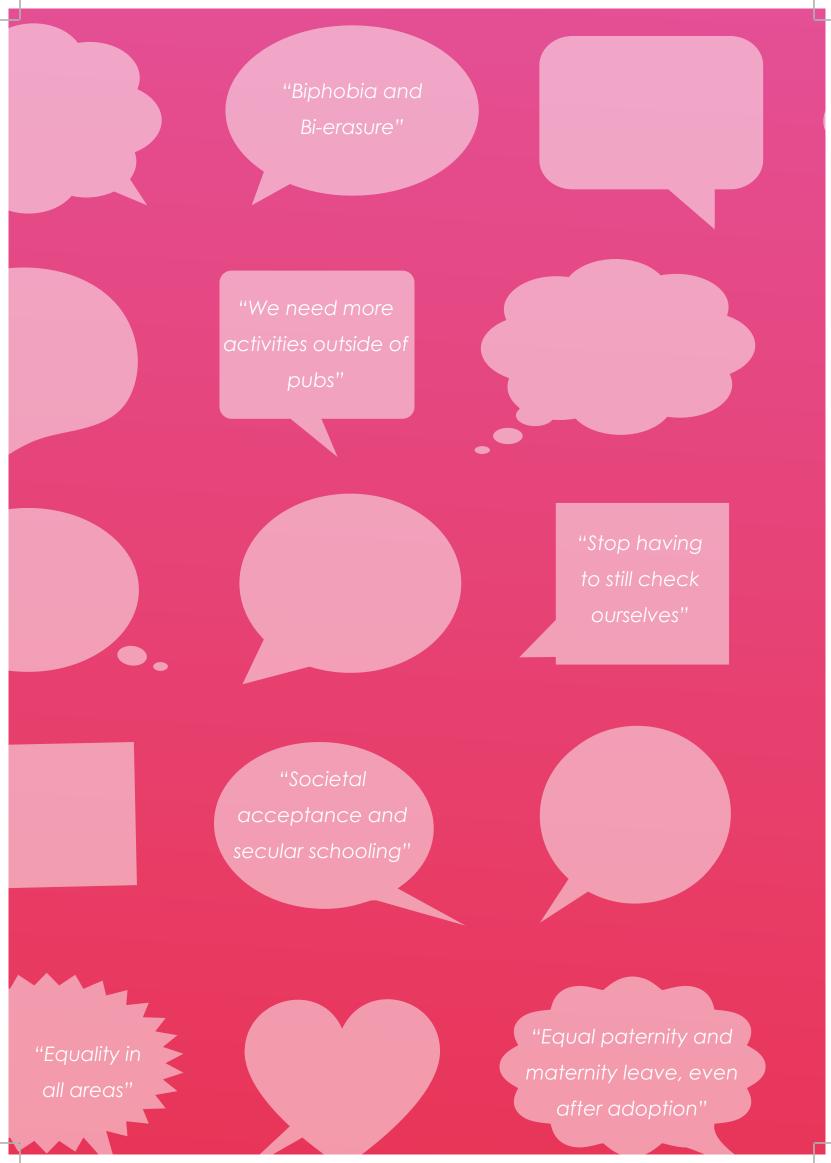




What's next for LGBT Ireland?

National LGBT Community Consultation 2016







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Contents

1.		Foreword: An Tánaiste and Minister for Justice and Equality	1
2.		Foreword: National LGBT Federation	2
3.		Executive Summary	3
	3.1 3.2	Findings requiring legislative, policy and public service reform Findings requiring LGBT community action	
4.		Introduction	5
5 .		Methodology	6
	5.2 5.3 5.4 5.5 5.6 5.7	Steering group and project scope Survey design Survey methods, quantitative and qualitative Survey sampling, data collection and communication Addressing survey limitations Sample size and indicative results Survey analysis Role of the National LGBT Federation	
6.		LGBT Census	10
	6.3 6.4	Respondents Geographical Details Nationality Age Gender profile Sexuality	
7.		Community identity	15
8.		Top Burning Issues	17
	8.1 8.2	Burning Issues of the LGBT Community Burning Issues 1 vs Burning Issues 2 – what has changed for the LGBT community since 2009?	
9.		State of the LGBT nation	27
		Being out in work, study and daily life Comfortable on the street as LGBT following the marriage referendum Parents and families LGBT younger people LGBT Older people Community supports Scene and socialising LGBT History Pride Supporting other groups experiencing inequality LGBT migrants Politics and political activism State of the LGBT Nation: a summary	

