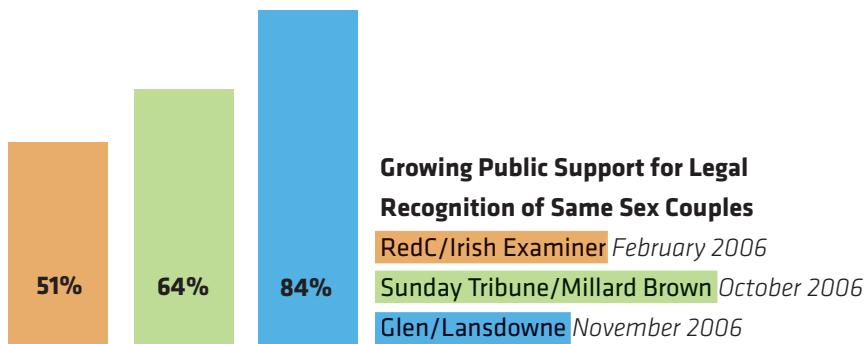
# Communications

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 the progress in achieving equality. 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, from national television to local radio.

## **Presence in the Media**

We established a significant presence in the media during the course of the year. The visit of An Taoiseach to the GLEN offices was reported across all national media and the message of *Diversity Powering Success* and the very strong statements on equality for LGB people featured prominently in all coverage.

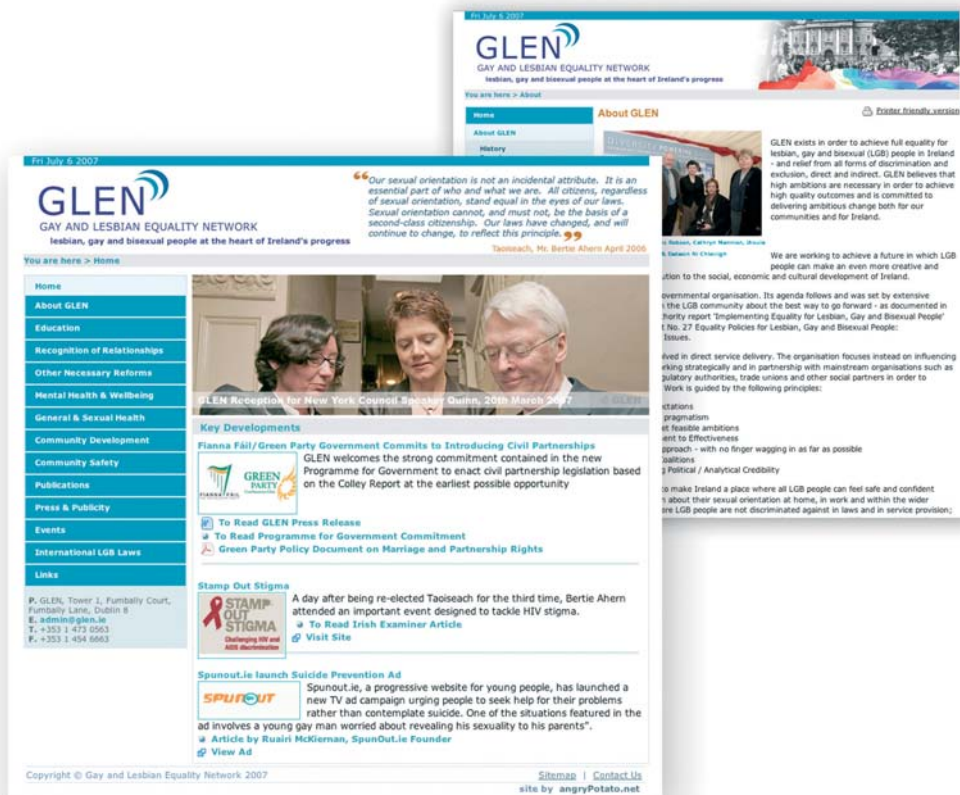
**GLEN'S COMMUNICATION STRATEGY AIMS TO ENSURE THAT LESBIAN, GAY AND BISEXUAL (LGB) ISSUES ARE POSITIVELY HIGHLIGHTED AND PROGRESSIVELY ADDRESSED IN THE MAINSTREAM MEDIA AND TO INFORM LGB PEOPLE OF THE PROGRESS IN ACHIEVING EQUALITY.**



We worked proactively with the media, and responded to media coverage of legal recognition of same-sex couples. This included extensive coverage of the international conference on legal recognition and of the conclusions of the Colley Working Group on Domestic Partnership.

