

# SUBMISSION TO THE SECOND NATIONAL LGBTI+ INCLUSION STRATEGY PUBLIC CONSULTATION PROCESS

by



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## LGBTQ+ Rights in Ireland Today

Ireland has made significant strides towards achieving greater equality and inclusion of the LGBTQ+ community, with the enactment of successful referendums, progressive legislation, and public policy.

However, the LGBTQ+ community still confronts profound challenges and battles in our society. Despite remarkable strides, discrimination, harassment, and inequalities persist, casting long shadows over the lives of LGBTQ+ individuals. Mental health issues pervade, and the weight of isolation can be crushing. Poverty, homelessness, and substance misuse disproportionately affect LGBTQ+ individuals and have a substantial impact on people's day-to-day lives.

Positive policy developments include the publication of two national LGBTQ+ inclusion strategies. However, despite two national strategies, funding from the government to LGBTQ+ organisations remains sporadic and inadequate to meet the community's demand for services or the scale of resources needed to transform society. The lack of financial support has a significant impact on organisations' abilities to provide essential services and support to our LGBTQ+ communities, holding back progress for the most vulnerable and marginalised.

It is essential to recognise that addressing these issues requires a sustained effort from government and society. Collaboration between LGBTQ+ organisations and statutory bodies is crucial to ensure meaningful and longstanding change and equity for LGBTQ+ people.

Furthermore, addressing the rise of far-right groups and tackling poverty and homelessness, issues which disproportionately impact LGBTQ+ people, requires a broader societal effort. It is essential to acknowledge that these issues are interconnected and affect many marginalised communities beyond just the LGBTQ+ community.

We are witnessing a global polarisation in the debate about LGBTQ+ rights, exacerbated by the rise of far-right politics and extremism. This environment is fostering an increase in hostility and violence against LGBTQ+ individuals, making the work of civil society organisations more crucial than ever. Moreover, there is a waning interest in diversity, equity, and inclusion within multinational companies, especially those headquartered in the United States. Recent events, such as activist shareholders successfully passing motions at corporate AGMs to ban funding for LGBTQI+ inclusion work, exemplify this troubling trend. Notably, Best Buy encountered this in May 2024, and Dell narrowly avoided a similar fate in June 2024. The LGBTQI+ movement in much of the Western

world, including Ireland, is dependent on corporate funding and donations to sustain its vital support and advocacy work.

The proposed cuts to the Dutch government's development funds, which are projected to rise to €2.4 billion by 2027 will have a significant and adverse impact on the global LGBTQ+ movement. The Dutch government is the single largest donor to LGBTQ+ civil society organisations globally, and the implications of such significant funding reductions are profoundly troubling.

Failing to increase investment in LGBTQ+ support and advocacy work at such a critical juncture could undermine the progress we have collectively achieved here in Ireland and embolden those who seek to roll back our rights.

As we look to the future, it is clear that addressing our intersecting needs requires a multi-dimensional approach. More significant societal change is necessary to achieve true equity for all LGBTQ+ and marginalised people in Ireland.

## About Outhouse LGBTQ+ Centre

Outhouse is the cornerstone of support for the LGBTQ+ community. We provide a safe and welcoming space for LGBTQ+ individuals to gather, connect, and find solace in a world that doesn't always understand or embrace them. We are the heartbeat of the queer community, offering vital services including social spaces, mental health support, cultural events, and much more.

We are dedicated to supporting the people, spaces, and issues important to the LGBTQ+ communities. Our vision is a future where LGBTQ+ individuals are safe, seen, and celebrated.

Our mission is to improve the quality of life for LGBTQ+ people by providing a safe space to find:

- **Connection** - discovering themselves, their people, place, and passions.
- **Community Support** - accessing information, programmes, and services.
- **Culture** - experiencing creativity, heritage, discovery, and fun.
- **Campaigns** - being part of a strong, credible, and trusted voice for LGBTQ+ communities.

