



Rialtas na hÉireann
Government of Ireland

Final Report

on the Implementation of the LGBTI+ National Youth Strategy

2018 - 2021

Prepared by the Department of
Children, Equality, Disability, Integration and Youth
gov.ie

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Minister's Foreword

I am pleased to welcome the Final Report on the Implementation of the LGBTI+ National Youth Strategy 2018 - 2021. Ireland's LGBTI+ National Youth Strategy was the first of its kind and made a significant contribution towards the Government's broader commitments to continue to strive for the full inclusion of LGBTI+ people in Irish society and to build a more inclusive Ireland for LGBTI+ young people.

The 2020 Programme for Government committed to implementing this strategy and I was happy to extend the strategy into 2021 in order that this commitment could be met. This report shows the progress that has been made across all Government Departments and Agencies in meeting their commitments to improve the lives of LGBTI+ young people. The report was informed by a number of reviews, evaluations and reports involving key stakeholders that were conducted over the course of implementation of the strategy.

As an action-oriented mission to ensure all LGBTI+ young people are visible, valued and included in all aspects of their lives, the LGBTI+ National Youth Strategy had three key goals: to create a safe, supportive and inclusive environment for LGBTI+ young people; to improve the physical, mental and sexual health of LGBTI+ young people and to develop research and data environment to better understand the lives of LGBTI+ young people.

Much of this work is ongoing by its nature and more work can be done to make life better for young people in Ireland. This report sets out some valuable insights and lessons that can inform that future work. I look forward to seeing further achievements in aligning the delivery of equality measures for LGBTI+ youth through my Department's [Young Ireland: the National Policy Framework for Children and Young People \(0-24\) 2023-2028](#) and ongoing work on the [LGBTI+ National Inclusion Strategy](#).

Roderic O'Gorman TD

Minister for Children, Equality, Disability, Integration and Youth

Acronyms

Table 1: Acronyms

Acronym	Full title
AIDS	Acquired Immune Deficiency Syndrome
AGS	An Garda Síochána
B2	BeLonG To Youth Services
BAI	Broadcasting Authority of Ireland
BOBF	Better Outcomes, Brighter Futures: The National Policy Framework for Children and Youth People
CAMHS	Child and Adolescent Mental Health Services
CBD	Cross Border Directive
CES	Centre Effective Services
CPD	Continuous Professional Development
CSO	Central Statistics Office
CYPSC	Children and Young People's Services Committees
DCEDIY	Department of Children, Equality, Disability, Integration and Youth
DCU	Dublin City University
DCYA	Department of Children and Youth Affairs
DTCAGSM	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media
DE	Department of Education
DH	Department of Health
DHLGH	Department of Housing, Local Government and Heritage
DJE	Department of Justice
DTTS	Department of Transport, Tourism and Sport
DPER	Department of Public Expenditure
DSP	Department of Social Protection
DSD	Differences in sex development
ETBI	Education and Training Boards Ireland
FETI	Further Education and Training Institutions
FPSHP	Foundation Programme in Sexual Health Promotion
FRA	Fundamental Rights Agency
gbMSM	Gay, bisexual and other men-who-have-sex-with-men
GDO	Garda Diversity Officer
GLEN	Gay and Lesbian Equality Network
GMHS	Gay Men's Health Service Information
GNDIU	Garda National Diversity and Integration Unit
GSAS	Garda Síochána Analysis Service
GSA	Genders and Sexualities Alliance
HEA	Higher Education Authority
HEI	Higher Education Institutions
HIV	Human Immunodeficiency Virus
HPV	Human Papillomavirus
HRB	Health Research Board
HSE	Health Service Executive
IBEC	Irish Business and Employers Confederation
IBTS	Irish Blood Transfusion Service

IPAs	International Protection Accommodation Services
IPAT	International Protection Appeals Tribunal
IHREC	Irish Human Rights and Equality Commission
IPO	International Protection Office
IRC	Irish Research Council
ISME	Irish Small and Medium Enterprise Association
IQA	Irish Queer Archive
JCT	Junior Cycle for Teachers
JPC	Joint Policing Committees
KPI	Key Performance Indicator
L&D	Learning and Development
LCDC	Local Community Development Committee
LGMA	Local Government Management Agency
LGB	Lesbian, Gay and Bisexual
LGBTI+	Lesbian, Gay, Bisexual, Transgender, Intersex
MSM	men who have sex with men
NCCA	National Council for Curriculum and Assessment
NEPS	National Educational Psychological Service
NGO	Non-Governmental Organisations
NLI	National Library of Ireland
NOSP	National Office of Suicide Prevention
NYCI	National Youth Council of Ireland
PDST	Professional Development Service for Teachers
PEP	Post-Exposure Prophylaxis
PrEP	Pre-Exposure Prophylaxis (HIV prevention strategy)
RSE	Relationships and Sexuality Education
SDG	Sustainable Development Goals
SECH	South East Community Healthcare
SGM	Sexual and Gender Minorities
SHCPP	Sexual Health and Crisis Pregnancy Programme
SPHE	Social, Personal and Health Education
STI	Sexually Transmitted Infection
TAS	Treatment Abroad Scheme
TENI	Transgender Equality Network Ireland
Trans	Transgender
USI	Union of Students in Ireland
WPTH	World Professional Association for Transgender Health
WRC	Workplace Relations Commission
YAG	Youth Advisory Group
YSGS	Youth Services Grant Scheme
YWI	Youth Work Ireland
YWN	Youth Work Network

LGBTI+ terms

LGBTI+ stands for lesbian, gay, bisexual, transgender, intersex and plus which represents other non-heteronormative sexual and gender identities.

Key Concepts and Terminology¹

Sexual orientation refers to “each person’s capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender”. Sexual orientation refers to identity (being), conduct (behaviour) and how you relate to other persons (relationships). It is generally assumed that persons are heterosexual (orientation towards persons of a different gender), homosexual (gay, or lesbian, orientation towards persons of the same gender) or bisexual (oriented towards both genders).

Gender identity refers to “each person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms”. Those whose gender identity does not correspond with the sex assigned at birth are commonly referred to as transgender persons. This group includes persons who wish at some point in their life to undergo gender reassignment treatments (usually referred to as transsexual persons), as well as persons who ‘cross-dress’ or persons who do not, or do not want to, consider themselves as being ‘men’ or ‘women’. Some of them refer to themselves as ‘gender variant’.

Gender expression refers, then, to a person’s manifestation of their gender identity, for example through ‘masculine’, ‘feminine’ or ‘gender variant’ behaviour, clothing, haircut, voice or body characteristics. Since experiences of homophobia, transphobia and discrimination on the grounds of sexual orientation and gender identity often find their roots in social perceptions of gender roles.

For a full glossary of LGBTI terms and definitions, refer to the [ILGA-Europe \(International Lesbian, Gay, Bisexual, Trans and Intersex Association\) Glossary](#).

¹ This list uses definitions as set out in the [EU-LGBTI II](#) by the European Agency for Fundamental Rights (2020).

Executive Summary

The LGBTI+ National Youth Strategy, launched in 2018 was developed with a specific focus on LGBTI+ young people. It was developed in line with the National Youth Strategy of 2015, and from 2014, with Better Outcomes, Brighter Futures: National Policy Framework for Children and Young People, (BOBF), to ensure the policy goals and anticipated outcomes addressed all young people in Ireland, taking account of specific, additional needs, issues and challenges related to sexual orientation, gender identity and gender expression.

The Strategy was developed by an Oversight Committee established under the Department of Children and Youth Affairs (DCYA), (later Department of Children, Equality, Disability, Inclusion and Youth). It was made up of representatives from relevant government departments, civil society organisations and an independent chairperson was appointed for the development process. The process of development included data gathering across four phases which included an environmental scan of existing literature, a nation-wide consultation with young people, a stakeholder consultation/call for submissions, all of which then contributed to the identification of issues, themes, and the goals of the strategy.

The resulting strategy goals were linked to the 5 National Outcomes, and an implementation oversight reporting link to the BOBF infrastructure was also established. The 3 goals, 15 objectives and 59 actions identified in the strategy were to be progressed in an ambitious timeframe 2018-2020. A number of the actions always required more than 2 years for 'full implementation', but the impetus of the Strategy was the opportunity to initiate or progress the work, knowing that it would then continue to be part of the relevant department's work programme until completion, or as an ongoing activity.

Overall the implementation timeframe had to be extended to 2021 as a result of the Covid 19 pandemic to allow time for the different actors to adapt their modalities, and in acknowledgment of the significant work required by the Departments of Health and Education in the response to the pandemic.

A report on implementation progress at end of Year 1 of the Strategy was published in 2019² and an Implementation Forum meeting of the various government departments with young people, civil society organisations and relevant stakeholders was also held in 2019. Unfortunately, due to the impact of the pandemic these accountability and engagement mechanisms could not be repeated, as planned, in 2020.

In addition to the Report on Progress after Year 1, a number of review and reflection processes of different elements of the strategy were undertaken by DCEDIY during 2021 and 2022, prior to commissioning this final report on the implementation of the Strategy. These processes include:

- Process Review of the experience of implementation of the Strategy;
- A review of the LGBTI+ Capacity Building Grants Scheme;
- Evaluation of the LGBTI+ Youth Forum;
- Reports on the LGBTI+ Youth Leadership Programmes.

Key Lessons from these processes are integrated in this report for the development of future strategic intervention and on-going policy development to ensure inclusion and equality

² <https://assets.gov.ie/37675/5230635a4275459a92e6415364a00e80.pdf>

outcomes for LGBTI+ young people.³ (See section 5 Lessons, Challenges and Future Application)

Overview of progress on goals and objectives

The nature of some of the actions and the realities of implementation timeframes added a complexity to the documentation of progress. As noted, the timeframe was extended to end 2021 due to the Covid 19 pandemic. Therefore a simple 'achieved/not achieved' indication of work on the actions would be an incomplete representation of progression. Reporting on actions by the relevant Departments and Agencies took place between December 2021 and July 2022, and progress on some actions has continued into 2023. The report is therefore a snapshot in time.

Each of the three goals have been progressed and are ongoing.

Goal 1: create a safe, supportive and inclusive environment for LGBTI+ young people

Goal 2: improve the physical, mental and sexual health of LGBTI+ young people

Goal 3: develop research and data environment to better understand the lives of LGBTI+ young people

Flowing from these three goals 59 actions in total were identified in the strategy, of these almost all were commenced and had progressed at the time of reporting. Over half (52.5%) have been completed with many of these continuing as ongoing activities (25.5% of all actions completed and ongoing). Of the total actions, 42.5% have been progressed, with the majority of these ongoing. Only one action was not progressed and 2 actions were not reported on.⁴

Overall, a high level of progress has been made on the issues identified as objectives and goals. Many of the actions will require to be mainstreamed in the service delivery of organisations, in training and professional development, and in the design and funding of programmes. Work to complete and/or further progress the implementation of actions will be required in some cases, such as legal reform, development of research and policy schema, service delivery standards, and funding criteria.

In terms of the 59 activities under these 15 objectives the detailed progress demonstrates high levels of advancement, with most activities on-going.

Total actions	
Completed:	27%
Completed and ongoing:	25.5%
Progressed and ongoing:	39%
Progressed:	3.5%
Not progressed:	1.5%
Not reported:	3.5%

³ Links to the available reports included in appendix 1.

⁴ Completed = action completed.

Progressed= work on the action advanced.

On-going = action should be on-going in relevant work programmes.

Not reported= no progress reported since first annual progress report.

Lessons, Challenges and Future Application

From the various review processes undertaken many lessons from the implementation of the strategy have been identified. These lessons can form the basis for collective reflection prior to planning the next phase of integrated actions. Future actions will be targeted at all young people, LGBTI+ young people and the adults who provide services to them. These groups were identified in the published [Blueprint](#) document which set out the vision, principles, and aims of [Young Ireland: The National Policy Framework for Children and Young People 2023-2028](#), now available at www.gov.ie. Lessons will inform the development of the successor to the National LGBTI+ Inclusion Strategy as it considers whether and how to adopt a whole of lifecycle approach.⁵

Lessons learnt include that:

- There is a need to create a high level strategy statement with clearly defined outcomes, which should align with the 5 National Outcomes and with other relevant policy areas.
- Leadership and authorities should be clarified to ensure implementation co-ordination and collaboration.
- From this an annual work programme can be created, with named leads and ongoing monitoring to contribute to annual reports.
- The work programme should be reviewed and modified as required.
- A formative evaluation framework should be developed from inception of the planned work programme.
- Actions should be developed with the relevant authority to link budgets or accreditation to compliance and implementation.
- Both mainstreaming and specific focus actions should be developed to achieve the desired impacts, and aligned with equality impact assessments under the Public Sector Duty.
- Strong continuous leadership is necessary to achieve the goals of the strategy.
- An Implementation Oversight Committee should be established with a defined schedule of reporting and accountabilities. This committee should include commitments to ongoing communication and engagement with action leads and young people, and support for collaboration.
- There should be a key coordinating function to manage changes and transitions of responsibility and loss of knowledge, to ensure continuity, with a specific Oversight Committee Chair and Internal Lead.
- The Oversight Committee should lead annual reviews to ensure any re-prioritisation is appropriately accommodated within the timeframe.
- Reporting systems that synchronise with other strategies' monitoring frameworks would be useful, and reporting to a central data set on all strategies' actions. Judging "success" could be informed by the indicator set of the 5 National Outcomes referenced above.
- The Implementation Oversight Committee Chair should create a report on progress for each meeting, including time to reflect on progress, look at learning, look at

⁵ To be developed early 2024, following Review of National LGBTI+ Inclusion Strategy in 2023.

challenges and revise action plans where necessary. This would aid ongoing communication of progress with stakeholders, as well as realistic implementation.