10.	National LGBT Focus Groups	47
	Methodology	
	2 Focus group profiles3 Focus group findings	
11.	Burning Issues 2 conclusion	53
12.	Appendix 1: Additional LGBT census data	55
FIGU	JRES	
Figure	1: Where do you live in Ireland?	10
Figure	2: What is your nationality?	11
Figure	3: Top non-Irish nationalities	11
Figure	4: What is your age?	12
Figure	5: How do you identify your gender?	12
Figure	6: How do you identify your sexuality?	13
Figure	7: Bisexual gender identities	13
Figure	8: Age distribution by sexuality	14
Figure	9: Transgender, other, non-binary or intersex sexualities	14
Figure	10: Defining the rainbow community	15
Figure	11: Top Burning Issues	17
Figure	12: "It is easy for me to be 'out' in my daily life."	28
Figure	13: "I am more comfortable and feel safer on the street as an LGBT person following the success of the marriage equality referendum."	29
Figure	14: % of respondents who are parents	29
Figure	15: "Fertility, assisted reproduction and maternity services in Ireland are fully inclusive of LGBT people who wish to have children."	30
Figure	16: How to achieve equality for LGBT parents?	32
Figure	"Schools in Ireland today are safe places and are fully inclusive of LGBT students."	33
Figure	"The Irish education system should be reformed so that no child is excluded because of their religion or non-religion."	34
Figure	19: "Health, social and care services for older people in Ireland are fully inclusive of LGBT people and respectful of their relationships."	35
Figure	20: How to achieve equality for older LGBT people?	36
Figure	What type of LGBT community supports and services are needed in your local area?	39

Figure 22:	"There is still a need for a separate LGBT scene and venues where LGBT people can socialise together."	39
Figure 23:	"It is important to me that LGBT history in Ireland is documented and preserved for future generations."	40
Figure 24:	"It is important to me that the LGBT community supports equality for other groups in Irish society who experience discrimination."	42
Figure 25:	Groups supported by the LGBT community	42
Figure 26:	"I am more likely to vote for a political party with a strong record of support for LGBT equality."	43
Figure 27:	Focus group: age	48
Figure 28:	Focus group: gender	48
Figure 29:	Focus group: sexuality	49
Figure 30:	Focus group: nationality	49
Figure 31:	What is your employment status?	55
Figure 32:	Highest level of education completed to date	55
Figure 33:	Home ownership by gender identity for respondents aged 36+	56
Figure 34:	What is your religion?	56
Figure 35:	What is your relationship status?	57
Figure 36:	Do you have a substantial disability that is a lasting condition?	57
TABLES		
Table 1:	Support for LGBT 'Community Label'	16
Table 2:	Rating the Burning Issues	25
Table 3:	'Out' at work	27
Table 4:	"Ease of being 'out' in every-day life"	28
Table 5:	Legal regulation of surrogacy in Ireland	31
Table 6:	Are there enough LGBT support and community services in your local area (all respondents)?	37
Table 7:	Are there enough LGBT support and community services in your local area (rural respondents only)?	37
Table 8:	Are there enough opportunities for you to socialise in entertainment settings with other LGBT people in your local area (all respondents)?	38
Table 9:	Are there enough opportunities for you to socialise in entertainment settings with other LGBT people in your local area (rural respondents only)?	38
Table 10:	What is the purpose of LGBT Pride?	41
Table 11:	Ireland is a welcoming country for LGBT migrants	43
Table 12:	Party membership	44
Table 13:	Has the success of the marriage equality referendum encouraged you to become actively involved in campaigning on other political issues?	44

"Visibility in the media, at work, in schools and on the streets of every town in Ireland. We need to remove all stigma so that everyone can hold their partner's hand or kiss without looking around first"

1. Foreword

Foreword by An Tánaiste and Minister for Justice and Equality

I am happy to introduce the Burning Issues 2 report of the National LGBT Federation. I would like to thank Olivia McEvoy (Chair of the National LGBT Federation), the National LGBT Federation Board as well as the authors of this report, Ciarán Ó hUltacháin, Bego Urain and Rachel Mathews-McKay and all who contributed to it for the high calibre of work which went into it.