We live by the values of Trust, Respect, Joy, Inclusivity, and Impact.

Underpinning our work are our commitments to equity and intersectionality.

# Theme 1 - Enhancing the Safety of LGBTI+ People

## What is working well?

- The existence and operation of numerous LGBTQ+ organisations across Ireland, including Outhouse LGBTQ+ Centre, provide essential support and community for LGBTQ+ individuals.
- Annual Pride celebrations are widely recognised and celebrated, increasingly so in towns throughout Ireland, fostering a sense of visibility and community solidarity.
- LGBTQ+ organisations can organise, play an active role in civil society, and agitate for change without interference from the state.

## What needs to improve/ change?

### Policing and Legal Protections

- Ireland is one of a handful of EU countries without effective hate crime legislation. The Criminal Justice (Incitement to Violence or Hatred and Hate Offences) Bill 2022 promised in the Programme for Government must be enacted without delay.
- The relationship between many LGBTQ+ individuals and An Garda Síochána is marked by a significant lack of trust. A concerted effort is needed to build trust through consistent and meaningful community engagement at local, regional, and national levels. The Garda National Diversity and Integration Forum must be reconvened following structural reform to enable dialogue between An Garda Síochána and civil society organisations representing marginalised and vulnerable groups.
- Garda Diversity Officers (GDOs) are integral to building trust with our community. The vital work of community policing must be appropriately resourced, ringfenced, and protected from redeployment to fill policing gaps in other units. The profile of GDOs must be improved within our communities.
- Incorporating a requirement for LGBTQ+ community representatives into Local Community Safety Partnerships (LCSPs) will ensure that the specific safety needs and concerns of LGBTQ+ individuals are addressed. This inclusion will promote a comprehensive understanding of the challenges faced by the LGBTQ+ community, foster trust between community members and public services, and strengthen local leadership and participation. By having a dedicated voice within LCSPs, the tailored community safety plans can better reflect all residents' diverse

experiences and needs, thereby enhancing overall community safety and cohesion.

- Comprehensive and ongoing training programmes for Gardaí on LGBTQ+ issues are essential to foster understanding, empathy, and appropriate responses to LGBTQ+-related incidents. This training must extend beyond one hour of e-learning and needs to address intersectionality effectively, addressing the nuances of how intersecting identities (e.g., race, gender, sexuality, and ability) impact the safety, vulnerability, and wellbeing of LGBTQ+ individuals as they engage with the criminal justice system.
- The collection and analysis of data on crimes against LGBTQ+ people must be improved to inform policy and practice. Data should be disaggregated to reflect the experiences of different sub-groups within the LGBTQ+ community and include a detailed analysis of intersectional identities.

### **Attitudinal Change and Public Education**

- In tandem with the commencement of the Criminal Justice (Incitement to Violence or Hatred and Hate Offences) Bill 2022, a public information and education campaign on hate crime, hate speech, and their impacts on vulnerable and marginalised groups is needed to educate the public and counteract far-right rhetoric and dehumanising language in public discourse.
- Work is needed to combat hate and discrimination within the LGBTQ+ community. Anti-racism and anti-discrimination within the LGBTQ+ community must be supported and resourced to create safety for LGBTQ+ people with intersecting identities within existing community groups, organisations, and venues.

### **Safe Accommodation for International Protection (IP) Applicants**

- There is a critical shortage of safe accommodation for LGBTQ+ individuals seeking international protection. Policies must ensure these individuals are housed in safe and supportive environments with appropriate wrap-around services provided. Gendered, dormitory-style accommodation is not safe for LGBTQ+ individuals and often places them at increased risk of discrimination and harm.

## **Ban Conversion Practices**

- Conversion practices remain a grave concern and must be explicitly banned to protect LGBTQ+ individuals from these harmful and discredited practices.