- Strategy implementation needs to be adequately resourced in order to have the desired impact. The usefulness of short term funding should be assessed and expected outcomes clearly defined. Cycles of multi-year funding should be budgeted for key activities that need to be repeated. Engagement of NGOs needs to be adequately resourced and funded.
- From the monitoring of implementation and reviews of elements of the Strategy, it is clear that much was achieved, and that there is a strong desire to continue the work which wasn't completed, pursue mainstreaming of certain actions and extend the work so as to be more focused on the needs and issues that emerged during the implementation phase. This is the solid basis for informing decisions on the Department's future strategic direction for LGBTI+ Youth policy.

An impact assessment of the actions was not part of the strategy, given the short timeframe. It would be very useful to commission such a review within the next 5 years. Without impact indicators, which were not created at the development phase, an evaluation of the impact would be a suitable approach. The lessons from the implementation of this strategy can lead to the development of targeted work programmes integrating both specific actions and mainstreaming approaches for the relevant government departments and agencies focused on LGBTI+ inclusion, Youth and intersectional equality.

Recommendations

There are six key recommendations from the lessons and experience of implementing this first LGBTI+ National Youth Strategy:

1. A second phase strategy should be developed, either stand-alone, or as part of a life-cycle approach to LGBTI+ equality, or part of equality mainstreaming in policy for children and young people. It should take account of the specific points in relation to format, realistic timeframe, evolving work programmes, oversight and incorporating linkages to other strategies in relevant departments. Insofar as such a strategy is specific to children and young people it should align with [*Young Ireland: the National Policy Framework for Children and Young People \(0-24\) 2023-2028*](#)
2. Strong, continuous leadership of this second strategy should make roles, responsibilities, authorities, and accountabilities clear, with explicit processes for engagement with young people, and collaborations throughout.
3. Areas where further work is required can be brought forward into the development of further LGBTI+ strategies, but not preclude the emergence of additional issues. In particular, the needs of subgroups within the LGBTI+ cohort, and the additional needs in relation to race, education, financial resources, disability, religion etc. and the intersectionality of these issues.
4. A combination mainstreaming/specific activities strategy is merited, since much of the work is 'on-going'.
5. An impact assessment and formative evaluation plan should be created to identify the impact on the desired outcomes of the strategy and its relationship to the 5 National Outcomes. Incorporating learning from international experience of implementation of national strategies under auspices of EU and Council of Europe, baseline data from FRA surveys of LGBTI+ experience would be key initial steps.

6. Funding for the actions and for on-going replication of certain capacity building and awareness raising activities needs to be factored in to financial plans for future Strategies.

1. Introduction

The LGBTI+ National Youth Strategy 2018-2020, (the Strategy), published in 2018, was the culmination of a process of engagement with relevant stakeholders to develop the vision, mission and goals that would lead to 'Better Outcomes and Brighter Futures' for LGBTI+ young people, being visible, valued and included.

This report provides a final update on implementation of actions based on updates provided by the relevant lead government departments to DCEDIY.

The report also documents learning from a number of commissioned reports and evaluation of programmes initiated under the Strategy, and it includes recommendations to inform decisions on the Department's future strategic direction for LGBTI+ Youth policy.

The Department commissioned expertise from Equality Works to draw together the action updates along with learnings from reports associated with the implementation of the LGBTI+ National Youth Strategy.

The report will be available online, affording all relevant stakeholders the opportunity to engage and discuss with the learning and recommendations from this report, so that LGBTI+ young people are best served through equality and youth policy, practice, and funding.

The report is structured to provide an overview of the Strategy, the implementation structure and process, followed by a point in time progress statement on all the actions in Part 1. Part 2 includes key learning from the implementation process, followed by recommendations for future work, both LGBTI+ specific, youth policy and equality.

1.1 Background and impetus to the Strategy

In 2014, Department of Children and Youth Affairs (DCYA) launched the National Policy Framework for Children and Young People, [*Better Outcomes, Brighter Futures: The national policy framework for children & young people 2014–2020 \(BOBF\)*](#). This is a whole-of-government policy that operates across all Government Departments and Agencies, and also extends to statutory and non-statutory organisations that work with, and for, children and young people.

The vision of the BOBF Framework is *'to make Ireland the best small country in the world in which to grow up and raise a family, and where the rights of all children and young people are respected, protected and fulfilled; where their voices are heard and where they are, supported to realise their maximum potential now and in the future'*.

The BOBF Framework identified 5 national outcomes for children and young people, to seek to ensure that they:

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

To realise the identified outcomes from BOBF, the framework was followed by the [National Youth Strategy](#), published in 2015. This broad youth strategy identified LGBT⁶ young people as a specific group to be considered in the context of focused provision for marginalised/disadvantaged young people. As a result, an action-oriented two-year strategy was developed to target this group.

The [LGBTI+ National Youth Strategy 2018-2020](#) was published in June 2018. This Strategy was a world first action-oriented policy, aiming to ensure all LGBTI+ young people are visible, valued and included. The Strategy was a key commitment for the Department in the 2020 Programme for Government and represented a significant contribution towards the Government's broader commitment to the full inclusion of LGBTI+ people in Irish society.

Both the National Youth Strategy and the LGBTI+ National Youth Strategy maintained the focus on the outcomes identified in BOBF, creating direct links between objective, actions and outcome, for particular groups of young people.

1.1.1 Process of development of the LGBTI+ National Youth Strategy

An Oversight Committee, with Una Mullally as Independent Chairperson, was created, under the auspices of DCYA (later DCEDIY) to manage the process of developing the Strategy with the relevant departments and stakeholders as members. In addition, a Youth Advisory Group was created to ensure the core involvement of young people.

The Strategy was developed through a process of data collation across four phases. These included:

- An Environmental Scan – desk research of research reports, literature review, data and information.
- Consultation with young people to identify perspectives on what's good about being LGBTI+ and identifying the /challenges and issues and finally, identifying what needs to change.
- A stakeholder consultation and call for written submissions on challenges, opportunities and key priorities.

From the data across these three phases, five clusters of the challenges experienced by young people were identified:

- Discrimination, victimisation, stigmatisation and abuse.
- Bullying and harassment in school, colleges, workplaces and in the community.
- Difficulties coming out to family and in their communities.
- Limited understanding by professional service providers and broader society of LGBTI+ issues.
- Mental, physical and sexual health challenges.

With further reflection by the Oversight Committee and the Youth Advisory Group, these issues were further processed into six themes, which formed the basis of the goals and objectives of the strategy. These themes were: Education and training; Spaces and places; Awareness, acceptance and inclusion; Legal reforms; Health and well-being; and LGBTI+ communities.

1.1.2 Key elements of the strategy

Three goals, fifteen objectives, and 59 actions were distilled into the Strategy, to achieve the changes and developments prioritised at 2018, achieving the vision of all LGBTI+ young people being visible, valued and included.

1. Create a safe, supportive and inclusive environment for LGBTI+ young people.

⁶ The National Youth Strategy refers to LGBT throughout with no specific reference to intersex +, except to note that it is a growing area.

2. Improve the physical, mental and sexual health of LGBTI+ young people.
3. Develop the research and data environment to better understand the lives of LGBTI+ young people.

To maintain the linkage to BOBF, and its oversight functions, the outcomes of the LGBTI+ youth strategy goals were aligned to the BOBF outcomes, as illustrated in the infographic below. Further details on the background data to the strategy is available [here](#).



Figure 1 Strategic Goals of the LGBTI+ National Youth Strategy

In addition, how these outcomes are linked to other strategies of the various government departments was indicated, in the expectation that synergies and mainstreaming would result.

1.1.3 Process of implementation

The Strategy assigned specific Departments/agencies to lead on the various actions under the agreed goals and objectives as outlined in table 1.

High levels of collaboration, synchronisation of actions and activities, sufficient funding and resourcing were anticipated requirements for the successful implementation of the Strategy.

Given the cross Departmental and whole of government involvement in realising the ambition of the Strategy, it was anticipated the framework of the BOBF comprehensive structures would provide for the oversight of the implementation of the LGBTI+ National Youth Strategy, as it does for the National Youth Strategy.

Using the overall BOBF Implementation Framework, the following additional governance measures were identified to support implementation of the *LGBTI+ National Youth Strategy*:

- Leadership and coordination of implementation for the Strategy came from DCYA (DCEDIY). Timelines and KPIs were established, although not developed, and agreed for each of the actions included in the implementation plan.
- An annual implementation forum was to be held to review progress in implementation in June of each year.
- A representative of the *LGBTI+ National Youth Strategy Oversight Committee*, Olivia McEvoy, was nominated to the BOBF Advisory Council, with a specific remit to represent the relevant issues from the Strategy in the broader BOBF context.
- A Youth Forum, to ensure the voice of young people remains central to the Strategy implementation process, was put in place.

2 Supports and Challenges to implementation of the strategy

A number of national and world events since 2019 have impacted on the timely implementation of and reporting on the Strategy.

These include:

1. A number of actions within the National LGBTI+ Inclusion Strategy 2019, by the Department of Justice, also include actions named in the LGBTI+ Youth Strategy, reinforcing their importance and awareness that the issues being addressed are not exclusive to young people, and require longer implementation timeframes, as well as on-going work.
2. The public health emergency caused by the global Covid 19 pandemic.
3. Change of Government and transfer of functions between Government Departments
4. Activation of Implementation Oversight Committee link to BOBF structures and processes.

2.1.1 National LGBTI+ Inclusion Strategy

Since the LGBTI+ Youth Strategy was developed and published in 2018, a [National LGBTI+ Inclusion Strategy 2019 – 2021](#) was developed and published in 2019. This strategy was initially located in the Department of Justice and Equality, but with changes in departmental briefs in October 2020, the Equality section was integrated into DCEDIY. A number of actions within the National LGBTI+ Inclusion Strategy also include actions named in the LGBTI+ Youth Strategy, with the awareness that the issue is not confined to young people, and that issues will require longer implementation timeframes, as well as on-going work. In addition, responsibility for the National LGBTI+ Inclusion Strategy is now held in DCEDIY, due to re-organisation of government departments.

Implementation of the National LGBTI+ Inclusion Strategy was extended until the summer of 2023. A review of the Strategy is planned for the second half of 2023, which will look at among other things, which actions were completed and which weren't. The review will provide a fuller picture of the success of the Strategy.

Given the overarching nature of the National LGBTI+ Inclusion Strategy and its timeline beyond the timeline of the LGBTI+ National Youth Strategy, there was an opportunity to maintain the focus on actions that are common or contiguous in both strategies. Further useful learning from the international work under the [EU LGBTIQ Equality Strategy 2020-2025](#) and the [Sexual Orientation and Gender Identity \(SOGI\) Unit of the Council of Europe](#) in terms of good practices, and inclusion of local government actors, would be beneficial in the design stage of subsequent strategies. In the evaluation, reflection and learning from the implementation and reporting on both strategies provide opportunities to integrate the reflection and learning from both strategies to inform recommendations for next steps. This will help to prevent gaps, double reporting, and support the completion of work identified in both strategies.

2.1.2 Covid 19

The world-wide pandemic has had a significant impact on all activities and actions indicated in the Strategy. The initial response in 2020 was to extend the implementation timeline of

actions of the strategy until the end of 2021. Given the extended nature of the national response through the different waves of the pandemic, this extension was not sufficient to see a number of actions/activities completed. Thus some actions were taken into 2022, and final reporting on implementation of actions was undertaken in 2022. Progress on other actions happened in 2023, as the process involved took a longer time.

While the various actors found creative ways and methods to reschedule and/or use alternative means to implement the different actions, the Implementation Forum, designed to happen in Year 2 of the strategy, and the production of a second annual report on implementation did not happen.

In this report, we are taking the approach that actions completed into 2022 and even early 2023 will be reported on, so that a more complete monitoring and reporting on completion and progress is available. Learning and recommendations from this report will be disseminated and will inform the development of future policy.

2.1.3 Change of Government and transfer of functions between Government departments

There have been a number of significant changes of personnel during the lifespan of the Strategy. There was a change of Ministers, a substantial change in Departmental responsibilities, in that DCYA was extended to include responsibility for Disability, Equality, and Integration. At the same time as the changes in DCEDIY, other Departments also had changes. This has meant responsibility for some actions moving between Departments, and being assigned to different units.

Within Departments, there have been changes in units, and often personnel, with responsibility for implementation of the assigned actions. New members of staff have reported not having strong hand-over of the actions, and in some instances acknowledged their own lack of specific expertise in the area. Consequently, there was not always consistency of staff involved in developing the Strategy and those tasked with implementation. At times, this resulted in knowledge and focus gaps, and as reported in the Process Review of the Strategy (add link once report finalised) added to a looser ownership of the actions.