I would like to commend the National LGBT Federation on the valuable work it does. Since 1979, what was then the National Gay Federation to today's National LGBT Federation (NXF), huge work and effort has been invested by your organisation in supporting, highlighting and improving the lives of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Ireland. In what surely must often have been challenging and difficult times, you have remained dedicated to the cause of equality for LGBT people in our society.

In November 2009, the NXF published its report "Burning Issues: Listening to the Voices of the LGBT Community in Ireland". That report constituted the first major survey of LGBT views and opinions and it provided a comprehensive overview of the political, social and equality issues of central importance to LGBT people in Ireland. It also highlighted some of the most significant problems and concerns affecting those in the LGBT community. It is interesting now to note the differences shown in this 2016 report.

"Since last year's referendum, my Department has overseen the enactment of the Marriage Act 2015, gender recognition legislation and the Children and Family Relationships Act 2015 which provides for the most comprehensive reform of family law since the foundation of the State."

These are huge steps forward for all concerned. It has been an honour to have been at the helm of the Department of Justice and Equality in bringing about these changes. However, while formal and legislative equality for LGBT people has been achieved, much remains to be done throughout society.

For this reason, my Department will commence work on a new national LGBTI Inclusion Strategy later in 2016. That Inclusion Strategy will identify specific areas of Irish society and policy in which difficulties are still seen as presenting for LGBTI people. It will dovetail with the commitment in the current Programme for Government to bring forward an LGBT Youth Strategy. Both will identify specific actions to be implemented to address the outstanding challenges. The findings of the "Burning Issues 2" report are, therefore, timely and relevant. We intend to commence a public consultation process later in the year to launch development of the new Inclusion Strategy. I would urge you to participate as fully as possible in the process to ensure that the voices of LGBTI people, young and old, across Ireland are heard.

Ireland became a world leader on 22 May 2015 in accepting marriage equality. I know that Ireland can also become a world leader in providing a safe and inclusive society for LGBT people of all ages.

I look forward to working with the NXF, and with other LGBT representative organisations, in the coming years to help to bring about further changes in Irish society so that being LGBT is unremarkable and so that members of the LGBT community feel included and valued in our country.

Frances Fitzgerald TD

Tánaiste and Minister for Justice and Equality June 2016

2. Foreword

Foreword: National LGBT Federation

The National LGBT Federation is deeply proud to publish the second Burning Issues research report, the largest national consultation ever conducted of the LGBT community in Ireland. The overwhelming response to the survey suggests a community of persons keen to participate and belong in society while the outcomes point to a community eager to be more inclusive of everyone in that LGBT community.

The legislative landscape has entirely changed in Ireland since the first Burning Issues research was completed in 2009 thanks to the extraordinary leadership, tenacity, commitment and strategic effort of so many over a 40year period of activism and courage. We have always known that these legislative and even constitutional changes are only a platform for the culture we aspire to, where diversity is really championed and celebrated and where people can live authentic lives in dignity as their true selves. Burning Issues 2 now makes it crystal clear that we still have a long journey to travel before we end sexuality and gender oppression in Ireland. While a number of outstanding legislative changes are still required, the cultural shift will only be realised when the core principle of promoting sexuality and gender acceptance underpins all State policy and LGBT equality is mainstreamed in all public service provision across education, health, parental support and social services.

It is a mark of this community that so many recognise that we must now pay very particular attention to those still on the margins, especially those who are LGBT and older, younger, living rurally or in need of support with their mental health. In addition, we must continue to truly champion gender and sexuality diversity and support transgender equality and bisexual visibility. We will also continue to actively support our friends and colleagues in Northern Ireland until marriage equality is a reality for everyone on this island.

The absence of or lesser priority afforded to many issues in Burning Issues 2 compared to Burning Issues 1 tells a tale of remarkable and progressive change in Ireland since 2009. What remains clear is that the LGBT community of organisations and activists must continue their stellar work to ensure the necessary changes in legislation, state policy and public service provision. Moreover, while we must ensure there are specific social spaces and events where we can come together as a LGBT community into the future, we must also preserve and celebrate our LGBT history and Pride.