## **Three Priority Actions on Safety**

### **Enact and Enforce Hate Crime Legislation**

- Prioritise the enactment, and enforcement of comprehensive hate crime laws accompanied by a holistic action plan against hate crimes that includes a reformed policy response encompassing restorative justice practices, a public awareness/ information campaign and wrap-around supports for victims to protect LGBTQ+ individuals from targeted violence and discrimination.

Investment cost €0.75m

### **Ban Conversion Practices**

- Implement a ban on conversion practices to safeguard LGBTQ+ individuals from these harmful and unethical practices and provide wrap-around support for victims to recover from the trauma.

Investment cost €0.10m

### **Training and Trust-Building with Gardaí**

- Establish mandatory, comprehensive training programmes for Gardaí on LGBTQ+ issues, hate crime, and intersectional identities, focusing on building trust and ensuring that law enforcement responses are informed, respectful, and supportive.

Investment cost €1m

## Theme 2 - Ensuring the Participation and Access of LGBTI+ People

### What is working well?

#### Event Availability

- A wide variety of events catering to LGBTQ+ individuals are regularly held, promoting community engagement and visibility. Mainstream festivals and events now regularly include LGBTQ+-specific heritage and cultural programming.

#### Growth in Local Pride Organisations and Festivals

- The increasing number of local Pride organisations and festivals across Ireland reflects a growing acceptance and celebration of LGBTQ+ identities, fostering local pride and community spirit.

### What needs to improve/ change?

#### Incentivise Greater Collaboration

- Funding mechanisms should incentivise greater collaboration between LGBTQ+ organisations to create a unified and more effective support network on the island of Ireland. They should encourage organisations to agree on swimming lanes and support avoiding duplicated efforts. When awarding funding within the LGBTQ+ sector, the Department of Children, Equality, Disability, Integration, and Youth should amend the application process to ensure questions on duplication of work and effort are asked and analysed appropriately.

#### Service and Funding Imbalances

- The strategy should address the significant disparity in resources and funding between LGBTQ+ organisations and others. Ensuring that there is a robust plan to bridge the gap between service availability between urban and rural areas to ensure LGBTQ+ individuals across Ireland have equal access to the necessary resources and support. A minimum sustainable level of support, advocacy, and outreach infrastructure should be available in each county.



### **Accessible Community Spaces:**

- There is currently only one universally accessible LGBTQ+ community space on the island of Ireland, Dundalk Outcomers. One in five LGBTQ+ people are living with a disability and cannot access either commercial or community LGBTQ+ spaces. Significant capital investment is required to ensure that community infrastructure meets the needs of those with access needs who are often the most vulnerable and marginalised within our communities. A capital investment programme should be included in the strategy to invest in LGBTQ+ community infrastructure.

### **Sufficient, Consistent, and Reliable Funding:**

- Normalise multi-annual funding to provide stability and allow for long-term planning and development of LGBTQ+ support services ensuring a minimum viable level of support, advocacy, and outreach infrastructure in each region. The advancement of LGBTQ+ inclusion, participation, and access in our communities across Ireland requires a strong, stable network of LGBTQ+ organisations that can provide support, social outlets, community development, outreach, training and capacity building in our cities, towns, and villages.

## **Three Priority Actions on Participation and Access**

### **Accessible LGBTQ+ Community Spaces**

- Fund the expansion of LGBTQ+ community spaces such as Outhouse LGBTQ+ Centre to ensure capacity to cope with the growing demand and deliver universal accessibility ensuring inclusivity for all members of the LGBTQ+ community, including those with disabilities.

Investment cost: €50m

### **Multi-Annual and Increased Funding**

- Introduce multi-annual funding models, in addition to an overall increase in financial support for LGBTQ+ support and advocacy organisations to ensure sustainability and capacity to meet growing demand and address the disparity in investment between the LGBTQ+ sector and other sectors supported by the state.

