

Feedback on Monitoring and Evaluation Framework for National LGBTI+ Inclusion Strategy

From LGBTI+ sector representatives

Introduction:

The LGBTI+ sector representatives from the National LGBTI+ Inclusion Strategy Committee met virtually on 7th July to discuss the monitoring frameworks circulated by the DEJ in June and to consider possible indicators for the strategy.

It was acknowledged at the outset of the meeting, that developing indicators for a Strategy of this scale is a significant undertaking and needs time and consideration. Therefore, this meeting focused on key principals which the sector reps recommend should underpin the selection of the monitoring framework.

The group also spent a small amount of time considering possible indicators under each theme, which are included below. These are initial thoughts and need further consideration. However, we hope this feedback will assist the Department and the Strategy Committee in establishing an M&E Framework that supports the full and effective implementation of the Strategy

Principals underpinning the selection of monitoring framework:

On reviewing the proposed monitoring systems used in other countries, regions or by civil society, the consensus from the group is:

- The monitoring framework chosen should **be comparable with other European countries**, rather than global frameworks, to ensure that Ireland's strategy is being measured against countries that are leading the way in LGBTI+ rights and inclusion (e.g.) Malta and Belgium.
- The monitoring system should enhance the Strategy by creating an ambitious framework that leads to the establishment of **large-scale representative data collection** processes on the LGBTI+ population. This will help to 'join the dots' in the longer-term, enabling progress to be measured and sustained for the LGBTI+ population.
- The monitoring framework most favored by the group, based on its comparability to Ireland, the themes presented, and the large-scale data sets being used to measure outcomes, is the **Netherlands dedicated biennial LGBTI Equality Monitor**.
- However, it was noted that the Netherlands framework does not measure policy and legal reforms and therefore a **hybrid approach is needed** which includes indicators from the ILGA Europe Map and the Fundamental Rights Agency. A significant advantage of including indicators from these surveys is that both contain very recent

baseline data relating to Ireland which will assist the measurement of progress with this Strategy.

- The group further suggested that there are already robust data-collecting mechanisms in use in Ireland- in both public and private sector institutions.
 - Healthy Ireland Survey/ HSE
 - Annual performance audits in every government dept.
 - IHEC monitoring
 - IBEC 'Great Place to Work' survey
 - Sept. 2020 An Garda Síochána PULSE system H marker

Therefore, to create a **dedicated biennial LGBTI Equality Monitor** in Ireland we are not starting from zero.

- The group recommend that rather than having a lot of detailed indicators that a small number of overarching indicators are selected for each theme and that these indicators **measure both the implementation and effectiveness of outcomes**.

Possible Indicators:

As outlined in the introduction, the group spent a small amount of time discussing possible indicators for each theme. This was a very short discussion and the indicators listed below are draft, would merit further discussion, and in some sections are incomplete.

Also, we are conscious that we may have too many indicators here and recommend further work is needed to consolidate and elevate these initial suggested indicators, where possible, to ensure they are measuring both implementation and effectiveness of strategic actions.

Theme: Visible and Included

1. LGBTI+ people are positively visible across all sectors of society.

Suggested Indicators:

- **Evidence of adapted curriculum to include LGBTI+ identities**
- **Evidence of inclusion of LGBTI+ identities in RSE curriculum and textbooks.**
- **Teachers receive training re LGBTI+ identities as part of their teacher training.**
- **More LGBTI+ teachers are out in their workplace.**

2. Irish workplaces are inclusive of LGBTI+ people and support them in bringing their 'authentic selves' to work

Suggested Indicators:

- #workplaces (particular focus on state agencies / govt. depts. / public services like health and social care service) with active LGBT+ staff + allies networks + evidence of activities

3. Public spaces are safe and welcoming of LGBTI+ people

Suggested Indicators:

- **3.1 X% of civil servants are trained to receive diversity and inclusion training by (insert date e.g. Q4.)**
- **3.2 Rollout of sticker developed through National LGBTI+ Youth Strategy (develop structure before rolling out recognition marker e.g. online training.)**
- **3.2 List of establishments nationwide which have successfully attained the sticker listed on gov.ie – this is monitored for key government depts and public services.**

4. Better information is available on the population and needs of LGBTI+ people in Ireland to support the development of effective policy

Suggested Indicators:

Establishment of Research Review Groups to map existing research, pipeline research, identify gaps in research and highlight what research needs to happen. Indicator – the establishment of this group + completion of the mapping exercise.

5. Public policy is inclusive of LGBTI+ perspectives and avoids heteronormative assumptions

Suggested Indicators:

X% staff undertaking LGBTI+ training in order for public sector policymakers to be inclusive of LGBTI+ perspectives. Increase % per year during strategy duration.

6. Community supports are more widely available to LGBTI+ people

Suggested Indicators:

- **Increase in resourcing for existing LGBTI+ support services and evidence of additional / new services being delivered by them**
- **Increased in new services available in geographical areas where currently there are no services.**

7. The positive contribution of the LGBTI+ community to Irish arts, culture and sport is highlighted and the history of the LGBTI+ movement preserved.

Suggested Indicators:

All National governing bodies of sport add Sporting Ireland policies re Inclusion and Diversity and put their recommendations into practice.