Since February 2022 as a result of the Russian invasion of Ukraine, the DCEDIY has had responsibility for the work managing refugees from Ukraine. This unexpected workload has impacted on all other functions within DCEDIY, including reporting on the Strategy, hosting the Implementation Forum, and the timing of the commissioning of this report.

2.1.4 Activation of Implementation Oversight Committee link to BOBF structures and processes

A link to the Implementation Oversight Committee of BOBF structures was created through the nomination of Olivia McEvoy, for her expertise and her membership of the original strategy development group, to bring the issues from the LGBTI+ Youth Strategy to that forum.

As the LGBTI+ National Youth Strategy was a constituent strategy under the National Youth Strategy, a linkage was designed to ensure consistency across the strategies, and to ensure a focus on all young people in Ireland. Overall leadership for the reporting on progress of the Strategy rested with DCEDIY (DCYA), with responsibility for implementation and progressing actions and activities clearly set out in the plan.

In the Process Review of Implementation of the strategy undertaken by the Research and Evaluation Unit of DCEDIY, a number of participants identified a gap of 'leadership' in the coordination of implementation of the actions, opportunities for learning from the work, and closing information gaps which arose due to changes within departments. It is recommended that this gap be addressed in any future work, perhaps through the creation of a separate Co-Ordination/Oversight Group, ensuring closer collaboration and cooperation across actions/departments having specific focus on youth, LGBTI+ youth within equality and youth strategies.

3 Monitoring of implementation of the Strategy

3.1 Introduction

A [First Annual Report on the Implementation of the LGBTI+ National Youth Strategy](#) was published in 2019. This provided a status update on the actions, and overall indicated a very positive initial engagement with all of the actions, and progress update on when the actions would be completed.

Given the short, two year timeframe for the LGBTI+ National Youth Strategy, and as it was part of the bigger National Youth Strategy, a formative evaluation process was not included. As the 2nd annual Implementation Forum was not able to proceed, the opportunity to address issues around implementation, collaboration, cooperation were not identified or documented, and therefore could not be addressed. This was a missed opportunity to highlight where some bottle-necks and challenges were emerging, as reported in the Process Review.

Just as the First Report on Implementation of the LGBTI+ Youth Strategy was published, the Covid 19 pandemic became a reality in the work and lives of everyone. This interrupted the implementation of actions and contributed to significant changes in how and when and where the activities were organised. Many actions had to move on-line, had to be re-scheduled, and given the national priorities for a number of Departments and Agencies some actions were re-prioritised, especially as staff were deployed to other work connected with the pandemic. In particular this impacted the Departments of Education, and of Health.

3.2. Table of updates on Strategy actions

Nevertheless, much work continued within the revised timeframe, and overall there has been a very high degree of progress, completion or integration of the work into the typical work programme of the relevant department/agency.

The following table identifies the actions completed and where on-going work is happening. In a number of instances the action is part of the on-going work of the lead department, in other cases, the timeframe for the completion of the action wasn't possible within the lifespan of the Strategy, but is continuing to be pursued by the relevant department.

In a number of instances, the action stimulated other activities, and these are recorded.

The table identifies the goal/objective and action, the lead department, the progress at end of the Strategy 2018-2020, revised to 2021.

Where the work has continued into 2022 and 2023, this is also noted, to give as complete a picture as possible of the achievements.

3.1.1.1 Goal 1: Create a safe, supportive and inclusive environment for LGBTI+ young people

Table 2: Update on Objective 1

Objective 1: Create a more supportive and inclusive environment for LGBTI young people in formal education settings	
Action 1a Lead: DE Timeline: 2018-2021 Encourage schools in the development of a whole-	Status: Progressed and Ongoing. The Review of Relationships and Sexuality Education was completed in 2019. This informed the development of a new curriculum.

<p>school policy to ensure the inclusion of LGBTI young people, with particular regard to exploring opportunities for the appropriate inclusion of LGBTI+ lives in the teaching curriculum as part of curriculum review at both primary and senior-cycle levels. Schools will be required to consult with parents and students on all school policies, including school uniform policy.</p>	<p>Consultation on proposals for the redevelopment of the primary curriculum began in February 2020. Phase one concluded in January 2021 and the second will be initiated in Autumn 2021. Findings will inform the finalisation of the primary curriculum framework which in turn, will guide the redevelopment of the primary curriculum.</p> <p>The National Council for Curriculum and Assessment (NCCA) submitted the Senior Cycle Review: Advisory Report to the Department of Education. The wide- ranging review commenced in late 2016, was designed to identify key strengths in Senior Cycle and to identify scope for further development. The Advisory Report looks at priority areas, longer-term goals and a proposed timeline and advice on the pace and scale of developments in senior cycle. It sets out a shared vision for senior cycle articulated as the basis which will guide further work on specific areas for developments. The topic of inclusion has featured very strongly in the consultations held as part of both reviews.</p> <p>In March 2022, Minister Foley announced an ambitious programme of work for a reimagined Senior Cycle of education where the student is at the centre of their Senior Cycle experience which will:</p> <ul style="list-style-type: none"> • Empower students to meet the challenges of the 21st century • Enrich the student experience and build on what’s strong in our current system • Embed wellbeing and reduce student stress levels <p>The redeveloped Senior Cycle will include the development of new subjects and revised curricula for all existing subjects. The Subject Development Groups for the first tranche of new and revised subjects are advancing their work, and a schedule of subject curriculum revisions for all remaining subjects will be published shortly. Work is ongoing into the future.</p> <p>Inclusion will continue to play a central role in the work of the ongoing Senior Cycle Redevelopment.</p>
<p>Action 1b Lead: DE Timeline: 2018-2021 Review and update professional development supports for teachers to take account of the LGBTI+ Strategy</p>	<p>Status: Progressed and ongoing.</p> <p>DES worked with Professional Development Service for Teachers (PDST) to provide support to schools throughout 2018–2019 in the area of Relationships and Sexuality Education, including signposting resources, seminars and workshops (reported in 2019).</p> <p>Since then, teacher support services, funded by DE, have developed a number of resources in the area of Relationship and Sexuality Education (RSE) in conjunction with representative groups, including guidance for teachers, schools and guidance counsellors on their role in supporting LGBT students. Junior Cycle for Teachers (JCT) collaborates with both the HSE and PDST in providing supports for teachers which take account of the LGBTI+ National Youth Strategy. Continuing Professional Development (CPD) provided Junior Cycle SPHE teachers with the Growing up LGBT lessons and the HSE RSE lessons. The National Council for Curriculum and Assessment (NCCA) has established two development groups, one for primary and one for post-primary, to oversee Relationships and Sexuality Education (RSE) and support the development of guidance material for schools. The review of the SPHE short course and</p>

	<p>the RSE guidelines was still ongoing at the time of reporting, with the intention of further supporting the strategy through CPD.</p>
<p>Action 1c Lead: DE Timeline: 2019-2021 Conduct a thematic evaluation of SPHE (including RSE) and related culture of inclusion in schools and publish a composite report. The evaluation will address all aspects of that programme, including how issues of different types of sexuality and different types of gender are treated.</p>	<p>Status: Progressed and on-going.</p> <p>In April 2018, the then Minister for Education and Skills asked the NCCA to review RSE in schools across all stages of education. The Report on the Review of Relationships and Sexuality Education in primary and post-primary school was published by the NCCA in December, 2019.</p> <p>The 2020 Programme for Government included the commitment to develop inclusive and age appropriate Relationships and Sexuality Education (RSE) and Social, Personal and Health Education (SPHE) curricula across primary and post-primary schools, including an inclusive programme on LGBTI+ relationships.</p> <p>Due to government restrictions in place due to COVID 19 and their impact on schools, the Department was unable to progress a thematic evaluation of SPHE (including RSE) and related culture of inclusion in schools. Work on the development of the curriculum continued, with a draft update made available for public consultation in early 2022. Further information on progress of this development contained in Action 15 (Research actions).</p>
<p>Action 1d Lead: HEI Timeline: 2018-2020 Maintain the high standard of LGBTI+ leadership within third-level institutions.</p>	<p>Status: Completed and on-going.</p> <p>As reported in 2019, Higher Education Institutions (HEI) have equality policies in place and an active Students Union. The Union of Students in Ireland (USI) national Equality Campaign has LGBTI+ students as one of its focuses. Since then USI led on the Pink Training initiative which has become one of Europe's largest Student LGBTI+ conferences. USI's Annual Pink Training has been a success over the last three years of the LGBTI+ National Youth Strategy. The Conferences took place in 2018, 2019, 2020 and 2021. (2020 on-line). It is significant to note that Pink Training has not had a staple source of sponsorship or funding. Pink Training within USI is ongoing.</p>
<p>Action 1e Lead: DE Timeline: 2018-2021 Develop and pilot a student-centred evidence-based model of peer support for LGBTI+ and their allies/alliances within post-primary schools</p>	<p>Status: Not progressed.</p> <p>It is not possible for Department of Education to implement this action. Reasons include the fact that it is contrary to the policy position that all student supports in school must be teacher lead and also since publication of the LGBTI Youth Strategy, the Department has published the Wellbeing Policy Framework 2018-2023 which is now the primary vehicle through which all students, including LGBTI+ students are supported. Placing a national focus on wellbeing in education, it seeks to ensure that every child and young person realises their full potential now and in the future, and is able to build resilience and deal with the challenges they face. The policy acknowledges that schools provide opportunities to respectfully encounter diversity and access support structures. It promotes the provision of a whole-school approach to supporting wellbeing. It is the Department's ambition that the promotion of wellbeing will be at the core of the ethos of every school and centre for education throughout the country.</p>
<p>Action 1f Lead: ETBI Timeline: 2019</p>	<p>Status: Completed</p>

<p>A policy template on LGBTI+ inclusion with particular emphasis on transgender and intersex will be developed for adaptation and adoption across all FET provision services</p>	<p>ETBs have a range of policies and procedures in place that promote a positive, healthy and informed understanding of consent and relationships in our further education system and prevent sexual violence. Equality Policies for staff prioritise the provision of equality of opportunity and is opposed to all forms of unlawful and unfair discrimination and an inclusive environment which promotes equality and values diversity and inclusion. Codes of Conduct for staff prioritise Integrity; Fairness; Loyalty. A Study of the role, contribution and impact of Education and Training Board (ETB) Further Education and Training (FET) Services on Active Inclusion in Ireland was published in Nov 2021 and found that inclusivity for LGBTI+ groups is very positive and that this should be advertised and promoted by ETBI.</p>
<p>Action 1g Lead: USI / ETBI Timeline: 2018-2020 Support the provision of student-led LGBTI+ specific awareness-raising initiatives in Higher Education Institutions and Further Education and Training (FET) Institutions. Such initiatives may include provision of Pink and Purple training.</p>	<p>Status: Completed As reported in 2019, LGBTI+ awareness training took place in 2018 for FET Managers, Centre Coordinators Tutors and Staff, delivered by ShoutOut and USI delivered Pink Training. Since then, a Guide for teachers, youth workers & social workers was developed and distributed to the 16 ETBs. On-going training and distribution of the Guide ensures all staff have the training and CPD is maintained. USI continue to deliver the Pink Training programme to LGBTI+ students.</p>

Table 3: Update on Objective 2

Objective 2: Create safe environments for LGBTI young people	
<p>Action 2a Lead: AGS Timeline: 2018-2021 Commence implementation of recommendations of the Garda Síochána inspectorate to reinstate the role of LGBTI+ liaison officer to AGS. There should be a minimum of 2 trained LGBTI+ liaison officers in each Garda Division.</p>	<p>Status: Completed 2019 and ongoing As reported in 2019, An Garda Síochána has over 400 trained Garda Diversity Officers in place and reviewed training with TENI. Since then, the Garda Diversity and Integration Strategy 2019-2021 amalgamated the roles of Ethnic Liaison Officer and LGBTI+ Liaison Officer into the role of Garda Diversity Officer (GDO). The GDO network is supported by the Garda National Diversity and Integration Unit (GNDIU) which includes training, in specialist areas. At the time of reporting there were 310 GDOs and a Divisional Inspector with a diversity portfolio across every Garda division. Training needs of GDOs under constant review and being addressed incrementally, including the new Hate Crime and Diversity online training, Introductory seminars with presentations from across the entire diversity spectrum, including LGBT Ireland, TENI, BeLonG To and Dundalk Outcomers. A GDO Role Profile standardised a uniform approach to the GDO role. Garda National Diversity & Integration Unit (GNDIU) act as liaison between members of LGBTI+ community and GDOs</p>
<p>Action 2b Lead: JPC Timeline: 2018-2021 Joint Policing Committees to consult and engage with LGBTI+ organisations and to</p>	<p>Status: Progressed and ongoing. In 2019, 3 Joint Policing Committee strategic plans (Cork City, Cork County and Tipperary) mention engaging with the LGBT community. These strategic plans were drafted in 2015/2016, before the launch of the LGBTI+ National Youth Strategy.</p>