Investment cost: €5m

## **Community Development**

- Prioritise initiatives that promote integration and intersectionality within the LGBTQ+ community, particularly for marginalised groups such as queer people of colour, LGBTQ+ migrants, Travellers, and Roma.  
Ringfence investment in community development projects that support these diverse identities separately to ensure their inclusion in all aspects of society.

Investment cost: €0.75m

## Theme 3 - Ensuring the Health and Wellbeing of LGBTI+ People

### What is working well?

#### Community Initiatives

- NGOs like Gay Healthcare Network, Mpower, and HIV Ireland stepping in to fill gaps in public services, providing crucial health and wellbeing support to the LGBTQ+ community that otherwise would not exist.

#### Lifting the Blood Donation Ban

- The removal of discriminatory restrictions on blood donation for gay and bisexual men represents a significant step forward in policy.

### What needs to improve/ change?

#### Cultural Competence of Healthcare Staff

- Enhancing the cultural competence of healthcare staff is crucial in meeting the needs of LGBTQ+ patients, as many do not receive adequate education on LGBTQ+ healthcare and lives. This lack of training forces patients to advocate for themselves, and educate their healthcare provider during critical and stressful moments. The cisgender heteronormative approach prevalent in healthcare can discourage LGBTQ+ individuals from accessing necessary services. To address this, it is essential to invest in comprehensive training at the point of qualification for all healthcare specialities and implement ongoing CPD programmes to keep skills attuned to the evolving needs of the LGBTQ+ community.

#### Mental Health Services

- Research has consistently shown that LGBTQ+ individuals are at an increased risk of poor mental health. There is a dire need for more public counsellors who are trained to support LGBTQ+ people to address the mental health needs of the community. Expand the number of counsellors and locations from which LGBTQ+ individuals can access public counselling and psychotherapy.

#### Trans Healthcare

- Trans healthcare in Ireland has been ranked as the worst in the European Union. Despite commitments in both previous inclusion strategies and the Programme for Government, progress has been glacial and trust

between Ireland's trans community and the National Gender Service has been broken. A model of care, consistent with international best practice, aligned to the WPATH standard, and based on informed consent must be developed in consultation with the trans community without delay.

- In tandem with developing a new model of care, additional resourcing needs to be provided to the National Gender Service to clear the unacceptable nearly ten-year waiting list for first appointments for trans people. All trans people deserve access to timely, safe, and quality healthcare.

### **Addiction Support Services**

- Invest in a Prevention and Education Officer for drugs and alcohol focused on the adult (over 24 years of age) LGBTQ+ population in Ireland. There are higher levels of drug and alcohol misuse within the LGBTQ+ community, 42% of LGBTQ+ adults who consume alcohol were at risk of harmful alcohol use and 39% of those who took drugs in the last year were at risk of moderate/ substantial/severe levels drug problem.<sup>1</sup>

### **Improve public access to PrEP**

- Public access to PrEP should continue to expand, as it is now full. While private provision is available, many of the most marginalised in our communities struggle to make ends meet each week and cannot afford to access PrEP privately.

### **LBTQ+ Women's Healthcare**

- There is a significant lack of dedicated and specialist healthcare services for LBTQ+ women in Ireland. Unlike the Gay Men's Health Service (GMHS), which provides tailored health services for GBTQ+ men, LBTQ+ women do not have access to comparable specialised care. This gap underscores the need to develop a dedicated LBTQ+ women's health service that addresses their unique health concerns and provides inclusive, comprehensive, and culturally competent care. Establishing such a service would ensure that LBTQ+ women receive the necessary support and resources for their health and wellbeing, bridging the current disparity in healthcare provision.

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<sup>1</sup> The National Study on the Mental Health and Wellbeing of the LGBTQI+ Communities in Ireland: Key findings Report. Trinity College Dublin and Belong To: Dublin [May 2024]

## Three Priority Actions on Health

### **Trans Healthcare:**

- Develop and implement a robust, accessible, and comprehensive model of care for trans individuals in line with the WPATH standards in consultation with trans and gender non-conforming people. Scale investment in the new model of Trans healthcare to enable a streamlined process for obtaining gender-affirming care and increased availability of knowledgeable healthcare providers at the primary care level.