8. Ireland is recognised as an LGBTI+ friendly tourist destination

Theme: Treated Equally

9. LGBTI+ people are aware of the supports and redress mechanisms available to them where discrimination has occurred

Suggested Indicator:

A notable increase in the number and diversity of reported complaints under Equality legislation relating to workplace discrimination by end of 2021

10. Equality legislation provides explicit protection to transgender, gender non-conforming and intersex people

Suggested Indicator:

Relevant equality legislation (Employment Equality Act, Equal Status Acts 2000-2018, public sector duty) has been amended to explicitly protect Transgender, gender non-conforming and intersex people.

11. Same sex parents are treated equally to opposite sex parents before the law

Suggested Indicator:

All same sex parents have a pathway to establish legal parental recognition of both parents and access to the same rights and benefits available to opposite sex parents including adoptive leave and benefits.

12. Transgender people are supported and administrative processes are streamlined while maintaining a person's privacy

Suggested Indicator:

Transgender people are supported in their legal gender recognition by the State establishment and effective operation of a centralised system which automatically updates all relevant government departments and systems stemming from the first change after gender recognition- one's PPS number (Dept. for Social Protection, Community & Rural Development and the Islands)

13. Supports are provided to those at higher risk of multiple discrimination and double marginalisation including LGBTI+ older people, migrants, Travellers, people with disabilities and LGBTI+ prisoner

***Suggested Indicator:* Evidence of specific developmental work / projects addressing intersectionality within the LGBTI+ community, aiming to lessen additional barriers to equality, funded and supported by relevant government departments.**

Theme: [Healthy](#)

14. Healthcare providers and practitioners are trained to understand the identities and needs of their LGBTI+ patients and to avoid making heteronormative assumptions

Suggested Indicators:

Degree programmes aimed at medical professionals should incorporate training modules on LGBT+ Issues. Colleges reviews to quantify development of such programmes and participation rates by students.

HSELand the internal education platform for Healthcare professionals could include LGBT+ Training modules with recording of level of uptake. Training should be mandatory (like hand hygiene etc) and repeated every 2 – 3 years. The programme could monitor level of uptake by staff with increasing percentage targets year on year.

15. Health policy takes consideration of the needs of all population groups including the LGBTI+ community

16. Sexual health services are adequately resourced and available throughout Ireland including in rural locations

19. People wishing to transition their gender have timely access to treatment that accords with international best practice

Suggested indicators:

Indicators can be an absence of services as well as an evaluation or development of existing services. There are very few LGBT+ specific health services. Those that exist have unacceptable levels of waiting lists. EG> There is only one STI clinic specifically targeting MSM in Ireland (GMHS in Dublin). This has a 6-week waiting list and last year turned away as many clients as it serviced. There is a similar problem with the availability of Trans services nationally. Improving on the number of LGBT specific services nationally would be monitored by using this baseline to improve on numbers of services and reducing waiting times.

17. The LGBTI+ community, particularly the MSM population of Ireland are made aware of the risks of contracting HIV and other STIs and of the importance of regular testing

Suggested Indicators:

There are existing services who are engaged in this work already. Including HSE's Sexual Health and Crisis Pregnancy Programme as well as NGO's nationally. Data collated from these sources could be collated to services needs and developments in this area.

18. People living with HIV in Ireland are supported and not stigmatised

Suggested Indicators:

The Fast Cities programme has been adapted in Ireland for Dublin Cork Galway and Limerick. This aims to achieve 0% stigma for those with HIV. This programme would be a useful indicator for actions and progress in this area.

20. Better data is available on the prevalence of intersex conditions in Ireland and consideration given to appropriate clinical governance in the context of international evidence and guidelines.

Theme: Safe and Supported

21. Ireland has strong legislation and supports in place to combat hate crime and encourages people to report it

Suggested Indicator:

Hate Crime legislation is passed and results in a ?% increase in the reporting of Hate Crimes and convictions under the new legislation.

22. LGBTI+ victims of crime are appropriately supported and included in mainstream service provision underpinned by formalised consultation structures with An Garda Síochána and other relevant agencies

Suggested Indicator:

% number of Garda trained in LGBTI+ awareness in the first year leading to year on year increase of Garda trained.

23. LGBTI+ asylum seekers are supported and treated sensitively within the International Protection Process and Direct Provision System (Collette to add indicator here)

Suggested Indicators:

- **Senior IPO / IPAS staff engage in learning exchange event with LGBTI+ sector at least once annually which identifies priority actions for mutual focus and collaboration where possible (e.g. DP centre senior management attend mandatory tailor-made LGBTI+ training to ensure a safer environment for LGBTI+ residents in their care).**

24. The practice of conversion therapy in Ireland is investigated and followed up with appropriate counter measures

Suggested Indicator:

Legislation passed to ban conversion therapy in Ireland which results in this practice ceasing in Ireland.

25. Ireland continues to raise the issue of LGBTI+ rights at an International level and supports Human Rights Defenders and civil society groups in embassies and overseas missions

Suggested Indicator:

- **Embassies / overseas missions reports to include evidence of increased engagement with ILGA-World's relevant regional bodies describing increased range of supports to LGBTI+ activists / groups in each overseas mission country.**

- Increased engagement by DFAD with LGBT Ireland and LGBTI+ sector in Ireland

26. LGBTI+ people can travel in safety and confidence

Suggested Indicator:

To be developed