<p>include actions to address LGBTI+ issues in their plans</p>	<p>Since then, further Joint Policing Committees have included LGBTI+ issues in their plans and others continue to consult with LGBTI+ organisations.</p>
<p>Action 2c Lead: AGS Timeline: 2018-2021 Enable collection of data on LGBTI+ related crimes through the PULSE system to advance data collection regarding LGBTI+ related crimes.</p>	<p>Status: Completed and ongoing</p> <p>In 2019, the Garda Diversity and Integration Strategy 2019–2021 included LGBTI+ related crimes in its definition of Hate Crime. Since then, an update to the Garda PULSE system (October 2020) enabled a more focused method of data collection in relation to Hate Crime and Non-Crime Hate Incidents. The PULSE update revised discriminatory motives, aligned to the Hate Crime definition, which ensures accurate recording and subsequent analysis of LGBTI+ related Hate Crimes, which will be reported annually. PULSE has the functionality to record an Incident, which doesn't amount to a crime, with a discriminatory motive. This will be considered as a (Non-Crime) Hate Incident.</p> <p>GNDIU monitor all Hate Crime on a daily basis and refer victims to GDOs as appropriate. GNDIU engaging with Garda National Protective Services Unit with a view to provision of training to Divisional Victims Offices nationally in 2023. GNDIU continue to engage with the Crime Victims Helpline to improve outcomes for Hate Crime Victims. GNDIU engagement with LGBT+ stakeholder groups regarding high profile homophobic assaults in the DMR region. GNDIU provided on the ground support supporting Sligo GDO's and investigators in the days following the Sligo murders, April 2022. GNDIU actively engaged with local and national CSO's providing advice and support. GDO's were engaged nationally to engage with local LGBT+ groups. Community Survey conducted by Irish Centre for Diversity to measure effectiveness of Hate Crime training and AGS Diversity and Integration Strategy 2019-2021.</p>
<p>Action 2d Lead: AGS and AGS Analysis Service Timeline: 2018-2021 Advance data collection regarding LGBTI+ related crimes</p>	<p>Status: Completed and ongoing</p> <p>In 2019, Garda Diversity and Integration Strategy 2019– 2021 included objectives to advance data collection on LGBTI+ related crime. Since then the Hate Crime Policy and Procedures provided guidance and support for reporting, recording, investigating and prosecuting Hate Crime and Non-Crime Hate Incidents. This assists with ensuring that data is collected, recorded and communicated in an accurate, timely, complete and accountable manner. In collaboration with the Garda Síochána Analysis Service (GSAS) data provided will inform policing services and advise the public of trends and patterns in respect of Hate Crime and Non-Crime Hate Incidents. An Online Hate Crime Reporting mechanism was launched in July 2021. A revised Agreement Form for Third Party Referrals was developed. The Garda National Diversity and Integration Unit (GNDIU) publishes annual reports in respect of Diversity and Hate Crime from 2022.</p>
<p>Action 2e Lead: DCEDIY IPAs Timeline: 2018-2020 Work with relevant State Agencies to ensure compliance criteria and standards are developed and</p>	<p>Status: Progressed and ongoing.</p> <p>In 2019, DJE was drafting National Standards for reception centres and accommodation centres or persons seeking or granted international protection to ensure these centres are inclusive of LGBTI+ young people, with particular consideration of transgender issues</p> <p>In 2019, the Minister for Justice launched the National Standards for accommodation offered to people in the protection process (National</p>

<p>implemented for reception centres for persons seeking or granted international protection.</p> <p>Implement measures to ensure these centres are inclusive of LGBTI+ young people, with particular consideration of transgender issues.</p> <p>Provide support relating to homophobic and transphobic allegations made by refugees/asylum seekers in these centres.</p> <p>Provide support to those who may have experience or reported homophobic or transphobic bullying or harassment in their country of origin.</p>	<p>Standards). The Standards were adopted in 2021 by Minister O’ Gorman and include a focus on the rights and diversity of LGBTI+ persons and outline various considerations and support in respect of their vulnerabilities, health, wellbeing and development.</p> <p>A multi-disciplinary Resident Welfare Team was established in IPAS to oversee the Vulnerability Assessment pilot programme, and provide support to people in our centres. The programme has been in operation since 2021 and over 2,200 people with a vulnerability have been identified. The assessments are based on categories of vulnerability as defined in SI no. 230/2018 – European Communities (Reception Conditions) Regulations 2018 and were developed in conjunction with the HSE and with feedback from relevant stakeholders including LGBT Ireland and UNHRC. While LGBTI+ is not a defined category under the Directive, in recognition of the fear, trauma and isolation that persons seeking international protection on grounds of their sexual orientation and gender identity can face, it was determined that IPAS would consider this a separate category of vulnerability, and include it in the assessment process. All persons are invited to provide information on their sexual and gender identity as part of their assessment. IPAS then uses this information to provide information on supports and services. The Resident Welfare Team also holds regular vulnerability assessment clinics in IPAS centres where residents have an opportunity to discuss any special reception needs or issues directly.</p>
<p>Action 2f Lead: DCEDIY</p> <p>Timeline: 2018-2019</p> <p>Map existing LGBTI+ youth services and groups and increase the awareness of these services and consider increasing the provision of non-alcoholic safe spaces which are inclusive of LGBTI+ young people.</p>	<p>Status: Completed</p> <p>In 2019, DCYA received mapping of LGBT services from each ETB area. Since then, a mapping exercise was carried out by CES showing all LGBTI+ friendly clubs in Ireland. BeLong To website lists local youth clubs and services, and provides advice on setting up LGBTI+ friendly clubs.</p>

Table 4: Update on Objective 3

Objective 3: Make all youth services more inclusive of LGBTI+ young people and provide accessible LGBTI+ services nationally.	
<p>Action 3a Lead: DCEDIY</p> <p>Timeline: 2018-2020</p> <p>Ensure all youth services in receipt of public funding have a policy on the inclusion of LGBTI+ young people.</p>	<p>Status: Progressed and ongoing.</p> <p>In 2019, DCYA ensured that its Targeted Youth Funding Scheme services in receipt of public funding will have adequate inclusion policies. Since then, NYCI provides a range of policy supports to the Youth Work Sector in developing LGBTI+ policies and partners with BeLong To, which is supported under the Youth Services Grant Scheme (YSGS), to provide equality and intercultural programmes. Funding for equality and inclusion in NYCI and support to YSGS funded organisations with clear national policy approaches (e.g. Foróige, Youth Work Ireland, BeLong To and others) continues into 2022. There is an awareness that LGBTI+ young people may not yet have come out so a policy that assumes the presence</p>

	<p>of LGBTI+ young people in organisations is indicated. To ensure a coordinated approach to effective LGBTI+ policies NYCI is working closely with BeLong To on delivering a common and shared message on practice and policy. NYCI as partner advises that in practice, there are several gaps in policy development in some youth organisations despite available support from NYCI’s Equality and Intercultural Programme.</p> <p>Reform of YSGS was ongoing at the time of reporting.</p>
<p>Action 3b Lead: DCEDIY</p> <p>Timeline: 2018-2020</p> <p>Address gaps in provision, with particular reference to access to services and groups in rural areas</p>	<p>Status: Progressed and ongoing.</p> <p>In 2019, DCYA completed a mapping exercise and provided for additional youth worker hours dedicated specifically to supporting young LGBTI+ people. DCYA also funded new LGBTI+-specific youth services, particularly in rural areas. Since then, BeLong To supports a number of LGBTI+ youth groups that are run at organisations such as Youth Work Ireland and Foróige. NYCI’s equality and inclusion policy development in the youth work sector looked at both practice and policy and, with BeLong To, continues to identify areas for attention, support and training in the sector. Youth organisations must ensure that the practice of working with LGBTI+ young people goes beyond an inclusive statement.</p>

Table 5: Update on Objective 4

Objective 4: Ensure equal employment opportunity and an inclusive work environment for LGBTI+ young people	
<p>Action 4a Lead: DCEDIY /DJE</p> <p>Timeline: 2019-2020</p> <p>Provide information and guidelines to employers to: Remind them of their obligations with regards to equality and anti-discrimination laws. Advise on ways of providing a safe and supportive environment for LGBTI+ people, particularly in relation to transgender people.</p>	<p>Status: Progressed and ongoing</p> <p>In 2019, DJE committed to provide information and guidelines to employers to for safe and supportive working environment for LGBTI+ people, particularly in relation to transgender people in the National LGBTI+ Inclusion Strategy for adults. Since then, officials met with IBEC in early November 2021 with a view to advancing these actions. Further progress was expected in this area in early 2022.</p>
<p>Action 4b Lead: DCEDIY</p> <p>Timeline: 2019-2020</p> <p>Develop guidance information for transgender young people to support their continued participation in the workplace particularly during their time transitioning.</p>	<p>Status: Progressed and ongoing</p> <p>In 2019, this action was included in the National LGBTI+ Inclusion Strategy. Since then this action has been linked to Action 4a above, further progress has not been reported.</p>
<p>Action 4c Lead: ETBI</p> <p>Timeline: 2018-2020</p> <p>Develop and distribute Further Education and</p>	<p>Status: Progressed and ongoing</p> <p>In 2019 ETBI established a Youth Work Network (YWN) to collectively represent the ETBs and promote their interests in relation to their youth work function as set out in the Education and Training Boards Act 2013.</p>

<p>Training information aimed at LGBTI+ young people who may have left school early to ensure they can avail of opportunities that facilitate them reintegrating back into school, progressing within Further Education and Training and/or into and within the workplace.</p>	<p>In 2021 ETBI completed a Study of the role, contribution and impact of Education and Training Board (ETB) Further Education and Training (FET) Services on Active Inclusion in Ireland</p>
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Table 6: Update on Objective 5

Objective 5: Provide a more supportive and inclusive environment that encourages positive LGBTI+ representation and participation in culture, society and sport, and reduces LGBTI+ stigma	
<p>Action 5a Lead: DCEDIY Timeline: 2018-2020 Develop a public recognition marker for sports clubs, cultural bodies, arts organisations, youth groups and businesses to declare their support for diversity, inclusion and visible representation of public support for LGBTI+</p>	<p>Status: Progressed and ongoing In 2019 work had begun on this action. Since then, one element was completed. A national competition for young people to design a LGBTI+ welcome sticker for display in businesses took place with a prize giving ceremony hosted by the DCEDIY with the Minister in attendance. Due to COVID the rollout to businesses was delayed. This action is in the LGBTI+ National Inclusion Strategy.</p>
<p>Action 5b Lead: DTTS Timeline: 2018-2020 Develop policy and guidelines, based on international best practice, to support the inclusion of LGBTI+ young people in sport. These should include: A mechanism to support continued participation of LGBTI+ young people in sport at all levels Guidance on supporting progression of LGBTI+ young people to participate at advanced/professional levels. Particular reference to the inclusion of transgender and intersex young people in sporting activities.</p>	<p>Status: Completed and on-going. In 2019, the Department of Transport, Tourism and Sport (DTTS) reported specific references to the importance of addressing sports participation by the LGBTI+ community in the National Sports Policy 2018–2027, published in July 2018. Sport Ireland is focusing its support, through core and other funding streams, to address sustainable participation in sport among adolescents and young adults, which include those from the LGBTI+ community. Since then this action is ongoing through Sports Bodies, with the Policy delivered down to governing bodies and for funding.</p>
<p>Action 5c Lead: DCEDIY Timeline: 2018-2020</p>	<p>Status: Completed In 2019, this action was planned to be developed in line with the development of a public recognition marker. Since then, DCEDIY held a</p>

<p>Develop a communications campaign to promote diversity, provide information and raise awareness of LGBTI+ resources and promote help-seeking behaviour. This will include:</p> <p>Promoting the diversity that exists within families beyond the traditional family stereotype.</p> <p>Encouraging LGBTI+ young people to look after their mental health, reducing stigma and eliminating taboos on mental health.</p> <p>Portraying positive images of LGBTI+ people that normalise LGBTI+ and challenge negative stereotypes</p> <p>Develop intra-community awareness campaigns.</p> <p>Highlight positive representation of LGBTI+ people in sport, culture and society.</p>	<p>national competition for young people to design the marker, known as the LGBTI+ welcome sticker. While roll out of the sticker was put on hold due to Covid restrictions (see action 5a), and the plans for a communications campaign were adapted. DCEDIY's Live Out Loud Campaign showcased the valuable contribution of LGBTI+ young people to the nation, in culture, sport, youth clubs, schools and communities. The campaign was launched on Sunday, October 11th, 2020, National Coming Out Day, with an open call for submissions of stories clearly showing how young people and adults contribute positively to the LGBTI+ youth community. The campaign culminated in a live streamed event (see action 5e), which continued to be available online after the event.</p> <p>The LGBTI+ Youth Forum developed this campaign and event, which was reconfigured to accommodate public health restrictions.</p>
<p>Action 5d Lead: DCEDIY</p> <p>Timeline: 2018-2020</p> <p>Develop a leadership programme for young LGBTI+ leaders and potential leaders</p>	<p>Status: Completed and ongoing</p> <p>The LGBTI+ Youth Leadership Programme, developed by the LGBTI+ Youth Forum, was commissioned and funded by DCEDIY and delivered in 2021 by Foróige in collaboration with Belong To. 45 young people, aged under 18 years, completed the initial Programme in Spring/Summer and a second LGBTI+ Youth Leadership and Advocacy Programme took place in Autumn for 18 to 24 year olds. A further optional self-directed module leads to accreditation from NUIG on successful completion.</p> <p>LGBTI+ Youth Leadership Programme 2022 under development and will be delivered to two age cohorts 15 – 17 year olds and 18 -24 year olds early 2023.</p>
<p>Action 5e Lead: DCEDIY</p> <p>Timeline: 2019</p> <p>Develop a biennial national event to publicly celebrate LGBTI+ young people and young leaders</p>	<p>Status: Completed</p> <p>Live Out Loud Event.</p> <p>On Friday 25th June 2021, as part of the National Pride celebrations, the Minister for Children, Disability, Equality, Integration and Youth live-streamed a national celebration of LGBTI+ young people from the National Opera House in Wexford.</p>
<p>Action 5f Lead: BAI</p> <p>Timeline: 2018-2020</p> <p>Publish the annual data on complaints that have been</p>	<p>Status: Completed</p> <p>In 2019 the Broadcasting Authority of Ireland (BAI) was publishing the annual data on complaints that have been made under the BAI code of programme standards, which requires that broadcasters must have</p>

made under the BAI code of programme standards, which requires that broadcasters must have respect for persons and groups in society	respect for persons and groups in society. Since then, this data has continued to be published.
Action 5g Lead: NGOs Timeline: 2018-2020 Develop programmes to address intra community identity-based stigma and discrimination within the LGBTI+ community	Status: Not reported In 2019, BeLong To's Peer Educators programme allowed young LGBTI+ people to learn leadership skills to facilitate groups including information and advice around intra-community prejudice. No update since then.