We would like to sincerely acknowledge the astounding voluntary commitment from the team who delivered this Burning Issues report including Steering Group members: Bego Urain, Project Manager; Adam Long; Rachel Mathews-McKay and Joan O'Connell. The team has made an enormous voluntary contribution to our LGBT community. We would also like to sincerely thank our long-time friends in the Community Foundation of Ireland (CFI) who provided funding towards this research and understood the importance of delaying the research until after the marriage equality referendum.

Burning Issues 2 has provided an opportunity for the LGBT community in Ireland to outline its vision and the further advancements required in legislative, policy and service reform as well as the development, support and alliances necessary within our own community organisations. As we have done since 1979, the National LGBT Federation looks forward to playing a leading and active role in making this vision a reality and to ensure Ireland is one of the best places in the world to grow up and live as a proud member of the LGBT community.

Olivia McEvoy, Chair – National LGBT Federation

Ciarán Ó hUltacháin, Vice-Chair – National LGBT Federation

3. Executive Summary

The Burning Issues 2 research was conducted by the National LGBT Federation. As the most comprehensive consultation ever conducted with the national LGBT community in Ireland, the results have major implications for both State policy and LGBT community organisations in Ireland. The key findings of the research which require coordinated State and community action are as follows:

3.1 Findings requiring legislative, policy and public service reform

Equality

- Underpin all State policy relating to LGBT people with the core principle of promoting Sexuality and Gender Acceptance (SAGA).
- Amend the Gender Recognition Act so it covers transgender young people and provides for the legal recognition of non-binary and intersex people.
- Provide gender neutral bathrooms across the public sector, especially in education and health care settings, with a supporting policy enabling people to use the bathroom of their preferred gender.
- » Campaign for marriage equality to be extended to Northern Ireland.

Criminal Justice

» Introduce best practice hate crimes legislation and mainstream LGBT equality in criminal justice and policing.

Rural policy

- Integrate LGBT inclusion within all rural policy as part of the ministerial brief of the Minister for Regional Development, Rural Affairs, Arts and the Gaeltacht to ensure that the needs of LGBT rural people are central to rural policy.
- Resource and sustain LGBT community centres in regional towns in Ireland outside the major cities.

Education

- » Eliminate homophobic and transphobic bullying in schools.
- Develop a mandatory code of practice on gender transitioning and expression in school.
- Ensure that schools are fully LGBT inclusive and that no child can be discriminated in school based upon their sexuality, gender identity or religious / non-religious identity.

Parenting

- » Mainstream LGBT inclusion within all maternity, fertility and parental support services.
- Legislate for altruistic and commercial surrogacy with strong legal protections to prevent the exploitation of the birth mother.

Health

- » End the blood donation ban on men who have sex with men.
- Mainstream LGBT equality in all public service provision in mental health, sexual health, maternal health, transgender health and social and elderly care services.
- » Resource the provision of mental health, sexual health and transgender health services outside of Dublin where centres of excellence allow this.

Public sector training

» Introduce mandatory, developmental LGBT equality and awareness training for all public service providers in education, health, social care, elderly care and parental services.

3.2 Findings requiring LGBT community action

Community development, regional support and alliances

- » All community organisations and groups to be mindful that LGBT is the community identifying term which is most popular with the community, receiving more than 2.5 times the support of the second most popular term.
- » Build LGBT community networks in regional towns and rural areas with an emphasis on supporting LGBT older people, LGBT younger people and mental health.
- » Consider how technology like the 'Meetup' app can be used to provide peer support to LGBT people in isolated rural areas.
- » Lobby the State for LGBT issues to be mainstreamed within the remit of the ministry of rural affairs.
- » Forge partnerships with rural and age action NGOs to ensure that LGBT equality is mainstreamed within community sector service provision.
- Stablish a national partnership project of all LGBT community organisations to consider the feasibility of setting up a national NGO for:
 - LGBT older people
 - LGBT parents
 - Bisexuals
- » Strengthen LGBT Pride celebrations which are of central importance to the LGBT community.
- » Support the preservation and celebration of LGBT history.
- Mainstream migrants within LGBT community service provision with a targeted awareness campaign. Strengthen partnerships with migrant NGOs to ensure that LGBT migrants are integrated into their remit and service provision.
- » Prioritise support for the marriage equality campaign in Northern Ireland.

