

National Lesbian & Gay Federation in conjunction with the
Dublin City Council Social Inclusion Unit &
The Community Foundation for Ireland present



OUTING EXCLUSION

1st national conference addressing poverty, social exclusion
& multiple disadvantage amongst LGBT people

With the participation of:

The Irish National Organisation of the Unemployed
Transgender Equality Network Ireland (TENI)
Gay & Lesbian Equality Network (GLEN)
European Anti-Poverty Network Ireland
West Training & Development Ltd.
Dundalk Outcomers
Age & Opportunity
BelonG To

Keynote international guest
Anna Grodzka MP, Poland



10am - 4pm (registration from 9.30 am)
Saturday 16 February 2013

The Wood Quay Conference Venue, Dublin City
Council Civic Offices, Wood Quay, Dublin 8



Admission free, RSVP by Friday 8 February: nlgfederation@gmail.com
Further information: www.gcn.ie & www.facebook.com/NLGFederation

On-line registration extended until Friday 15 February, email: nlgfederation@gmail.com

Media Partners: GCN & Pride Time @ Near 90FM

OUTING EXCLUSION

1st national conference addressing poverty, social exclusion & multiple disadvantage amongst LGBT people

10.00-10.15

Welcome: Ailbhe Smyth, Chair NLGF

Ailbhe Smyth is Chair of the NLGF, and has been active in lesbian and gay, feminist, and radical politics since the 1970s. She is co-convenor of Feminist Open Forum and serves on the board of MarriageEquality and the ERA (Equality and Rights Alliance) and is a national Steering Group member of the People Before Profit Alliance. A senior academic at UCD for many years, Ailbhe co-founded the Women's Education, Research and Resource Centre (WERRC) and was centre Director for over 15 years. She initiated the annual 'Lesbian Lives' conference at UCD, and introduced and supported the development of Queer Studies. She has published widely in Ireland and internationally on issues in Irish and Women's Studies. She has served on a range of state and semi-state bodies, including the Higher Education Authority and the National Library. Ailbhe now works as a consultant, researcher and educator in the NGO and community sectors.

10.15 to 10.45

Headline International Speaker: Anna Grodzka MP, Poland

Anna Grodzka is a Polish MP and transgender rights and LGBT campaigner. In 2008 she established 'Tranz-fuzja', the NGO which advocates on behalf of transgendered people in Poland. In 2011, Anna was elected to the Polish Parliament as part of the liberal and anti-clerical Palikot's movement. She is currently the only transgendered MP in the world. The Guardian recently included her on the list of the 100 most influential LGBT people in the world.

Input: Tackling social exclusion by reasserting the importance of human need in politics

Anna will propose that we have an imperative to tackle social exclusion not only in the LGBT community but in wider society as a whole. Exclusion is a result of regressive, conservative ideologies that devalue human dignity and that must be challenged by advocates of equality. The economic crisis and the associated policies of entrenched austerity are a result of a form of politics that serves the needs of corporations and economic oligarchies. This type of politics has exacerbated poverty by making the rich, richer and the poor, poorer. The current capitalist economic model is in need of significant reform in order to heal European society and meet the needs of ordinary people. Anna will emphasise that the politics exists to serve human need and to advance the human rights and the well-being of ordinary people instead of protecting unelected economic elites. To achieve equality, he will suggest we have a duty to challenge both economic and exclusion and also to challenge intolerance of sexual minorities.

10.45 to 11.00

Broden Giambrone, Director, Transgender Equality Network Ireland (TENI)

Broden has extensive experience working within trans communities in Canada, and has co-founded and served on Steering Committees of voluntary organisations (including Trans PULSE and the Gay/Bi/Queer Trans Men HIV Prevention Working Group). His areas of focus include education/training, resource development, knowledge exchange and research. Broden completed a Bachelor's in Sociology and holds a Master's in Public Health (Health Promotion) from the University of Toronto, which focused on Community Development and Policy development in the field of trans health. He has been published in the Journal of Community Psychology, Action Research Journal, BMC Family Practice and the Center for AIDS Prevention Studies.