Table 7: Update on Objective 6

Objective 6: Expand and develop supports to parents and families of LGBTI+ young people	
Action 6a Lead: Tusla / HSE Timeline: 2018-2020 Provide parents and families with access to both online and offline resources and information, to support children and young people in their families as they come out, including specific transgender health pathways.	Status: Progressed and ongoing In 2019, the HSE made BeLong To's parent guide available on sexualwellbeing.ie and funded TENI to support families of transgender persons. Since then, Sexual Health and Crisis Pregnancy Programme (SHCPP) collaborated with Tusla in the development and publication of Healthy sexuality and relationship development: the education and support needs of children and young people in care , which includes reference to the needs of young LGBT+ people. The SHCPP partnered with the LGMA, Community Healthcare Organisation 1, HSE Health Promotion and Improvement, Donegal Library Services and Donegal Youth Services to make a range of books available for parents and children in the 330 libraries nationwide. These include books on LGBT+ identities and issues. The SHCPP continues to develop its Making the Big Talk many small talks series for parents. There are currently booklets for parents of 4-7 year olds, 8-12 and 13-18 year olds. The booklets contain reference to gender identity and sexual orientation and signpost parents to sources of further information and support. In 2021, DCEDIY collaborated with Tusla in providing funding for LGBTI+ training and guidance for professionals providing support to LGBTI+ young people and their families.

Table 8: Update on Objective 7

Objective 7: Provide capacity building measures	
Action 7a Lead: DJ / DCEDIY / DE / HSE / Tusla Timeline: 2018-2020 Implement evidence-based LGBTI+ training CPD initiatives and guidelines targeted at professional service providers and youth services, including but not limited to: School	Status: Completed and ongoing In 2019, DJE included and supported training for public service providers in the National LGBTI+ Inclusion Strategy. In 2019, DCEDIY's 2018 LGBTI+ Capacity Building Grant Scheme had been awarded to make services more accessible to LGBTI+ young people. Since then, a two phased scheme totalling €400,000 over 2019 and 2020 awarded funding to LGBTI+ specific organisations to develop initiatives that disseminate LGBTI+ specialist information, skills and knowledge to service providers that work with young people. In 2021, the Department

<p>principals, teachers, guidance counsellors, boards of management, school inspectors, NEPS Educational Psychologists; School Completion Programme and Education Welfare Service; Family Resource Centres; Health and social care professionals; An Garda Síochána</p>	<p>collaborated with Tusla in providing funding for LGBTI+ training and guidance for professionals providing support to LGBTI+ young people and their families.</p> <p>In 2019, DE ensured CPD included LGBTI+ issues. Since then, Junior Cycle for Teachers (JCT) is collaborating with the Professional Development Service for Teachers (PDST) to support teachers engaging with SPHE to align with national policy. CPD provided to psychologists on support for LGBTI+ students. NEPS psychologists signpost schools to the appropriate supports. The Wellbeing Policy Statement and Framework for Practice (2019) acknowledges that schools provide opportunities to respectfully encounter diversity and access support structures. Schools are supported by professional learning, resources and support services.</p> <p>In 2019, HSE funded LGBTI+ awareness training and resources. Since then, delivery of HSE's Foundation Programme in Sexual Health Promotion was disrupted by Covid 19 and restarted in 2022. In the Know programme manual and online facilitator training for youth services and others who work with young gbMSM was launched in 2021. NOSP fund BeLong To, LGBT Ireland and TENI to provide awareness training to staff working in Mental Health Services. The SECH LGBT+ Awareness Model was delivered online due to Covid 19 restrictions. The eLearning programme is mandatory for all SECH HSE Social Inclusion Staff including funded agencies staff.</p>
<p>Action 7b Lead: Léargas Timeline: 2018-2020 Provide information relating to European funding opportunities as they arise to support LGBTI+ initiatives</p>	<p>Status: Completed and ongoing</p> <p>In 2019, Léargas Inclusion and Diversity Officer supported LGBTI+ groups, informed them of European funding opportunities, held Queerasmus workshops and supported a dedicated youth worker for inclusion on Erasmus+ projects. Since then Léargas continued to support LGBTI+ involvement in Erasmus+ and the European Solidarity Corps, increased capacity for LGBTI+ inclusion and engaged BeLong To in Queerasmus 2022. Léargas sent participants to Queerasmus (Norway, 2019); Queer it Up (Spain, 2019); Shaping Youth Policy in Practice (France, 2019). COVID-19 delayed events. Queerasmus 2019 was postponed until 2022 and took place in May 2022.</p>
<p>Action 7c Lead: DE Timeline: 2018-2020 Provide specific prevention initiatives for LGBTI+ identity-based bullying in schools.</p>	<p>Status: Completed and ongoing</p> <p>In 2019, DES required all schools to adopt an anti-bullying policy with specific measures in respect of homophobic and transphobic bullying and DES funds Stand Up awareness campaigns in schools.</p> <p>Since then DE began a review of the 2013 Action Plan for Bullying and undertook consultations with stakeholders including young people.</p>

Table 9: Update on Objective 8

Objective 8: Address gaps in current legislation and policies and ensure inclusion of LGBTI+ young people in future legislation and policy development	
<p>Action 8a Lead: DCEDIY DJ Timeline: 2018-2020 Consider the nine grounds of discrimination outlined in the Equal Status Act and the</p>	<p>Status: Completed and ongoing</p> <p>In 2019, DJE included this in the National LGBTI+ Inclusion Strategy. Since then, an extensive review of the Equality Acts was completed in 2021, including seeking views of the public. The findings will be published in</p>

Employment Equality Act to establish if sufficient protection is afforded to transgender young people.	2023. The review considered protections for transgender people under the legislation.
Action 8b Lead: DH DCEDIY Timeline: 2018-2019 Prohibit the promotion or practice of conversion therapy by health professionals in Ireland.	Status: Progressed and ongoing The Programme of Government contains a commitment to legislate to end the practice of conversion therapy. It is an action in the National LGBTI+ Inclusion Strategy (24.1). DCEDIY commissioned research into the issue of conversion therapy in July 2022, An Exploration of Conversion Therapy Practices in Ireland . The research findings confirms the harm that is inflicted on those who experience such practices. It is expected that legislative proposals will be developed in 2023.
Action 8c Lead: DJ Timeline: 2018-2020 Review current legislation to identify if any gaps exist in the areas of hate crime and hate speech. Where gaps exist, they should be corrected.	Status: Completed and ongoing In 2019 DJE was researching and reviewing the legislation. Since then, an extensive review of the Prohibition of Incitement to Hatred Act 1989 was completed and report published in 2020. The review included public consultation with organisations and individuals. The report on the public consultation, submissions received in the consultation, and a comparative research report on approaches to Hate Crime in neighbouring jurisdictions were published in 2020. The general scheme of the Criminal Justice (Incitement to Violence or Hatred and Hate Offences) Bill 2022 was published in April 2021, advanced for pre-legislative scrutiny in November 2021 and a draft Bill published 2022.
Action 8d Lead: DH / DJ Timeline: 2018-2020 Commence Children and Family Relationships Act 2015, specifically Parts 2, 3 and 9	Status: Completed The Minister for Health has responsibility for Parts 2 & 3 of the Children and Family Relationship Act 2015 and these Parts have been fully commenced since May 4th 2020. Part 9 of the Act, as amended by the Civil Registration Act 2019 (s.12) was commenced in October 2019.
Action 8e Lead: DSP Timeline: 2018-2020 Recommendations arising from the review of the Gender Recognition Act 2015 in relation to gender recognition for people who are non-binary (under the age 18) should be advanced as quickly as possible.	Status: Progressed and ongoing In 2019 DESP began work to progress this action. Since then, Government Departments set out the implications arising from any possible legislative move to provide for a creation of a third gender. Joint research was commissioned by DSP and DCEIDY to examine arrangements in other countries and to provide practical advice on establishing mechanisms to recognise the preferred gender of children aged under 16 in Ireland. The research is ongoing at time of reporting. Every year the Department of Social Protection publishes an Annual Report under Section 6 of the Gender Recognition Act 2015. Heads of a bill were drafted to allow 16 and 17 year olds to self-declare with parental consent. The bill was sent forward for pre legislative scrutiny.

Table 10: Update on Objective 9

Objective 9: Address fragmentation in funding and support networking of organisations to work collaboratively.	
Action 9a Lead: DCEDIY Timeline: 2018-2020	Status: Progressed and ongoing In 2019, area profiling of ETB youth services captured duplication and gaps in service provision. Since then, NYCI facilitates a number of

Ensure a coordinated approach to the delivery of effective LGBTI+ services and funding of services for young people through inter-agency cooperation	networks through which it engages with its members and provides guidance on inclusivity and an equality and intercultural programme that expressly includes the inclusion of LGBTI+ young people.
Action 9b Lead: DCEDIY Timeline: 2018-2020 Hold an annual implementation forum to review progress in implementation	Status: Progressed An implementation forum was held in February 2019 in Collins Barracks. The forum was attended by cross government partners and stakeholders. The purpose of the forum was to reflect on progress made and identify where more progress could be made. It was an opportunity to promote cross-sectoral collaboration in the full implementation of actions. The Report on the implementation of the first year of the strategy was published at the forum. Given Covid 19 restrictions the anticipated fora for 2020 and 2021 could not take place.

Table 11: Update on Objective 10

Objective 10: Provide an inclusive physical environment for transgender and intersex young people	
Action 10a Lead: DE Timeline: 2018-2020 Review the feasibility of including a provision for gender-neutral/single stall bathrooms and changing rooms in design guidelines for schools.	Status: Completed In 2019 DES reviewed design guidelines. Since then, the Professional & Technical Section in the Planning & Building Unit researched this item in great detail, and applied the learnings from this research into revised design guidance SDG-02-06 Sanitary Facilities in Schools. All sanitary facilities are now to be provided in robust, safe, secure single units with full height walls and doors in every new build, and urinals are no longer to be provided.
Action 10b Lead: DCEDIY DJ DHLGH Timeline: 2018-2020 Commence consultations on how to achieve universal design gender-neutral sanitary facilities in both new and existing buildings to which the public has access	Status: Progressed and ongoing In 2019 DJE had included an action in the National LGBTI+ Inclusion Strategy to take practical measures to increase the availability of non-gendered toilets in public buildings (action 3.3). Since then, this action highlights the responsibility of all government departments to take practical measures to increase the provision of non-gendered toilets. Due to COVID-19 and its impact on site work patterns, practical measures to increase the availability of non-gendered toilets in public buildings has not been progressed. However, the feasibility of including a provision for gender-neutral/single stall bathrooms and changing rooms in the design guidelines for schools was reviewed by The Professional & Technical Section in the Planning & Building Unit. They applied the learnings from this research into revised design guidance SDG-02-06 Sanitary Facilities in Schools. All sanitary facilities are now to be provided in robust, safe, secure single units with full height walls and doors in every new build, and urinals are no longer to be provided”.