- » Deepen LGBT community involvement in the campaign to reform schooling in Ireland so that no child is isolated because of their sexuality, gender identity or religious/non-religious identity.
- » Build alliances with other groups campaigning for a secular State.

Celebrating gender and sexuality diversity

- Incorporate support for gender and sexual diversity into the remit and activities of all LGBT community organisations and ensure that transgender people, non-binary people, bisexuals, pansexuals and queer people are represented in governance and decision making.
- » Ensure that all LGBT community centres, bars, clubs and social venues have a transgender inclusive bathroom policy.
- Actively support bisexuals and tackle bisexual erasure through an awareness campaign to challenge stereotypes and promote bisexual visibility and build the capacity of the bisexual community.

"To support and nurture young people growing up as LGBT"

4. Introduction

In 2009, the National LGBT Federation conducted a survey to determine the issues of key concern to LGBT people in Ireland. Although research had previously focussed on specific issues such as LGBT mental health, no national survey had ever been conducted to identify the priorities of the LGBT community.

'Burning Issues: Listening to the Voices of the LGBT Community in Ireland' was the first research report to provide an in-depth overview of the attitudes and opinions of LGBT Ireland. The main findings of this baseline research were that 'equality at work' was the top burning issue of the community and 'marriage equality' was the central political priority.

In 2015, after years of dedicated activism, historic legislative gains on marriage equality, gender recognition for adults and protections of LGBT staff in religious-run institutions were realised. Following this extraordinary period in LGBT history in Ireland, the National LGBT Federation believes it is timely for LGBT people to reflect again on their central priorities as a community. With the support of the Community Foundation for Ireland, the National LGBT Federation initiated the follow up 'Burning Issues 2', a national LGBT community consultation asking 'what is next for LGBT Ireland?' The consultation was conducted in spring 2016 with the launch of the research findings in June 2016.

It is significant that this national LGBT consultation took place in parallel with the national commemorations for the centenary of 1916. At a time when Ireland reflects on its values and priorities as a people, it is appropriate for LGBT people to participate in this national conversation to consider their community priorities. Burning Issues 2 delves deeper to access the pulse of LGBT Ireland, building upon the success of the original Burning Issues to unpack the key priorities of the community.

This research report outlines the findings of the consultation, identifying the burning issues of LGBT people in a changed Ireland along with a census profile of the LGBT community and an analysis of the current state of the LGBT nation.

"Health disparities and access to appropriate healthcare, particularly for the transgender community who have poor access to transition related care and appropriate general care"

In 2015, after years of dedicated activism, historic legislative gains on marriage equality, gender recognition for adults and protections of LGBT staff in religious-run institutions were realised.

5. Methodology

5.1 Steering group and project scope

A research steering group was formed in October 2015 comprised of members of the National LGBT Federation Board and a number of members of the LGBT community with an expertise in community activism, development, consultation, research methods and academic writing. The Steering Group agreed the scope and time frame of the project to ensure that the project findings would take place at the end of June 2016 as part of the summer pride celebrations. The scope of the consultation was based upon the following overarching research questions:

- What are the overall burning issues of the LGBT community in Ireland?
- » How does the LGBT community in Ireland define itself?
- What is the state of the LGBT nation in relation to work and education, family issues, community, history, health and wellbeing, socialising and the scene?
- » How have the burning issues of the LGBT community changed since the original research in 2009?
- What is required to support LGBT people outside urban areas and in particular LGBT people in rural areas?
- What are the central solutions to addressing these issues for the LGBT community and policy makers?

The steering group built upon the strengths of the initial Burning Issues research with a more robust, triangulated methodology that drew upon the strengths of both qualitative and quantitative research methods. The revised methodology was based on a more extensive national survey, with quantitative and qualitative components combined with ten LGBT community focus groups across the

Republic of Ireland. One of the core findings of Burning Issues 1 was that LGBT people in rural areas felt they were not being supported by the policy makers or the urban LGBT community organisations. The Steering Group agreed focus groups would form a central element of Burning Issues 2. The main purpose of the focus groups was to complement the survey research by gaining a deeper understanding of the priorities of the community, with a particular emphasis on people in rural areas, LGBT older people and LGBT migrants who can be under-represented in online surveys.