GLEN commissioned Lansdowne Market Research to undertake a national survey on marriage and legal recognition of same-sex relationships. 84% of people survey supported legal recognition and 51% supported full marriage equality. These figures according to Lansdowne, show a significant change of attitudes over 2006 in favour of legal recognition of same sex couples.





## GLEN.ie

The GLEN website was extended and refined during the year. It provides a showcase for breaking news, information on issues and links to a wide range of sites on issues relating to LGB people.

## Communications Officer

In September 2006, Adam Long was appointed Communications Officer within GLEN. Strategic communications support to GLEN was delivered by Public Communications Centre, a PR and communications consultancy that specialises in public affairs and social change issues.





## COMMUNITY DEVELOPMENT



# Community Development

Lesbian, gay and bisexual (LGB) community and voluntary organisations play a major role in providing support to LGB people, and in advocating for changes in policy and services, often with little State funding and limited support from or connections with mainstream programmes and services.

Although important progress has been made, there continue to be very significant gaps in community infrastructure for LGB people and a lack of core funding for LGB groups and linkages to mainstream community development programmes and services.

The Director of Gay HIV Strategies has worked in partnership with LGB groups, community development organisations and State services in jointly developing capacity to respond to the needs of LGB people across the country. GLEN will be expanded in 2007 by the recruitment of a Director of Community Development Policy.

## **Community Development Programmes and Family Resource Centres**

Gay HIV Strategies delivered an awareness training programme and facilitated the development of a Code of Practice for Community Development Programme projects and Family Resource Centres in the West of Ireland. GLEN's objective is that this Code of Practice will be adopted nationally. Similar work was initiated in West Dublin and will continue throughout 2007.

*"Although there is a growing climate of equality and support for anti-discrimination action, I also recognise that members of the gay community still face isolation, abuse and victimisation on the basis of their sexuality"*

**An Taoiseach Bertie Ahern TD, launching the GLEN Building Sustainable Change Programme.**



**A COMMUNITY SAFETY STRATEGY FOR THE DUBLIN METROPOLITAN REGION, DEVELOPED BY GLEN AND THE GARDAÍ WAS LAUNCHED BY THE MINISTER FOR JUSTICE, EQUALITY AND LAW REFORM IN JUNE AT OUTHOUSE. IT WILL BE THE TEMPLATE FOR A NATIONAL STRATEGY TO BE ROLLED-OUT DURING 2007/2008.**

Inspector Finbar Murphy, Senator David Norris, Michael McDowell TD, Minister for Justice, Equality & Law Reform and Ciarán McKinney, Director Gay HIV Strategies at the Community Safety Strategy launch.

### **Lesbian, Gay, Bisexual and Transgender Network**

GLEN continued to be centrally involved in this all-Ireland network of Lesbian, Gay, Bisexual and Transgender (LGBT) groups and organisations. The Director of Gay HIV Strategies, in partnership with the Southern Gay Men's Health Project developed a national help line project bringing together all LGBT telephone help lines to agree common quality standards, increase the sharing of resources and planning for a single help line number accessible from all parts of the country.

GLEN has also supported the Network through the publication of a fortnightly e-newsletter, which is distributed to groups and individuals north and south of the border. The newsletter contains information on events and campaigns happening around the country, the work of member organisations, career opportunities, funding sources and opportunities and international news.