Transgender Equality Network Ireland (TENI) seeks to improve conditions and advance the rights and equality of trans people and their families. Despite significant progress in the past years Ireland remains a place where it is difficult for trans people to lead safe, healthy and integrated lives. Our vision is an Ireland where trans people are understood, accepted and respected, and can participate fully in all aspects of Irish society. TENI is dedicated to ending transphobia, including stigma, discrimination and inequality, and continues in the struggle for social, political and legal recognition of trans people in Ireland.

Input: Transgender people & social exclusion

Transgender people face heightened levels of social exclusion that deny them access to rights and opportunities in Ireland. Despite significant progress in the area of LGB rights, many trans people still exist on the margins of Irish society. Trans people face marginalisation in the form of discrimination and disadvantage, including the lack of access to gender recognition and adequate healthcare services. There is an increased need to highlight these experiences, promote solidarity and encourage positive visibility and representation to ensure that Ireland is an open, inclusive and progressive society.

11.00 to 11.15

Coffee break





OUTING EXCLUSION

- 11.15 to 13.00 **PANEL 1- LGBT POVERTY & SOCIAL EXCLUSION, EVIDENCE, PERSPECTIVES & SOLUTIONS**
Chair: Ailbhe Smyth, NLGF
- 11.15 to 11.30 **Davin Roche, Director of Workplace Diversity & Director of Community Development, GLEN**
Davin is currently leading GLEN's Diversity Champions workplace equality programme. He has worked on a range of LGBT community development and social inclusion policies and programmes with LGBT Diversity, the National Economic and Social Council, the Office for Social Inclusion, Department of Community, Rural and Gaeltacht Affairs and others. Prior to joining GLEN, Davin worked on the development of the national disability advocacy programme with the Citizen's Information Board. He was Community Development Co-ordinator with Bray Partnership, Co-ordinator of the Bray Drugs Task Force and a social worker with Travellers with Fingal County Council. He was a former Vice Chairperson of the Community Workers Co-operative.
- GLEN** is a policy and strategy focused NGO which aims to deliver ambitious and positive change and equality for LGBT people in marriage, at home, at school, at work, in service provision and in the wider community. GLEN has been instrumental in achieving a wide range of legislation and policy reform, including decriminalisation in 1993, Equality laws in 1998 and 2000 and most recently comprehensive Civil Partnership in 2010. GLEN published the first research on poverty and sexuality in Ireland in 1995 – *Poverty: Lesbians & Gay Men: The Economic & Social Effects of Discrimination*.
- Input: Poverty and social exclusion policy in Ireland: Can it deliver for LGBT people?**
Davin will use the Irish poverty and social exclusion policy framework to describe LGBT experiences of poverty and social exclusion. He will describe GLEN's experience of using this framework in working to achieve equality for LGBT people over the last 25 years. He will reflect on some of the challenges in using this approach and opportunities from this and alternative frameworks to achieve LGBT inclusion, and to deliver real progress for LGBT people.
- 11.30 to 11.45 **Suzy Byrne, Blogger**
Suzy has worked in the area of equality and community development in paid and unpaid roles over the past twenty years and currently works as a senior personal advocate for people with disabilities in Dublin. She was a co-chair of GLEN in the early 1990's during the campaign to decriminalise homosexuality and also chaired the International Lesbian and Gay Youth Organisation. In the late 1990's with other LGBTs with disabilities she worked to increase awareness about the multiple discrimination faced by LGBTs with disabilities with little success. Suzy has blogged about news and current affairs at Mamanpoulet.com since 2006 and has won a number of awards for her work. The blog covers political, equality issues and media analysis. She writes for a number of other blogs and has helped organise live mass participation blogs and social media coverage of events including the debates of Civil Partnership Legislation in both houses of the Oireachtas and Election campaigns since 2007.
- Input: Personal reflections on LGBT identity, social exclusion, public policy & community responses**
Suzy will make (deeply) personal observations on community, public policy and private sector responses to sexual orientation, disability and social exclusion in the past twenty years and in particular look at the mainstreaming of LGBT issues and its impact on politics and identity.
- 11.45 to 12.00 **Michael Barron, Executive Director, BeLonG To**
Michael is co-founder and Executive Director of BeLonG To, Ireland's national service for LGBT young people. At BeLonG To he successfully advocated for significant national policy change in the areas of education, suicide prevention and drug and alcohol use. He also directed the development of a national network of services for LGBT young people and specific supports for homeless and refugee LGBT youth. He has published a number of articles on the experiences of LGBT young people and has been centrally involved in producing significant national and international manuals and strategies including UNESCO's 'Education Sector Responses to Homophobic Bullying' and the Department of Education and Skills' 'Action Plan on Bullying'.
- BeLonG To Youth Services** is Ireland's national organisation for Lesbian, Gay, Bisexual & Transgender young people. Set up in 2003, BeLonG To has developed a network of youth groups around Ireland which provides vital support for LGBT young people. The organisation also works with the Department of Education and Skills to combat homophobic and transphobic bullying and make schools a safer place for LGBT young people. This work includes running the annual *Stand Up! Don't Stand for Homophobic Bullying Campaign*, developing curriculum, and training teachers. BeLonG To provides supports and services to LGBT Refugees and Asylum Seekers, homeless young people, and supports Individuality, Europe's first designated youth group for Transgender young people. For more information please visit www.belongto.org
- Input: Neo-liberalism, individualism & its impact on marginalized LGBT young people**
This year BeLonG To celebrates its tenth anniversary. Over the past decade some hugely significant and positive change has happen for the LGBT community. While acknowledging our achievements, in this presentation Michael will reflect on some problematic trends, such as the strong emphasis on the achievement of individual rights within the LGBT community and what that has, or has not, meant for the most marginalized in our community. This emphasis is not unique to the LGBT Community, or Ireland, and is reflective of a broader neo-liberal agenda which preferences the rights of the privileged individual over those of disadvantaged communities. He will flesh out some of these issues through speaking to the realities faced by many LGBT young people, who are often positioned at complex intersections of identity, disadvantage, poverty, violence and immobility.