3.1.1.2 Goal 2: Improve the physical, mental and sexual health of LGBTI+ young people

Table 12: Update on Objective 11

Objective 11: Respond effectively to the mental health need of LGBTI+ young people
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<p>Action 11a Lead: DH</p> <p>Timeline: 2018-2020</p> <p>Implement the recommendations from the Pathfinder and Youth Mental /health Task force including the introduction of same-day referrals and consideration of age of consent for access to mental health services and supports.</p>	<p>Status: Progressed and on-going</p> <p>In 2019, DH and DPER engaged on establishing a cross-governmental youth mental health Pathfinder team and DH adopted as government policy the presumption that 16 and 17 year olds have capacity to consent/refuse treatment and drafted heads of a Bill to amend the Mental Health Act 2001. Since then, the General Scheme of a Bill to amend the Mental Health Act was published in July 2021, with the intention to amend Section 23 of the Non-Fatal Offences Against the Person Act to explicitly state that young people aged 16 and 17 can consent to their own mental health care and treatment. Furthermore, the General Scheme proposes to include a new Part 8 in the Mental Health Act which exclusively deals with children, including provisions on capacity and consent for children and young people.</p> <p>Young people are recognised as a priority group in Sharing the Vision and Connecting for Life. Further developments across mental health services in child and youth mental health include improved access and efforts to reduce waiting lists.</p>
<p>Action 11b Lead: DH</p> <p>Timeline: 2018-2020</p> <p>Develop targeted early intervention initiatives and services to reduce the risk of mental health problems for LGBTI+ young people, including suicide and self-harm.</p>	<p>Status: Progressed and on-going</p> <p>In 2019, the HSE NOSP was funding LGBTI+ specific services and LGBTI+ specific health promotion. Since then, Ireland’s 2020 national mental health policy, Sharing the Vision and Connecting for Life, made universal recommendations that benefit everyone in society, including LGBTQ+ people, and address and accommodate the specific needs of individual service users. The policy acknowledges that additional work is required to promote positive mental health and build resilience among priority groups deemed to be ‘at risk’, including members of the LGBTQ+ community. The policy recommends that the proposed National Mental Health Promotion Plan and the existing work of Connecting for Life should incorporate targeted mental health promotion and prevention actions that recognise the distinct needs of priority groups. The 2022 implementation plan recommends that the HSE should maximise the delivery of diverse and culturally competent mental health supports throughout all services. The Plan sets out individual programme pathways of implementation for each of the 100 policy recommendations for the next 3 years.</p>

Table 13: Update on Objective 12

<p>Objective 12: Strengthen sexual health services and education to respond to the needs of LGBTI+ young people, including in the area of sexual consent.</p>	
<p>Action 12a Lead: HSE</p> <p>Timeline: 2018-2020</p> <p>In line with the National Sexual health Strategy, improve accessibility of sexual health services to LGBTI+ young people, including HIV/STI diagnosis and treatment, and immunisation services; consideration of</p>	<p>Status: Progressed and ongoing</p> <p>STI/HIV testing is available free of charge through public STI services, some community venues and since 2021, through the new online STI testing service which is currently available in 14 counties and will be rolled out nationally in 2022.</p>

<p>reduction of the age of consent for sexual health services to 16 years.</p>	
<p>Action 12b Lead: HSE Timeline: 2018-2020 Improve accessibility and availability of HIV prevention strategies including PrEP and PEP in line with the National Sexual health Strategy.</p>	<p>Status: Completed and ongoing</p> <p>IN 2019 the HSE updated PrEP guidelines and its implementation plan for 2019. Since then, PrEP is available through 14 public and 9 private approved PrEP service providers in Ireland. PEP is available through public STI services or through EDs out of hours. SHCPP's national condom distribution service has distributed over 2 million condoms to community organisations and clinical services since 2015.</p>
<p>Action 12c Lead: HSE Timeline: 2018-2020 Continue to include issues of gender identity and sexual orientation in the National 10 Day Foundation Programme in Sexual Health Promotion (FPSHP) and ensure its delivery.</p>	<p>Status: Completed and ongoing</p> <p>In 2019 the HSE continued to include gender identity and sexual orientation in the FPSHP and ensured its delivery. Since then the FPSHP was not delivered during COVID 19 public health restrictions as the face to face element is essential. The adapted 6 day programme was delivered across CHOs in 2022 and will retain content in relation to gender identity and sexual orientation.</p> <p>Face to face programmes are taking place in 2023.</p>
<p>Action 12d Lead: HSE Timeline: 2018-2020 Ensure that the education and information made available relating to sexual health, sexual consent and coercion, and sexual violence, includes LGBTI+ experiences and also provides LGBTI+ specific education and awareness, including but not limited to men who have sex with men.</p>	<p>Status: Completed and ongoing</p> <p>In 2019, the HSE with DES ensured RSE lessons were in development for the new Junior cycle and the SPHE short course included reference to LGBTI+. Since then the report on the review of RSE was published. The RSE element of the SPHE resource for the Junior Cycle Short course includes reference to gender and sexual orientation and is inclusive of LGBT+ identities – RSE 1 (published 2020) RSE 2 (due 2022). The revised course has been developed, and consultation with stakeholders took place in 2022 and the Report on the consultation on the draft Junior Cycle SPHE curriculum was published.</p> <p>In 2019, the HSE promoted diversity and inclusion content for sexualwellbeing.ie and B4udecide.ie marketing, progressed the HIV stigma campaign, funded Man2Man.ie, developed MSM campaigns and scoped a PrEP campaign. Since then SHCPP collaborated with BeLonG TO and the Sexual Health Centre Cork to develop the facilitators' manual and training for the In the Know programme, a sexual health programme delivered to young MSM. SHCPP collaborated with LINC and the Sexual Health Centre Cork on the development of a relationship and sexuality wellbeing resource for Lesbian, Bisexual and Queer women.</p>
<p>Action 12e Lead: DH Timeline: 2018-2020 Ensure that in implementing the recommendations from a strategic review of communications for sexual health, the needs of young LGBTI+ people are included and, in particular, relevant</p>	<p>Status: Completed and ongoing</p> <p>In 2019, the HSE funded GMHS to deliver the In the Know programme. Since then the HSE led digital #respectprotect campaign focused on the importance of using condoms to protect against sexually transmitted infections (STIs). This campaign uses search, digital channels to reach young adults. HIV prevention messages have been promoted across the MSM population using the Man2Man Twitter, Instagram, Twitter and Facebook channels. PrEP messages continue to be promoted on the #respectprotect campaign.</p>

information and awareness campaigns specific to MSM.	
<p>Action 12f Lead: DH</p> <p>Timeline: 2018-2020</p> <p>Review and clarify international best practice on the issue of blood donation from MSM.</p>	<p>Status: Completed</p> <p>In 2019, DH reaffirmed the position of the Irish Blood Transfusion Service (IBTS). Since then IBTS created an independent expert Social Behaviours Review Group to examine existing blood donor deferral policies, including existing deferral policy around MSM. The group produced its report in late 2021 and in December of that year the IBTS announced that they had accepted the recommendations of this report and introduced changes in deferral policy for MSM. This system of individualised assessment of donors to make blood donation more inclusive was introduced in 2022.</p>
<p>Action 12g Lead: DH</p> <p>Timeline: 2018-2020</p> <p>Ensure equal treatment for LGBTI+ people under the proposed assisted human reproduction legislation.</p>	<p>Status: Completed</p> <p>In 2019, DH's General Scheme of the Assisted Human Reproduction Bill was published and under pre-legislative scrutiny. Since then The Health (Assisted Human Reproduction) Bill 2022 was published and passed Second Stage in the Dáil in March 2022. The legislation will ensure that assisted human reproduction treatments will be available to people irrespective of gender, marital status or sexual orientation, subject to the provisions of the legislation, on an equal and non-discriminatory basis</p>

Table 14: Update on Objective 13

Objective 13: Improve the physical and mental health of transgender young people	
<p>Action 13a Lead DH</p> <p>Timeline 2018-2020</p> <p>Ensure appropriate resources are available in order that the HSE Service Development model of care is implemented and accessible to support trans young people. These services should include the provision of appropriate mental health services at primary and specialist services.</p>	<p>Status: Progressed and ongoing</p> <p>In 2019 the DH began on developing an integrated service. Since then the HSE has committed to developing services for the transgender community in accordance with international best practice across a number of programmes including mental health, acute hospitals and primary care. This includes a robust and agreed care pathway for young people with gender dysphoria, in line with international best practice. A model of care for transgender children, adolescents and adults has been developed by the HSE Quality Improvement Division.</p> <p>The model recommends a comprehensive multidisciplinary psychosocial assessment prior to commencement of hormone therapy by endocrinology services, and also outlines the framework for the development of National Gender Clinics and MDTs for children and adults. While there are definite challenges in responding to the needs of this population, there have been many positive developments:</p> <ul style="list-style-type: none"> • embedded clinical services, with expertise, in certain parts of the country, • constructive advocacy groups in place with both individual and family experience of this issue, • funding for a number of posts exists, and • development of a model of care. <p>The challenges mainly centre around operational and governance issues which reflect the fact that the health services are delivered by a range of voluntary and statutory services and have grown up along with demand and clinician-led responses.</p>
<p>Action 13b Lead DH</p>	<p>Status: Not reported</p>

<p>Timeline 2018-2020</p> <p>Develop a policy to ensure all health programmes take account of young people who have transitioned, e.g. immunisation programmes (HPV) in line with WPATH or other appropriate professional transgender health guidelines.</p>	<p>The HPV vaccination programme is gender neutral and targets all girls and boys in first year of secondary school to provide maximum coverage. All vaccines administered through the School Immunisation Programme are provided free of charge. In terms of more generally and in the absence of any other specific information on this area, it is expected that whatever general approach that is in place in relation to the provision of medical and health service care to transgender individuals would also apply in the context of the National Immunisation Programme.</p>
<p>Action 13c Lead HSE</p> <p>Timeline 2018-2020</p> <p>Provide clear guidelines to health practitioners on referral pathways for trans young people and their families to specialised services.</p>	<p>Status: Completed</p> <p>In 2019 health and social care professionals were guided by their specialist professional bodies. Since then the Final Report of the Steering Committee on the Development of HSE Transgender Identity Services was published by the Department of Health in December 2020 for potential service users and healthcare practitioners. Clear referral information is available on The National Gender Service Ireland website.</p>
<p>Action 13d Lead HSE</p> <p>Timeline 2018-2020</p> <p>Work with parents and young people seeking to access healthcare outside the state under the provisions of the cross Border Directive and Treatment Abroad Scheme to ensure the available options for access to care are communicated effectively.</p>	<p>Statuses: Completed</p> <p>In 2019, the HSE provided information on the Cross Border Directive (CBD), the Treatment Abroad Scheme (TAS) and patients’ rights under EU Regulations and Directives, targeting transgender communities where possible. Since then, the HSE continues to work consistently to facilitate communication of patients’ rights under EU Regulations and Directives. Since 2019, those who attend the National Gender Service are assisted with Cross Border Directive and Treatment Abroad Applications. These funding bodies are accessed for funding for gender affirming surgery. National Gender service assists people with completion of the application forms and help them through each step of the process. The “Final Report of the Steering Committee on the Development of HSE Transgender Identity Services” was submitted at the end of February 2020 and published by the Department of Health in December 2020.</p>

Table 15: Update on Objective 14

<p>Objective 14: Improve the understanding of, and the response to the physical and mental health needs of intersex young people.</p>	
<p>Action 14a Lead DH</p> <p>Timeline 2018-2020</p> <p>Establish a working group on intersex healthcare for children and young people with a view to considering how Resolution 2191/2017 Council of Europe and other relevant health care recommendations can be taken account of in healthcare provision in Ireland.</p>	<p>Status: Progressed</p> <p>In 2019 DH planned a scoping exercise on Intersex conditions in Ireland. Since then, DCU’s IRC funded intersex mapping project published its final report in 2022. The National LGBTI+ Inclusion Strategy commits to ensuring LGBTI+ people, including intersex people, can fully and equally avail of mainstream health services. (Extended to 2023). It seeks to eliminate barriers that may prevent LGBTI+ people, including intersex people, from accessing health and social services due to a lack of understanding of their specific needs and a lack of targeted service promotion. A specific objective is that better data should be available on the prevalence of intersex conditions and that consideration should be given to appropriate clinical governance in the context of international evidence and guidelines. The issues can be very complex, and</p>

	individualised, and people will usually be referred to their local Endocrinology Department. Consequently, the concept of a single DSD service or a working group directed at DSD service provision as a whole is unlikely to be feasible.
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3.1.1.3 Goal 3: Develop research and data environment to better understand the lives of LGBTI+ young people