5.2 Survey design

The original Burning Issues survey, as the first of its type, was purposively brief. It contained an overarching quantitative question for the LGBT community to rate the importance of 10 key issues which had previously been identified through research as important to the community. It also contained four qualitative questions where respondents could offer their own top issues in their own words along with some short questions about community participation and GCN. The Steering Group decided that the section on the burning issues should remain as the core of the second survey, to enable longitudinal analysis over time, with minor methodological amendments where required. It was also necessary to expand the survey to investigate the attitudes of LGBT people in a range of core domains of life based upon the results of the original survey and policy issues that had become especially pertinent in the intervening period. In addition to the central section on the top burning issues, this second survey contains a new 'State of the LGBT nation section' to drill down and uncover the priorities of the LGBT community relating to work, personal safety, parenting, youth, education, ageing, community development, social life, Pride, LGBT history,

5. Methodology

migration, political activism and supporting equality for other marginalised groups. The online survey was conducted from the end of January until the start of May 2016 and focus groups were organised in March and April in Cork, Dublin, Dundalk, Galway, Kilkenny, Limerick, Mullingar and Sligo.

5.3 Survey methods, quantitative and qualitative

A mixed quantitative and qualitative methodology was deployed in the development of the survey research tool. Quantitative surveys are most appropriate for examining large populations in order to capture and track attitudes and opinions. Quantitative questions are "useful for describing the characteristics of a generalised population and standardised questions make measurement more precise and answers easier to compare" (Barribeau, 2005). The complete survey contains 54 quantitative questions, 9 qualitative questions and 5 questions for screening purposes. Quantitative questions enable the reporting of standardised, closed responses, which can be analysed to identify the opinions of the participants. The qualitative responses allow the respondents to answer questions in their own words, providing greater room for the motivations, values and experiences of the respondents to come to the fore. The survey utilises the strengths of both quantitative and qualitative research, by deploying closed questions to report beliefs and open-ended questions to help unpack the perceptions and meanings underpinning these opinions (Mason, 2002 and Flick, 2014).

5.4 Survey sampling, data collection and communication

The survey was conducted using a non-random sampling method, where the respondents self-selected to participate in the research. This is the most appropriate method to deploy as there is no

official data on the whereabouts of the Irish LGBT community and no official sample frame which can be used to access the LGBT community in Ireland. The survey was administered as an online survey on the National LGBT Federation website. It was promoted on key LGBT websites and publications and through the emailing of contact lists of LGBT organisations. Every major LGBT organisation was contacted as part of the communication of the data collection phase of the survey. Each Yes Equality group that had been established in every county in the Republic of Ireland to campaign for a Yes vote in the marriage equality referendum was contacted to promote the survey and to help set up the nationwide focus groups. The consultation was also advertised in LGBT venues across Ireland and at the National LGBT GALAS awards ceremony in Dublin in February 2016. All of the main LGBT community organisations, groups and media in Ireland were particularly supportive of the consultation and promoted it through their channels, including: Amach Galway, Belong To, Bi Ireland, Cork Gay Project, Diversity Champions, Dublin Lesbian Line, Dublin Pride, Dundalk Outcomers, Gay Switchboard Dublin, Gay and Lesbian Equality Network (GLEN), GCN, GOSHH Limerick, LINC Cork, National LGBT Helpline, non-binary Ireland, MarriagEquality, Outhouse, Outwest, QueerID, Transgender Equality Network (TENI), Cork Pride, Dublin Pride, Limerick Pride, Galway Pride, Northwest Pride, Running Amach, The Gay Say, Wet and Wild, Wicklow Pride.

The main difference between the communication method for advertising the survey between Burning Issues 1 and Burning Issues 2 is the central role played by social media. The National LGBT Federation heavily promoted the survey on its Facebook page, the GCN Facebook page and a dedicated Burning Issues 2 Facebook page. Twitter was also used extensively to encourage people to participate in the survey.