Investment cost: €1.5m

### **Mental Health Services:**

- Prioritise the expansion of public mental health and social care support services specifically for LGBTQ+ individuals, including increasing the number of trained counsellors and social care workers available nationwide.

Investment cost: €1m

### **Healthcare Staff Training:**

- Mandate comprehensive initial qualification and ongoing CPD training for all healthcare professionals on LGBTQ+ issues. This training should cover the unique health needs and challenges faced by LGBTQ+ individuals and promote a respectful, understanding approach to care that challenges assumptions and unconscious bias.

Investment cost: €1.5m

## Theme 4 - Ensuring LGBTI+ People are Treated Equally and not Discriminated Against

### What is working well?

#### **Workplace Relations Commission (WRC):**

- The WRC effectively addresses workplace disputes and discrimination cases, providing a legal avenue for LGBTQ+ individuals to seek redress.

#### **Equal Status Act and the Employment Equality Act:**

- These legislative frameworks establish crucial protections against discrimination based on sexual orientation and gender identity in both public and private sectors. There is scope for both Acts to be strengthened by including additional protected grounds.

### What needs to improve/ change?

#### **Amendments to Existing Acts**

- The Equal Status Act and the Employment Equality Act should be amended to include explicit protections based on sex characteristics, gender expression, gender identity, anti-body status, and socio-economic class.

#### **Victim Support**

- Fund dedicated victim support services for LGBTQ+ victims of crime ensuring LGBTQ+ people are supported at each stage of engaging with the criminal justice system.

#### **Garda Training**

- The current 1-hour e-learning module on hate crime is insufficient. Comprehensive, ongoing training programmes are needed to equip Gardaí with the knowledge and skills to handle hate-related incidents effectively and empathetically.

#### **Continuum of Consequences in Criminal Justice Processes**

- Establish a continuum of consequences that supports offenders in reflecting on and understanding the impact of their actions, integrating

restorative justice programmes as part of sentencing where appropriate, and ensuring mandatory minimum sentences for violent hate crimes.

## Three Priority Actions on Treated Equally and Non-Discrimination

### **Amendments to Existing Acts**

- The Equal Status Act and the Employment Equality Act need to be amended to explicitly include explicit protections based on sex characteristics, gender expression, gender identity, anti-body status, and socio-economic class. A public information and awareness campaign should follow to educate the public on these new protected grounds.

Investment cost: €0.5m

### **Minimum Sentencing and Restorative Justice Programmes:**

- Introduce minimum sentencing guidelines for violent crimes to ensure justice is visibly served. An emphasis should be placed on restorative justice programmes within affected communities for individuals convicted of hate crimes and hate speech to promote rehabilitation and understanding.

Investment cost: €1m

### **Education and Awareness in Society:**

- Launch comprehensive education and awareness campaigns to promote understanding, respect, and inclusion of LGBTQ+ individuals in society. These campaigns should be ongoing and target all age groups, starting from pre-school and into adulthood.

Investment cost: €1m

## Other Observations and Inputs

### Ireland's Role Internationally on LGBTQ+ Rights

Ireland, as the first country to introduce marriage equality by popular vote, has demonstrated a strong commitment to LGBTQ+ rights. Our unique history as a former colony and a nation with a conservative, Christian background, positions us to share valuable lessons and experiences with the world. To solidify and expand our leadership in this area, we propose the establishment of a Special Envoy for LGBTQ+ Rights. This role will have a permanent mission to promote rights, protections, and non-discrimination for LGBTQ+ people globally, supported by a dedicated team and an annual budget.