Table 16: Update on Objective 15

Objective 15: Enhance the quality of LGBTI+ data and commission research to ensure evidence-informed policy and service delivery.	
<p>Action 15a Lead DCEDIY</p> <p>Timeline 2018-2020</p> <p>Conduct a commissioned landscape analysis of existing research and data as relevant to Irish LGBTI+ youth. Use this information to complete an LGBTI+ research needs analysis based on the research gaps identified.</p>	<p>Status: Completed</p> <p>In 2019 a two-phased study commissioned by DCEDIY commenced. Since then the peer-reviewed report, LGBTI+ Youth in Ireland and across Europe: A two-phased Landscape and Research Gap Analysis, was jointly published by DCEDIY and NUIG. The research mapped the findings to the objectives of the LGBTI+ National Youth Strategy and found that:</p> <ul style="list-style-type: none"> • Some objectives of the LGBTI+ National Youth Strategy are well supported by research, but there are important gaps in the research evidence that need to be addressed. • Future research needs to include both LGBTI+ young people and their sources of support – families, teachers and youth workers • We need to know more about how to improve well-being and resilience among LGBTI+ Youth, not just focus on risks and negative outcomes. • There is not enough high quality research on transgender and intersex youth; more evidence is needed to know how best to improve their lives. <p>Full and summary reports indicate relevant policy, research practitioner gaps in evidence, and set a direction for further research</p>
<p>Action 15b Lead DCEDIY</p> <p>Timeline 2018-2020</p> <p>Based on identified research and data gaps, develop and implement research to meet the identified gaps.</p>	<p>Status: Progressed and ongoing</p> <p>DCEDIY is reviewing the research gaps identified in the Two-phased Landscape and Research Gap Analysis with a view to commissioning further research in these area. Research being undertaken at the moment includes:</p> <ul style="list-style-type: none"> • Parenting an LGBTI+ child. (Due Q1 2023) • An Exploration of Conversion Therapy Practices in Ireland. • Work outlining what needs to happen to the administrative systems of the state for children to change gender. (Due Q2 2023) • What is positive about being LGBTI+. Commissioned to TCD. Due 2024. • Attitudes study to commence Q1 2023. • Research Sub Group of National LGBTI+ Inclusion Strategy Steering Committee addressing issue of research on intersex issues 2023. • Other forthcoming data sets. • HSE survey in 2023 on sexual health. • Census planning to possibly include LGBTI+ questions, 2027.
<p>Action 15c Lead DE</p> <p>Timeline 2018-2020</p>	<p>Status: Completed</p> <p>In 2019 DES finalised the review of RSE and published its report, LGBTI+ matters are a key focus of the review and report. Since then the SPHE</p>

<p>Include LGBTI+ matters in the review of Relationships and Sexuality Education (RSE).</p>	<p>curriculum has been revised, a draft specification for the Junior Cycle curriculum was consulted on and the Junior Cycle curriculum updated. Work continues on revising the senior cycle curriculum.</p>
<p>Action 15d Lead DCEDIY Timeline 2019-2020 Commission a review of international and Irish best practice study on appropriate language and ways to ask about gender identity and sexual orientation to inform the development of best practice instrumentation for inclusion in surveys and/or Census. Participate in piloting of questions with CSO and other research bodies, as relevant.</p>	<p>Status: Completed</p> <p>A collaboration between DCEDIY and the CSO worked on the piloting of questions related to sexual orientation and gender identity for a Household Survey in 2018/2019. The questions included:</p> <p>Questions on gender identity:</p> <ul style="list-style-type: none"> • Which of the following describes how you think of yourself? Male / Female / Other (please specify) • Does the gender you were assigned at birth correspond to your current gender identity? Yes/ No <p>Question on sexual identity/orientation:</p> <ul style="list-style-type: none"> • Which of the following options best describes how you think of yourself? Heterosexual / Straight (Attracted to persons of the opposite sex) / Bisexual (Attracted to persons of both sexes) / Gay / Lesbian (Attracted to persons of the same sex) / Asexual (Not attracted to other people) / Other(s) (please specify) / Questioning/Unsure
<p>Action 15e Lead DTCAGSM /NLI Timeline 2018-2020 Maintain, develop and enhance the Irish Queer Archive.</p>	<p>Status: Completed</p> <p>In 2019, DTCAGSM and the NLI continued to develop collections, catalogue and digitise the IQA, reviewed their policy and co-curated exhibitions. Since then NLI delivered the flagship year-long Living with Pride project in 2021, co-curated by leaders in the LGBTI+ community, based on its LGBTI+ collections and the IQA, including an exhibition at the National Photographic Archive and a programme of events on LGBTI+ topics. The LGBTI+ Youth Forum were consulted on the project and participated in its launch. The Living with Pride exhibition can be borrowed / other venues can produce their own version of the exhibition, we have prepared the content and guidelines for people to host the photographic exhibition in their own sites. The Christopher Robson photographic collection, more than 2000 photographs of Pride events in Ireland, was fully digitised and is freely available in the NLI's online catalogue. Loan of materials from the IQA to the Ballina Arts Centre for their LGBTI+ exhibition.</p>
<p>Action 15f Lead DCEDIY Timeline 2019-2020 Develop research into the factors that support positive mental health for LGBTI+ young people and ascertain how these positive factors can be replicated</p>	<p>Status: Progressed and ongoing</p> <p>The Landscape Analysis, Action 15a above, recommended further work related to mental health of LGBTI+ young people. A report on the social, emotional and behavioural outcomes of 13-years-olds in the Growing Up in Ireland study references mental health of LGBTI+ young people. Other work is ongoing.</p> <p>A Study in 2022 by TCD and BeLonG looks at Being LGBTI+ in Ireland, is partly funded by DCEDIY, as a follow up to the previous study in 2016 and will provide an opportunity for comparison with the 2016 study.</p>
<p>Action 15g Lead DCEDIY Timeline 2029 Explore Growing Up in Ireland Wave 3 data that captures</p>	<p>Status: Progressed and ongoing</p> <p>Growing Up in Ireland: The lives of 17/18-year-olds, published in 2020, analyses data on sexual orientation (pp.18 and 132).</p>

sexual orientation and other relevant information.	Growing Up in Ireland: The lives of 20-year-olds , published in 2021, analyses data on sexual orientation (pp. 47-50). This analysis continues as further data is captured and analysed.
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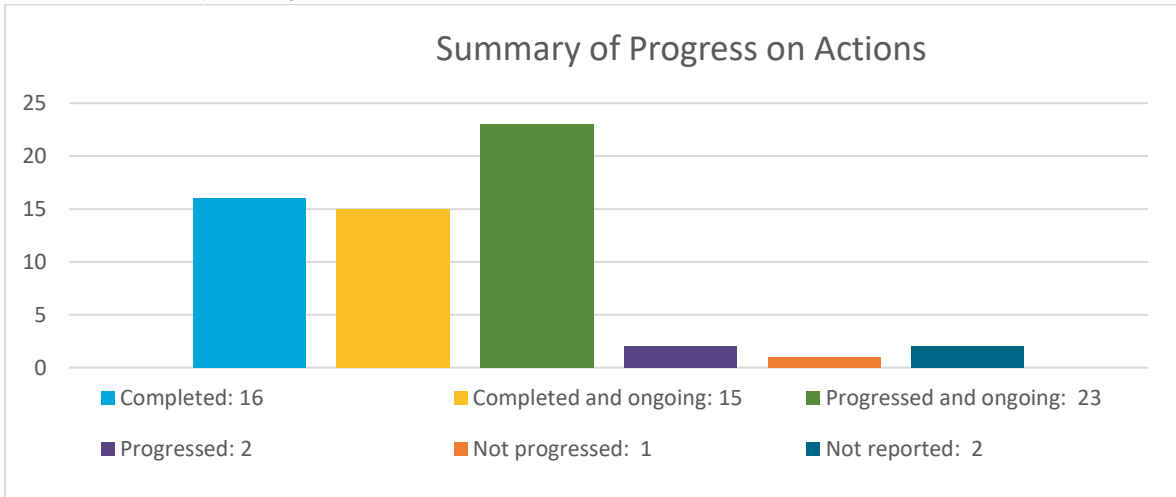
3.3 Summary of Progression of Implementation

There has been a very high degree of progression towards completion of the activities of the strategy, with most now indicated as on-going/requiring further time/included in the work programme of the Department.

Because there has been a high level of notification that the work is on-going and continuing, and that it is mainstreamed into the work programmes of organisations, agencies, the categories used to indicate progress in this report are different from those in the First Annual Report on the Implementation of the Strategy.

<i>Completed = action completed.</i>	Completed:	16
<i>Progressed= work on the action advanced.</i>	Completed and ongoing:	15
<i>On-going = action should be on-going in relevant work programmes.</i>	Progressed and ongoing:	23
<i>Not reported= no progress reported since first annual progress report.</i>	Progressed:	2
	Not progressed:	1
	Not reported:	2
	<hr/> Total	<hr/> 59

Table 17: Summary of Progress on Actions



Most of the activities either required a longer timeframe, or continue to be progressing towards completion. Some will never be completed as they are recurring activities, e.g. professional training provision.

Given that the Strategy was a first such focus on LGBTI+ young people and youth policy, this level of progression, especially given the conditions of the timeframe with Covid 19 impacts is very positive. Key Lessons from the experience of implementation could be taken

up for the next such focus, and along with the recommendations would ensure better outcomes for LGBTI+ young people, to be similar to those for heterosexual young people.

This is overall a high degree of progress on implementation of the actions. In the next section, the recommendations and learning from various review processes undertaken throughout the implementation timeframe are outlined, and through thematic analysis lead through to Lessons, then into recommendations for a next strategy.

4 Recommendations from other reports

This section documents the thematic policy recommendations from the Landscape Analysis and other reports on a number of review and evaluation processes that were undertaken during the lifetime of the Strategy. These contained many pertinent recommendations for future work programmes in advancing the vision and impact of this Strategy. The work needs to be continued, and the recommendations in the different reports form the basis for next strategies, to be further developed into work programmes, across a realistic timeline for completion, and for being mainstreamed into children and young people and Human Rights and Equality policies.

4.1 Landscape Analysis Recommendations

The [LGBTI+ Youth in Ireland and across Europe: A two-phased Landscape and Research Gap Analysis](#) identified gaps that are essentially policy recommendations. This extensive research looked at existing research on LGBTI+ youth in Ireland and internationally. The findings provide some baseline data, and in particular identify key areas for on-going work to ensure the equality of young LGBTI+ people in Ireland.

4.1.1 Overall recommendations:

- 1 Training on LGBTI+ issues for teaching and support staff, as well as healthcare and social care personnel, should be developed and implemented. This could be aligned or integrated with a rights-based approach to health and social care.
- 2 Schools and other educational, social and healthcare services, as well as businesses and employers in the private sector, should create or review anti-bullying policies and practices based on national guidelines for LGBTI+-inclusive environments.
- 3 Parents and other family members of LGBTI+ children, such as grandparents and siblings, need support. They should be provided with evidence-based information on LGBTI+, and have the opportunity to engage with services to help them develop and maintain supportive and caring relationships. These supports should include acceptance of sexual or gender minority identity and actions to address bullying or harassment.
- 4 Families of trans children need evidence-based information and specific support on issues related to gender identity and interventions which help gender transitioning.
- 5 Families of children living with intersex variations need evidence-based information and specific support around sex and gender development.
- 6 LGBTI+ inclusivity needs to be improved in school curricula as well as in sports and culture. This would ensure better representation and 'normalisation' of LGBTI+ issues and identities. Establishing LGBTI+-friendly initiatives such as Gender-Sexuality Alliances in schools have documented positive impact on the health of SGM children as well as their non-minority peers.
- 7 There are some LGBTI+-specific resources that foster resilience. LGBTI+ children and their families need support in how to avail of such resources. For instance, belonging to LGBTI+ youth associations and volunteering for the community may enhance resilience in young people. Their families may benefit from attending support groups or joining LGBTI+ organisations as allies.

- 8 Building positive and pro-LGBTI+ structural environments need to continue. This involves improving legal frameworks and supportive policies, increasing the visibility of LGBTI+ (and LGBTI+ ally) people, and providing gender neutral facilities.
- 9 Gender identity and gender diversity should be included in all initiatives, with a special focus on transgender, gender non-binary and intersex identities.
- 10 Further research is needed on SGM youth. Instead of descriptive studies on bullying and mental health issues, more emphasis should be given to needs analyses and intervention studies, particularly in relation to family/ parental support.
- 11 Existing population health surveys with children and adolescents need political and infrastructural support in developing and administering evidence-based measures of sex assigned at birth, gender identity, and different dimensions of sexual orientation.

4.1.2 Specific recommendations to particular sectors

Policy Makers: Capacity Building; Research; Collaboration; Funding.

Education: Governance and Policy; Capacity building; School environment and curriculum.

Young people: Environments; Safe spaces; Healthcare

Service Providers: Capacity building; Policy and Governance; Collaboration; Healthcare system.

Researchers: Funding; engagement; Capacity building; Support systems.

Some additional research indicated through this report has been commissioned, and will be made public in due course.

4.2 Process Review Recommendations

An internal review undertaken by the Research and Evaluation Unit of DCEDIY evaluated the experience of the process of implementation of the Strategy. Data from relevant departments and partners is included, providing an overview of implementation and how it could be improved.

- 1 Keeping young people involved, through membership of Oversight Committee
- 2 Communication to stakeholders, from Oversight Committee/Lead Department
- 3 Link to operational plans of other strategies.
- 4 Focus of some actions needs to be within LGBTI+ subgroups because not all LGBTI+ people have the same requirements.
- 5 Assessing impact on lives of young LGBTI+ people
- 6 Access and links to international work.

4.3 LGBTI+ Youth Forum Review

A review of the LGBTI+ Youth Forum was undertaken, accessing the experience of the young people involved, in the development of the strategy and in the experience of its implementation. Key Lessons for future youth engagement include:

- 1 Clarifying the remit of the youth forum.