5.5 Addressing survey limitations

In order to ensure that the response to the survey was more balanced the National LGBT Federation undertook targeted Facebook advertising to reach women, transgender and non-binary people, intersex people, bisexuals, queer people, older people and LGBT migrants. The Steering Group also took measures to address the over-representation of people from Dublin in the survey. In the first Burning Issues survey 65% of respondents were from Dublin, despite efforts to target people outside Dublin. In the first month of data collection for Burning Issues 2, over 60% of respondents were also from Dublin. To rectify this the Steering Group focussed survey promotion, as much as possible, by targeting groups and individuals outside Dublin. The focus groups outside Dublin were also used to encourage participants to promote the survey in their local area across Ireland. The Steering Group was successful in balancing the participation rate from Dublin so it was reduced to 51% which closely matches the 50% of respondents from Dublin in the LGBT Ireland research (Higgins et al, 2016) and the participation rate in the Supporting LGBT Lives survey of "more than half from Dublin" (Maycock et al, 2009: 15). In the 2011 census, Dublin represented 28% of the general population (CSO, 2015). However, every large scale national survey of the LGBT community in Ireland has had a minimum participation rate from Dublin of around 50%. Furthermore, 52% of the samesex couples who have married in Ireland since the commencement of the Marriage Act in November 2015 have registered their marriage in Dublin (GLEN, 2016).

The age profile of the survey respondents is substantially younger than the Irish population as a whole, which is a feature of non-probability, online surveys (CSO, 2012a). To address the potential for over-representing younger people, the online

promotion of the survey heavily targeted older people which had a balancing effect. The final demographic breakdown of the Burning Issues 2 survey shows that 35% of respondents are over 36. Furthermore, a key reason for holding national focus groups was to address this limitation in the online survey method in order to access participants with an older age profile. igure 27 of the report (page 48) shows that 44% of the focus group participants are in the 36+ age cohort.

5.6 Sample size and indicative results

Traditionally, online surveys tend to have quite a low response rate (Dillman, 2007); however there was a superb response to the Burning Issues 2 survey. A total of 2612 people completed the questionnaire, making it the survey with the largest number of responses ever undertaken of the Irish LGBT community. The survey had a 54% overall response rate so the 'n' value (number of responses) for questions at the beginning of the survey are higher than the questions at the end. It was important to include all responses to the survey in the research findings to ensure that the greatest possible number of people could be included in the consultation and their voice is heard. Statistical analysis techniques were not used as the findings of the research are indicative rather than representative. Although the sample is not statistically representative, the particularly high response rate combined with the actions taken to ensure community balance, add to the methodological rigour of the survey. According to the last published census of 2011, the total Irish population is 4,588,252 (CSO, 2012). As an estimated 10% of the population identifies as LGBT, the target population of the research is 458,825. The minimum sample size in a survey Xto access the target population, with a confidence level of + or -3%, is a sample of 1,065 people (Conroy, 2014; Eng, 2003; Noordzij, 2010). The Burning Issues 2 survey sample size is, therefore, 2.45 times the minimal sample size.

Methodology

In addition, the survey matched the original Burning Issues survey to achieve the highest participation rate of women in an LGBT survey in Ireland at 41% of the sample. The survey also has the highest number of participants in a survey in Ireland in the overall identity category of transgender, non-binary, gender fluid and intersex at 8.6% of the sample. As the participation of intersex people in the survey is low, the research does not claim to be indicative of the opinions of intersex people in Ireland as a standalone group.

5.7 Survey analysis

All the quantitative questions in the survey were analysed using the Surveymonkey quantitative analysis tool and Microsoft excel. The open ended responses were analysed using a content analysis approach to qualitative research. Gerry Rose maintains that qualitative analysis and data reduction is complete when researchers have comprehensively checked the logic and assumptions behind their analysis and agree on a set of core categories which amalgamate and refine their remaining concepts while fitting comfortably with the raw data (Rose, 2002). Most qualitative researchers tend to settle on five to ten overarching categories. In the Burning Issues 2 survey, the written responses to each qualitative question ranged from one word answers, to those more than a paragraph long. The responses were analysed, broken down and categorised initially into categories of answers ranging from 50 to 150 keywords, which were in turn reduced to a maximum of 10 thematic codes to answer the question concerned.

Note: As rounding has been applied to all percentages, in the presentation of research findings in a small number of cases totals are displayed at 99% or 101%.