### **Needs Assessment in Galway, Roscommon and Mayo**

The Director of Gay HIV Strategies facilitated the development of LGBT West, a consortium of statutory bodies and NGOs in counties Galway, Roscommon and Mayo. Partners include County and City Councils, Development Boards, VEC's from the three counties and the HSE. The partnership raised funding to commission research on the social, health, educational and community development needs of lesbian, gay, bisexual and transgender (LGBT) people in counties Galway, Roscommon and Mayo.

### **Safety**

Safety is a critical issue for LGB people. Fear and incidents of harassment and violence continue to be a major barrier to people living their lives openly and securely.

GLEN extended the support it provides to An Garda Síochána during 2006 to address these issues. The work with An Garda Síochána aims to ensure that policing services provided to the LGB community are accessible and appropriate. The number of Garda Liaison Officers to the LGB Community increased significantly in 2006. The Director of Gay HIV Strategies facilitated their induction training. GLEN also worked with individual Garda stations to plan and deliver local training initiatives focused on raising awareness among all members of the force in those stations.

### **Minister for Justice Launches Community Safety Strategy**

In June a Community Safety Strategy for the Dublin Metropolitan Region, developed by GLEN and An Garda Síochána was launched by the Minister for Justice, Equality and Law Reform at Outhouse. It will form the template for a national strategy to be rolled-out during 2007-2008.



# LGB MENTAL HEALTH AND WELLBEING



# LGB Mental Health and Wellbeing

## Mental Health Initiative

The GLEN report *Mental Health: Lesbians and Gay Men – Strategies to Promote the Mental Health of Lesbians and Gay Men* resulted from collaboration between GLEN and the former Northern Area Health Board. It provided an overview of the international literature and research on LGB mental health and well-being and identified what the priority mental health issues are for LGB people. The report made key recommendations for addressing these issues at a policy and strategic level. The GLEN Mental Health Initiative is the outcome of this report. Odhrán Allen was appointed to the role of Director of Mental Health Strategy in September 2006 and has been working on the Mental Health Initiative since.



## Young People

In 2006, GLEN worked closely with BeLonG To (a project for lesbian, gay, bisexual and transgender youth funded by the Department of Education and Science), the Health Service Executive and the National Office for Suicide Prevention, to address the factors that lead to higher risk of suicide among young lesbian, gay, bisexual and transgender people. Arising from this, funding was secured for a national study on the issue of suicide and for the post of a strategic worker in the BeLonG To Youth Project to work on the issue at a national level. The research is being undertaken by the Children's Research Centre, Trinity College Dublin.

## Partnership with Professional and Regulatory Bodies

Initial contact has been made with the main professional and regulatory bodies for the medical, psychiatric, psychological and therapeutic professions. To date a programme of work has been agreed with the Irish College of General Practitioners (ICGP) to develop a handbook for General Practitioners (GPs) on LGB health, to develop a training module to be included in the basic training of all GPs in Ireland and to include issues relating to lesbian, gay and bisexual people in the ICGP Continuing Medical Education Programme.



## DEVELOPING ORGANISATIONAL CAPACITY

# Developing Organisational Capacity

## **Background**

From the time of its inception in 1988 up to 2005, GLEN had operated primarily as a part-time, volunteer-led association with one staff member employed since 1997 as Director of Gay HIV Strategies, an initiative of GLEN funded by the Department of Health and Children. GLEN set out to develop the organisation to build on its successful track record in advancing progressive change.

## **Visionary and generous support**

Atlantic Philanthropies has made a major contribution to building the organisation and enabling the rapid progress that has already been made throughout 2006. The Atlantic Philanthropies initially resourced the hiring of a Chief Executive Officer and an Administration Manager within GLEN. The Foundation then provided pioneering support for the ambitious *Building Sustainable Change* programme, allowing the organisation to move to the next level of strategic development by employing skilled and experienced staff to advance change across policy areas set out in the Programme.

Funding by the Departments of Justice, Equality and Law Reform; Health and Children, and from the HSE also contributes very significantly to advancing progress.