#### Justification

##### Historical Leadership and Moral Responsibility:

- **Marriage Equality by Popular Vote:** Ireland made history by becoming the first country to legalise same-sex marriage through a popular vote. This landmark decision underscores our nation's progressive values and commitment to equality.
- **Post-Colonial Experience:** As a country that has transitioned from colonial rule to independence, we understand the complexities and challenges of overcoming historical injustices and building an inclusive society.
- **Overcoming Conservatism:** Our transformation from a conservative, Christian nation to a progressive leader in LGBTQ+ rights provides a powerful narrative and a wealth of experience to share globally.

##### Global Polarisation and Rising Extremism:

- **Increased Hostility and Violence:** The rise of far-right politics and extremism has led to heightened hostility and violence against LGBTQ+ individuals worldwide. A Special Envoy can actively work to counter these negative trends by promoting inclusivity and human rights.
- **Corporate and Governmental Challenges:** As a European hub for many of the world's leading multinationals and an active member of the European Union, Ireland is well-placed to counter the waning interest in diversity, equity, and inclusion within multinational companies. With significant cuts to LGBTQ+ development funds (e.g., the Dutch government's projected €2.4 billion reduction) threatening the progress



of LGBTQ+ rights, Ireland's proactive stance can help mitigate negative impacts.

### **Strategic Importance of the Envoy Role:**

- **Permanent and Focused Mission:** A permanent Special Envoy dedicated to LGBTQ+ rights ensures sustained attention and effort in this critical area. This role will be integral to our multilateral work at the United Nations, EU, Council of Europe, OSCE, and other international bodies.
- **Operational Support and Expertise:** With a staff of five and an annual budget of €0.5 million, the Special Envoy will have the resources to commission studies, attend global conferences, and advocate effectively for LGBTQ+ rights. The appointed Envoy will need to be an expert on LGBTQ+ issues with deep geopolitical knowledge and an understanding of multilateralism.

### **Enhancing Ireland's Global Brand and Influence:**

- **Brand Ireland:** Our successful marriage equality campaign has already boosted Ireland's international image as a champion of human rights. Establishing a Special Envoy reinforces our commitment and takes tangible action to promote LGBTQ+ rights worldwide.
- **Progressing LGBTQ+ Foreign Policy:** The Envoy will ensure that LGBTQ+ issues remain a priority in our foreign policy, aligning with the Sustainable Development Goals and addressing global challenges.

### **Mitigating Risks and Ensuring Sustainability:**

- **Protecting LGBTQ+ Rights:** Increased investment in LGBTQ+ support and advocacy work is crucial, especially in light of funding reductions and rising opposition. The Envoy's efforts will help safeguard the progress made and prevent the rollback of rights.
- **Supporting Civil Society:** The Envoy will not fund civil society organisations directly; their advocacy and diplomatic efforts will create a more supportive environment and encourage the growth of funding mechanisms for civil society organisations.

Appointing a Special Envoy for LGBTQ+ Rights is a strategic and morally imperative step for Ireland. It will leverage our historical leadership, counter global polarisation, enhance our international brand, and protect the rights of

LGBTQ+ individuals worldwide. With a dedicated team and sufficient resources, the Envoy will play a crucial role in advancing human rights on the global stage.

Investment cost: €0.5m

## **Improving the Data and Research on LGBTQ+ Lives**

### **Poverty in the LGBTQ+ Community**

- There is a critical need for comprehensive research on poverty within the LGBTQ+ community in Ireland. Current data is insufficient to fully understand the economic challenges faced by LGBTQ+ individuals. International studies show that LGBTQ+ people are more likely to experience poverty due to factors such as discrimination, lower wages, and employment barriers. Enhanced data collection and research will provide the insights needed to develop targeted policies and support services to alleviate poverty in our community.

### **Housing, Homelessness, and Access to the Housing Market:**

- LGBTQ+ individuals face significant challenges related to housing and homelessness, yet our lived experiences are poorly documented. Research from other countries indicates that LGBTQ+ people are disproportionately affected by housing insecurity and barriers to accessing the housing market. Detailed research in Ireland is essential to identify the specific needs and obstacles faced by LGBTQ+ individuals in securing stable and affordable housing. This data will inform policies and interventions to improve housing stability and reduce homelessness within the LGBTQ+ community.