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12.00 to 12.15

Hayley Fox Roberts, Community Facilitator. Formerly LGBT Diversity, Dublin Pride. Founder & committee member Northwest Pride

Hayley is a community development worker and LGBT activist of many years standing. She is a facilitator and trainer, using the principles of community development and her experience of collaborative arts in her work with marginalised and disadvantaged communities. Originally from Liverpool, she has lived in Ireland for 21 years, and in 2001 settled in rural County Leitrim, where she lives with her partner and a collection of rescue animals.

Input: Outsiders: Tackling Rural Inequality in the Queer Sector

Hayley will be exploring the theme of rural inequalities in an Irish setting. Through this she will examine the impacts of poverty and social exclusion on rural LGBT populations, and consider how this affects their participation and advocacy voice in LGBT and mainstream civic life. Drawing on both personal and working experience, her presentation will include three good practice models of engagement and campaign, delivered in rural and rural-urban settings, with the emphasis on promoting social inclusion for LGBT people.

12.15 to 12.30

Bernardine Quinn, Project Co-ordinator, Dundalk Outcomers

Bernardine is the Project Co-ordinator of Dundalk Outcomers a Lesbian Gay Bisexual support group in Dundalk town. As a co-founder of the organisation, Bernardine has been involved in the development of the service since 1995. As a volunteer of the service in the early days she ran support groups for lesbian and bisexual women involving personal development, helpline and befriending training for services users and volunteers. As part of a voluntary management committee, in 1995 she helped secure substantial funding through the special programme for Peace and Reconciliation, and later in 2004 from the HSE. In her role as Project Coordinator of the service she has been responsible for the continued growth of the organisation, both as a service for LGBT people but also as a resource to the wider community. With a BA Degree in Community Development, Bernardine is passionate about empowering people to be instrumental in their own development and ability to participate as full and active citizens.

Input: Outing Exclusion, a regional perspective, Dundalk Outcomers

Bernardine will explore how exclusion impacts upon different people and different groups in specific ways. One of the key roles of Dundalk Outcomers is to provide a range of supports to people who – in some cases - struggle with their sexual orientation due to exclusion. The input will offer a snapshot of the issues that Dundalk Outcomers encounter and how they support people to engage with their services from the catchment areas of the border counties. The impact of exclusion on the lives of LGBT people in the North East region will be discussed, which at its worst, leads to their complete invisibility in their local communities. The presentation will also discuss the vital services which Dundalk Outcomers provide to help address and overcome this isolation and exclusion.