- 2 Take actions to prevent and minimise drop-out from the youth forum
- 3 Support and capacity building for participants
- 4 Meetings and communication
- 5 Build on the positive experiences and achievements of the LGBTI+ Youth Forum

4.4 LGBTI+ Capacity Building Grant Scheme Review

A review of the implementation and impact of the grant scheme provided through DCEDIY to youth organisations identified a number of core issues that required attention in any future granting.

- 1 need for ongoing, multiannual, long-term or mainstreamed funding to enhance the impact of the initiative
- 2 support for LGBTI+ youth with disabilities and/or mental health issues, and the need for more LGBTI+ awareness and education in schools.
- 3 standardising the evaluation process of the grants

Taken together, these recommendations form the basis of the learning and challenges themes identified in the next section of this report, with indications of actions to take the learning forward into next strategy framework.

5 Key Lessons from implementation of actions

A number of themes emerge from these various reports on the implementation of the strategy and provide a guide to recommendations for the development and implementation of subsequent strategies.

5.1 Lessons, Challenges and Future Application

From the implementation reporting and the various reports commissioned by DCEDIY through the lifetime of the Strategy the following Lessons and themes can be identified. Each leads naturally to a statement of 'improvement' for the next strategic focus planning.

Table 18: Lessons, Challenges and Future Application

Lessons, Challenges and Future Application	
Challenge:	Apart from the impact of Covid 19 on implementation of the activities, many of the timelines for completion were unrealistic. While the ambition for change/goal was identified, stages in its attainment could have been better articulated, thus creating realistic work programmes for the relevant departments/sections/agencies.
Lesson:	A need for realistic action timelines to be developed, while maintaining ambitious ultimate outcomes.
Application to next strategic focus on LGBTI+ young people (Future application):	<p>Create high level strategy statement with named, staged outcomes.</p> <p>Create an annualised, evolving work programme for implementation by named leads to be monitored and reported on comprehensively and clearly on an ongoing basis. This work programme might be reviewed and modified in response to any developments.</p> <p>Strong continuous leadership of the strategy should make roles, responsibilities, authorities and accountability clear. A steering committee to assign roles and responsibilities, develop a work programme in agreement with action leads and set indicators for progress.</p> <p>Implementation Oversight Committee continues to engage action leads, with explicit processes for engagement with young people, and collaborations throughout.</p> <p>Ongoing updates will be collated for annual reporting.</p>
Challenge:	Missed opportunities to link to key frameworks and strategies on Youth and Equality Policy.
Lesson:	Stronger links to the implementation of Better Outcomes, Brighter Futures: The National Policy Framework for Children and Young People, 2014-2020 and to the implementation of the National LGBTI+ Inclusion Strategy 2019-2021.
Future application:	Create stronger cross departmental policy and strategy implementation linkages using the structures being put in place to oversee the implement the objectives of Young Ireland: the National Policy Framework for Children and Young People (0-24) 2023-2028

Challenge:	Budget neutral activities impacted on other work streams within Departments and agencies. Timelines for grants were short. One off training/awareness raising insufficient to impact required.
Lesson:	Funding was short-term and longer term was inadequate to achieve results
Future application:	Resource strategies adequately. Assess usefulness of short term funding. Develop cycles of multi-year funding for key activities that will need to be repeated.
Challenge:	Guidelines for practice and improvements not linked to 'accreditation', funding or some form of consequences leaving agencies and organisations without impetus to commit annual budget, time, to the necessary on-going work.
Lesson:	Standards requirements linked to funding and consequences for non-compliance
Future application:	Develop actions with relevant authority, budgets to ensure on-going compliance and implementation.
Challenge:	Once off activities not necessarily supported to be mainstreamed.
Lesson:	Given the nature of the changes required both mainstreaming and specific focus activities are necessary. Specific once-off activities are unlikely to make the social change required and therefore mainstreaming should be accommodated.
Future application:	Develop mainstreaming and specific focus strategy actions. Equality impact assessment reporting included for all departments under the Public Sector Duty.
Challenge:	A number of government departments and agencies connect with NGOs to deliver on agreed actions, as the specialists with expertise, and on-the-ground experience.
Lesson:	The <i>LGBTI+ National Youth Strategy</i> , while developed with the collaboration of the NGOs providing various services to young people, is different in focus and scope from the strategic plans of those NGOs. This leads to a mismatch between the core strategic aims of those delivering services and the strategic goals of the LGBTI+ National Youth Strategy.
Future application:	The high level of engagement required by the NGO's with the various departments needs consideration, with sufficient time, resource and funding allocated.
Challenge:	Gains made could be lost/subsumed if not embedded through continued focus.
Lesson:	Findings and learnings from the different actions indicate need for continued focus and renewed strategy.
Future application:	Create a strategy that is grounded in both mainstreaming and specific focus activities, with impact evaluation, evolving work plans and strong Oversight Committee.

Challenge:	Co-ordination of actions, by a central group with designated authority.
Lesson:	Specific Implementation Oversight Committee needed.
Future application:	Create Implementation Oversight Committee with schedule of reporting and accountabilities.
Challenge:	The unforeseen lack of second Implementation Forum and annual report was a loss to continuity and engagement with young people.
Lesson:	A need to maintain communication to all stakeholders throughout lifespan of strategy to manage expectations and foster understanding of any challenges.
Future application:	Communication through specific Implementation Oversight Committee. Include a formative evaluation framework from inception of the plan.
Challenge:	A number of issues coalesced to impact ownership and collective accountability, such as changes in personnel, departments, section leads, loss of institutional memory, lack of coordination and collaboration, which led to duplication of reporting.
Lesson:	Ownership, leadership and collective accountability needs to be clearly set out, with a framework and processes to ensure collective accountability.
Future application:	Clarify leadership and authorities to ensure implementation co-ordination and collaboration. Create system to ensure transition when departments, section, personnel changes occur. Create reporting systems that synchronise better with other strategies' monitoring frameworks. Reporting to a central data set on all strategies' actions. Chairperson of the Implementation Oversight Committee creates a report on progress for the meeting, which uses the time to then reflect on progress, look at learning, look at challenges and revise action plans where necessary. This aids communication, as well as realistic implementation.
Challenge:	Loss of institutional memory and knowledge and lack of knowledge and expertise because different people were involved at development and implementation phases of the Strategy.
Lesson:	Managing departmental and personnel changes
Future application:	Key Co-Ordinating function to manage changes/transitions of responsibility to ensure continuity, with specific Oversight Committee Chair and Internal Lead
Challenge:	Many actions require on-going work to encompass all staff, service providers etc.
Lesson:	Training, CPD, Awareness Raising and Reporting needs ongoing support.

Future application:	Provide budget resources for on-going activities to support mainstreaming and institutionalisation of focus on LGBTI+ young peoples' needs.
Challenge:	While inevitable, the issue of lack of Oversight Committee managing the changes led to further time and focus slippages.
Lesson:	Re-prioritisation within lead Departments/agencies.
Future application:	Oversight Committee leading annual reviews to ensure any re-prioritisation is appropriately accommodated within timeframe.
Challenge:	Missed opportunities for learning and therefore modifying the action plans for implementation of activities. Impact assessment plan could have guided more strategic planning for further work.
Lesson:	Lack of impact and formative evaluation framework
Future application:	Evaluation and impact assessment frameworks, linked to evolving work programmes. This would require baseline data. ⁷ Communication of progress with stakeholders. Learning and reflection opportunities.

From the monitoring of implementation and reviews of elements of the Strategy, it is clear that much was achieved, and that there is a strong desire to continue the work which wasn't completed, pursue mainstreaming of certain actions and extend the work so as to be more focused on the needs and issues that emerged during the implementation phase. This is the solid basis for informing decisions on the Department's future strategic direction for LGBTI+ Youth policy.

An impact assessment of the actions was not part of the Strategy, given the short timeframe. It would be very useful to commission such a review within the next 5 years. Without impact indicators, which were not created at the development phase, an evaluation of the impact would be a suitable approach. The lessons from the implementation of this strategy can lead to the development of targeted work programmes integrating both specific actions and mainstreaming approaches for the relevant government departments and agencies focused on LGBTI+ inclusion, Youth and intersectional equality.

6 Recommendations

The learning from the experience of implementing this first LGBTI+ National Youth Strategy indicates six key recommendations.

1. A second phase strategy should be developed, either stand-alone, or as part of a life-cycle approach to LGBTI+ equality, or part of equality mainstreaming in policy for children and young people. It should take account of the specific points in relation to

⁷ The 2019 FRA EU LGBTI survey II data sets might be used as proxy baseline data, in the absence of Irish data. The results of the 2019 survey are available [here](#).

format, realistic timeframe, evolving work programmes, oversight and incorporating linkages to other strategies in relevant departments.

2. Strong, continuous leadership of this second strategy should make roles, responsibilities, authorities, and accountabilities clear, with explicit processes for engagement with young people, and collaborations throughout.
3. The many indications for further work required in the areas included in the strategy can be brought forward into the development of further LGBTI+ strategies, but not preclude the emergence of additional issues. In particular, the needs of subgroups within the LGBTI+ cohort, additional needs in relation to race, education, financial resources, disability, religion etc. and the intersectionality of these issues.
4. A combination mainstreaming/specific activities strategy is merited, since much of the work is 'on-going'.
5. An impact assessment and formative evaluation plan should be created to identify the impact on the desired outcomes of the strategy and its relationship to the 5 National Outcomes. Incorporating learning from international experience of implementation of national strategies under auspices of EU and Council of Europe, baseline data from FRA surveys of LGBTI+ experience would be key initial steps.
6. Funding for the actions and for on-going replication of certain capacity building and awareness raising activities needs to be factored in to financial plan for future Strategies.

7 Conclusion

The LGBTI+ National Youth Strategy was launched in a period of optimism and motivation to bringing a targeted focus on the outcomes for young LGBTI+ people in line with those of all young people in Ireland. The circumstance of Covid 19 restrictions had some impact on the implementation of the programme activities. Nevertheless, the majority of actions have been progressed/completed or are continuing to conclusion. There is a high level of motivation to complete the work, and to replicate/mainstream actions that focus on capacity development and awareness raising.

Key considerations for future strategy development involve identifying the mainstreaming as well as the specific actions needed to achieve the vision of the Strategy to have LGBTI+ young people visible, valued and included, and in particular the additional resources required to deliver the enhanced services.

Appendix 1: Index of Assigned responsibilities

The following list details the lead departments, agencies or organisations and which actions (by reference number) they are responsible for.

- An Garda Síochána (AGS): Actions 2a, 2c, 2d from Goal 1
- Broadcasting Authority of Ireland (BAI): Action 5f from Goal 1
- Department of Children, Equality, Disability, Integration and Youth (DCEDIY formerly DCYA): Actions 2f, 3a, 3b, 5a, 5c, 5d, 5e, 7a, 9a, 9b, 10b, from Goal 1 and Actions 15a, 15b, 15d, 15f, 15g from Goal 3
- Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. (DTCAGSM, formerly DCHG): Action 15e from Goal 3
- Department of Education. (DE, formerly DES): Actions 1a, 1b, 1c, 7a, 7c, 10a from Goal 1
- Department Social Protection (DSP, formerly DEASP): Action 8e from Goal 1
- Department of Health (DH): Actions 11a, 11b, 12f, 12g, 13a, 13b, 14a from Goal 2
- Department of Housing, Planning and Local Government (DHPLG) Action 10b from Goal 1
- Department of Justice (DJ, formerly DJE): (now DCEDIY) Actions 2e, 4a, 4b, 5a, 7a, 8a, 8c, 8d, 10b from Goal 1
- Department of Transport. (DT formerly DTTS): (now DTCAGSM) Action 5b from Goal 1
- Education and Training Boards Ireland (ETBI): Actions 1f, 1g, 2f, 4c from Goal 1
- Garda Síochána Analysis Service (GSAS): Action 2d from Goal 1
- Health Service Executive (HSE): Actions 12a, 12b, 12c, 12d, 12e, 13c, 13d from Goal 2
- Higher Education Institutions (HEI): Action 1d from Goal 1
- Joint Policing Committees (JPC) Action 2e from Goal 1
- Léargas: Action 7b from Goal 1
- National Library of Ireland (NLI): Action 15e from Goal 3
- The Union of Students (USI) Action 1g from Goal 1
- Tusla: Actions 6a, 7a from Goal 1

Appendix 2: Bibliography and reports consulted

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Dept Children, Equality, Disability, Integration and Youth and NUI Galway. 2021. LGBTI+ Youth in Ireland and across Europe: A two-phased Landscape and Research Gap Analysis [LGBTI+ Youth in Ireland Europe: A two-phased Landscape and Research Gap Analysis](#)

In addition five short reports from above research published with particular focus for recommendations also available at above link.

- LGBTI+ Youth in Ireland and across Europe: Summary Report for Educators
- LGBTI+ Youth in Ireland and across Europe: Summary Report for Policy Makers
- LGBTI+ Youth in Ireland and across Europe: Summary Report for Researchers
- LGBTI+ Youth in Ireland and across Europe: Summary Report for Service Providers
- LGBTI+ Youth in Ireland and across Europe: Summary Report for Young People

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