### **New Members on the GLEN Board**

The work of the GLEN Board is primarily that of strategic management and direction of the organisation. Members of the Board are individuals rather than representatives of organisations or constituencies. In embarking on the *Building Sustainable Change* programme, the Board was keen to ensure that the maximum expertise was available to it. With this in mind, the Board ran a public recruitment process to enhance our expertise on lesbian issues and appointed two new members, Maura Molloy and Eadaoin Ní Chleirigh.

### **Evaluation**

Innovative evaluation processes based on good practice were designed and implemented, and are aimed at capturing learning and sharing this across the wide range of organisational activities. GLEN has implemented the SPEAK system. This model of evaluation is currently being used in a range of community development, policy focused programmes including The Family Resource Centre Programme and the Community Development Programme.

# Funders, Directors and Staff

## Funders

The Atlantic Philanthropies  
Department of Justice, Equality & Law Reform  
Department of Health & Children  
Health Service Executive HSE



## Board of Directors

Kieran Rose Chairperson  
Ursula Barry  
Arthur Leahy  
Cathryn Mannion  
Maura Molloy  
Eadaoin Ní Chleirigh  
Will Peters  
Christopher Robson  
Brian Sheehan

## Staff

Keith O'Malley Chief Executive  
Odhrán Allen Director of Mental Health Strategy  
Eoin Collins Director of Policy Change  
Sandra Gowran Director of Education Policy Change  
Marie Hamilton Administration Manager  
Adam Long Communications Officer  
Ciarán McKinney Director of Gay HIV Strategies

## FINANCIAL ACCOUNTS

## Financial Accounts for the year ended 31st December 2006

### INCOME

### 2006

HSE - East Coast (Gay HIV Strategies)	€104,444
HSE - Northern Area (Mental Health Project)	€30,000
Atlantic Philanthropies (Building Sustainable Change Programme)	€503,000
Department of Justice, Equality and Law Reform	€99,996
Sundry income	€12,510
Deposit Interest	€4,274
	<u>€754,224</u>

### EXPENDITURE

Salaries & Wages	€291,373
Pensions	€34,259
Travel & Subsistence	€17,729
Staff Training	€11,374
Publications/ Commissions/Project costs	€51,529
Subscriptions	€650
Bank charges	€427
Audit & Accountancy	€3,630
Media and Communications	€15,942
Recruitment	€18,020
Organisational development	€17,112
Conferences/Networking	€4,503
Management Training	€3,199
European Liaison	€2,296
Resource Materials	€434
Stationery & Postage	€5,969
Telephone	€12,018
Insurance	€485
Sundry expenses	€4,115
Rent & Rates	€53,145
Repairs to Building	€4,322
Light & Heat	€3,680
Legal/Professional Fees	€7,917
Depreciation	€5,640
	<u>€569,768</u>
Net Surplus (Deficit) for Year	<u>€184,456</u>

## Balance Sheet as at the 31st December 2006

	NOTE	2006
FIXED ASSETS		€16,922
CURRENT ASSETS		
Debtors		€6,515
Bank Accounts & Cash		€260,327
		<u>€266,842</u>
CREDITORS ( falling due within one year)	2	-€30,062
NET CURRENT ASSETS (Liabilities)		€236,780
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>€253,702</u>
CREDITORS (Falling due after one year)		-
		<u>€253,702</u>
FINANCED BY		
RESERVES (Deficit)	1	<u>€253,702</u>
		<u>€253,702</u>

**Notes to the Accounts** for the year ended 31st December 2006

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

2. CREDITORS (Due within one year)	2006
	€30,062
PAYE/PRSI	
Deferred Income - Atlantic Philanthropies	0
	<u>€30,062</u>

**Additional Notes**

Taxation  
The company is a registered charity (Ref. CHY 16635).

Share Capital  
The company is limited by guarantee (Company Number 406523)  
and does not have share capital.

The accounts were approved by the directors on the 12th April 2007.



# **GLEN** WORKING FOR EQUALITY FOR LESBIAN, GAY AND BISEXUAL PEOPLE

“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 THE LAW. 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”

AN TAOISEACH BERTIE AHERN T.D. launching the  
*GLEN Building Sustainable Change Programme*

[www.glen.ie](http://www.glen.ie)

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