12.30 to 13.00

Questions & answers session

13.00 to 13.45

Lunch break

13.45 to 14.00

Dr Michael Cronin, College Lecturer, Department of English, NUI Maynooth

Michael .G Cronin is Lecturer in English at NUI Maynooth, where he teaches on fiction, Irish writing and sexuality and gender theory. His *Impure Thoughts: Sexuality, Catholicism and Literature in twentieth-century Ireland* (MUP, 2013) is forthcoming, and sadly less racy than it promises. In an earlier, and in retrospect hopelessly youthful and naïve incarnation, he wrote for, and briefly edited, *GCN*.

Input: Alternative sexual politics, redistribution & recognition

A significant contradiction has persistently bedevilled the LGBT political movement. This is the gap between the progressive achievement of recognition and rights within the existing system and the revolutionary demand for social justice, at home and globally, which must surely be the goal of any genuinely emancipatory sexual and/or gender politics. Over the years there have been various attempts to bridge this gap: in practical politics the model of inclusion and intersectionality; in culture, most recently, the proliferating images of gay families and, especially, gay fathers. 'In dreams begin responsibilities', W.B. Yeats wrote, and in that spirit this paper will ask us to turn aside briefly from the more immediate demands of policy and activism, and to speculate instead on what an alternative sexual politics might look like; a politics not based on desires and identities but on sexuality as a basic human need, and thus a politics not premised on the demand for recognition but the demand for redistribution.



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14.00 to 15.20

PANEL 2: MAINSTREAMING LGBT PEOPLE IN ANTI-POVERTY & SOCIAL INCLUSION POLICY & PRACTICE

Chair: Ciarán Ó hUiltacháin, NLGF

Ciarán has been active in the LGBT community sector for more than fifteen years: as a journalist in GCN (1996-1997), Co-organiser of Dublin Pride 1998, Coordinator of the Dublin Lesbian and Film Festival from 1999 to 2002 and as a member of the NLGF Board since 2008. He has worked in a professional capacity in a range of policy and research-focused roles across the public, university, corporate and NGO sectors, most notably in University College Dublin (UCD), the Equality Authority and Millward Brown Irish Marketing Surveys/Lansdowne Market Research. Ciarán is also the current LGBT Staff Liaison Officer in UCD.

14.00 to 14.15

Hugh Fahey, Social Inclusion Officer, Dublin City Council & Treacy Byrne, Centre Manager, Culture, Recreation & Amenity Department, Ballybough Community Youth & Sports Centre, Dublin City Council

Hugh is the Social Inclusion Officer for Dublin City Council. He has worked for over ten years in training and development within the council prior to working in social inclusion. His role is to raise awareness among staff so that people have equality of access to services provided by Dublin City Council. A key focus is to use the nine ground of Irish equality legislation to further the rights of all people to be included in community activities and access to services within their own communities. Excluded groups are also targeted for assistance to help them gain a platform for visibility among the wider community.

Treacy has worked in Dublin City Council for 11 years and is based in the Culture, Recreation & Amenity Department. She mainly works in the Drug Task Force/Disadvantaged areas of Dublin project managing large scale Community, Youth and Sports Centres along all the key stages in project management. This included from the point of concept and working with a local steering committee, to project managing the building works, along the step of hiring staff and the final step of the completion of the centre. She is now line managing/developing a number of projects within the city, mainly based in the Ballybough Community, youth and Sports Centre.

Input: Dublin City Council, LGBT people, visibility, access & public space

Hugh will discuss the role that Dublin City Council plays in promoting equality of access to its services to all members of the public, but especially those minority groups that experience discrimination and exclusion. The focus of the input will be on the ways in which Dublin City Council has furthered the social inclusion of LGBT people by facilitating the use of public spaces in the city to promote visibility. Treacy will provide an overview of the various ways that Dublin City Council has advanced social inclusion in Dublin, with an emphasis on the provision of facilities and outreach programmes.