Investment cost: €0.5m

## Tangible Indicators and Accountability in Strategy Delivery

A crucial element for the success of the National LGBTI+ Inclusion Strategy is the establishment of tangible indicators and robust accountability mechanisms to ensure the delivery of commitments. Without these, the strategy risks falling short of its goals, leaving the LGBTQ+ community underserved and vulnerable. The following outlines why tangible indicators and accountability are essential and how they can be implemented effectively.

### Ensuring Measurable Progress

#### Tangible Indicators:

- **Definition:** Tangible indicators are specific, measurable markers that clearly define what success looks like for each commitment made in the strategy. These indicators must be well-defined, quantifiable, and time-bound.
- **Example:** If the strategy commits to increasing the number of trained healthcare staff, a tangible indicator could be the number of healthcare employees certified and practising by a specific date.

#### Benefits:

- **Clarity:** Provides clear goals and expectations, ensuring all stakeholders understand what success looks like.
- **Measurement:** Allows for the consistent measurement of progress, making it easier to track achievements and identify areas needing improvement.

### Creating Accountability

#### Accountability Mechanisms:

- **Regular Reporting:** Mandate regular public reports on the progress of each commitment, highlighting successes and areas where goals are not being met.
- **Independent Oversight:** Establish an independent body to oversee the implementation of the strategy, ensuring commitments are met and holding responsible parties accountable for inaction.

- **Community Involvement:** Engage the LGBTQ+ community in the accountability process, allowing them to provide feedback and hold the government and responsible delivery organisations accountable for progress.

#### **Benefits:**

- **Transparency:** Ensures transparency in how commitments are being met, building trust with the LGBTQ+ community.
- **Responsibility:** Assigns clear responsibility for each commitment, ensuring that there is always a designated party answerable for progress.
- **Motivation:** Encourages continuous effort towards meeting commitments, knowing that inaction or failure to deliver will be scrutinised.

### **Addressing the Consequences of Inaction**

#### **Current Challenges:**

- **Lack of Follow-Through:** Without tangible indicators and accountability, commitments made in previous strategies have often seen insufficient follow-through, leading to stagnant or unmet goals.
- **Community Disillusionment:** When commitments are not met, it fosters disillusionment and distrust within the LGBTQ+ community, undermining the overall goal of inclusion and support and deterring future engagement.

#### **Strategies for Improvement:**

- **Consequences for Inaction:** Implement consequences for failure to meet commitments, such as the public disclosure of the reasons for inaction.
- **Continuous Improvement:** Use feedback from accountability measures to continuously improve strategies, ensuring they remain relevant and effective in meeting the community's needs.

## Costing and Budget Assignment for Strategy Implementation

For the National LGBTI+ Inclusion Strategy to be effective, all proposed actions must be thoroughly costed, and a dedicated budget is assigned for the strategy's entire duration. Clear and transparent financial planning ensures that each initiative has the necessary resources for successful execution. Without allocated funding, even the most well-intentioned actions risk being under-resourced and failing to achieve their desired impact. A well-defined budget not only demonstrates a genuine commitment from the government but also allows for better planning, monitoring, and accountability. Adequate funding ensures that all aspects of the strategy, from enhancing safety to improving health and wellbeing, can be fully realised. Moreover, it allows for flexibility to adapt to emerging needs and challenges within the LGBTQ+ community over the strategy's lifespan. Properly costed actions with assigned budgets underscore the strategy's credibility and increase the likelihood of achieving its goals, ultimately improving the quality of life for LGBTQ+ individuals across Ireland.

### Cost of Proposed Actions

Total costed Budget proposals: €65.1m

Capital Spending: €50m

Current Spending: €15.1m

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