14.15 to 14.30

Robin Hannan, Director, European Anti-Poverty Network (EAPN) Ireland

Robin has been Director of EAPN Ireland since 2012, having previously been Coordinator from 1999 to 2007. He has also worked as CEO of the Irish Refugee Council, Coordinator of Comhlámh, a social policy consultant and civil servant. He has also lectured on 'Ireland in Europe' in UCD Quinn Business School and has published articles on European social policy in Ireland, Italy and Spain. He has chaired the main policy and advocacy groups of EAPN (Europe) and of CONCORD (European Development NGOs' Network).

EAPN Ireland is a network of over 200 local and national community organisations working against poverty in Ireland and across Europe. It is the Irish national network of the **European Anti Poverty Network (EAPN)**. EAPN Ireland supports its members to understand and influence Irish and European policy and campaign to put the ending of poverty at the top of the Irish and European agendas.

Input: A European approach to social inclusion

Robin Hanan will outline the context for the conference theme of LGBT poverty issues in Ireland and across Europe.



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14.30 to 14.45

Breda Lymer, CEO, West Training & Development, Galway

Breda Lymer has worked as a trainer and facilitator within the community and voluntary sector at local, national and European levels. In 1994, Breda founded West Training & Development Ltd., an organisation that provides training and organisational supports to community-level projects across a range of disciplines including: Employment and Equality legislation, Teambuilding, Community Consultation/Profiling and Strategic Planning and Evaluation. Breda has a long-standing association with NUI, Galway where she was awarded a BA in Sociology & Political Science and Classical Studies and a Masters in Rural Development and where she has tutored on a wide range of programmes.

West Training & Development is a not-for-profit company founded in 1994. Since then, the company has established a strong reputation for delivering bespoke training to client organisations providing community-based family support and development opportunities. The company also offers a wide range of organisational supports in the fields of company law, employment practices, accounting practices, planning and evaluation approaches and child welfare and protection.

Input: Meeting the needs of LGBT Communities through a community development approach

Breda will offer a reflection on lessons learned over fifteen years working for the inclusion of LGBT related issues in the work plans of community and voluntary organisations in the West of Ireland. The value and the potential of awareness-raising, networking, building linkages and supporting collective action at a local level will be considered.

14.45 to 15.00

Ciarán McKinney, Director of Development, Age & Opportunity Ireland

Ciarán is the Director of Development at Age & Opportunity. From 2005 to 2009 he worked as Director of Gay HIV Strategies at GLEN. In both roles he has had a focus on fostering collaboration and linkages to enable social greater social inclusion. Age & Opportunity is the national organisation promoting the participation of older people in social and civic life in Ireland, delivering programmes in arts and culture, physical activity and sport and personal development and education.

Input: The double invisibility of older LGBT people in Ireland

The presentation will draw from the 2011 study "Visible Lives: Identifying the Needs of Older Lesbian, Gay, Bisexual and Transgender (LGBT) People in Ireland (Higgins et al), which was the first study of older LGBT people Ireland.

15.00 to 15.20

Questions & answers session

15.20 to 15.40

Conference Closing Input: Niall Crowley, Equality Expert & former CEO the Equality Authority

Niall Crowley is an independent equality expert. He was Chief Executive Officer of the Equality Authority from its establishment in 1999 to 2009. Prior to that he worked in the community sector with Pavee Point, the Travellers' rights centre. He is author of 'Empty Promises - Bringing the Equality Authority to heel' published by A&A Farmar and 'An Ambition for Equality' published by Irish Academic Press.

Input: LGBT People, when identity and circumstances collide

Niall in his input will consider the achievement of equality for LGBT people living in poverty. He will discuss the manner in which the equality agenda needs to be developed if it is to be inclusive. The challenge posed by poverty to the LGBT movement will be assessed as is the challenge posed by identity to the anti-poverty movement. The input will examine rights for LGBT people living in poverty and their difficulties in the exercise of these rights. The context of recession and austerity and the need for a societal transformation will shape the conclusions suggested for future action.

15.40 to 15.50

Conference Close

Conference Audience: who should attend?

Community workers, community media workers, anti-poverty and social inclusion workers/activists, trans-rights campaigners, disability rights campaigners, homeless campaigners, Traveller rights campaigners, positive ageing campaigners, LGBT migrants, members of the Polish community, students, policy makers, academics and anyone experiencing poverty or who is interested in the issues relating to LGBT people & social exclusion.