5.8 Role of the National LGBT Federation

Founded in 1979, the National LGBT Federation is an Irish community organisation striving to advance equality for and end the discrimination against LGBT people in Ireland and internationally. The National LGBT Federation aims to achieve this social change through advocacy, publications, digital platforms, symposia and events that celebrate our vibrant and diverse community. Key areas of activity include:

Publishing GCN, Ireland's national LGBT publication of record and the oldest, free, LGBT community magazine in the world.

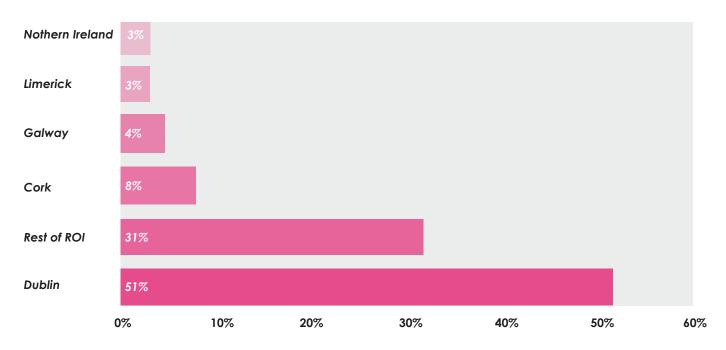
Organising the GALAS National LGBT Awards to honour and celebrate all of the individuals and organisations who are working to better the lives of LGBT people and who are committed to advancing equality and social acceptance for LGBT people.

Progressing its policy and developmental remit to advance LGBT equality in Ireland. Some current and recent projects include the Road to Equality Exhibition to remember, honour and celebrate over 40 years of LGBT activist history; the Yes X10 to Marriage Equality campaign, the annual Pride and Coming Out Day events and Outing Exclusion, which was the 1st national conference investigating poverty and social exclusion in the LGBT community in Ireland.

The main difference between the communication method for advertising the survey between Burning Issues 1 and Burning Issues 2 is the central role played by social media.

6. LGBT Census

Figure 1. Where do you live in Ireland?



The LGBT community is very diverse and includes people of different sexualities, genders, and nationalities drawn from across the island of Ireland. Indeed, one of the hallmark features of the LGBT community is this diversity. This section provides an overview of the diversity within the larger LGBT community itself, as is reflected by the respondents to this survey. The results of the census are presented in the form of brief data summaries and they focus on: geographical location, age, gender and sexuality. Additional census data on educational attainment, employment status, home ownership, religion, relationship status and disability status is available in appendix 1.

6.1 Respondents Geographical Details

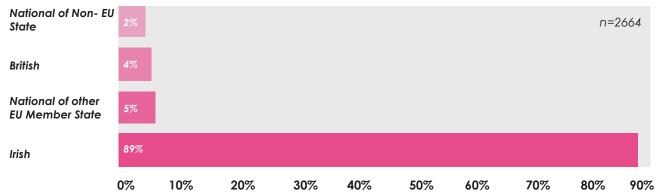
Figure 1 shows that half of the Burning Issues 2 survey respondents are from Dublin, 8% live in Cork, 4% are from Galway, 3% live in Limerick, 3% reside in Northern Ireland and 31% live in the rest of the Republic of Ireland,

Figure 1, Q 60: Where do you live in Ireland? n=2661

"Support for LGBT people in marginalised communities such as Travellers, asylum seekers and disabled people"

LGBT Census

Figure 2. What is your nationality?

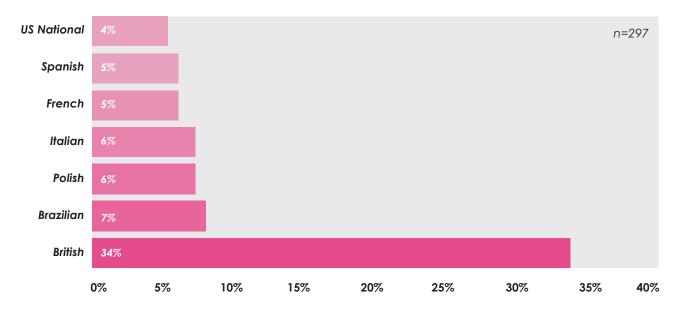


6.2 Nationality

A large majority (89%) of the respondents to the question on nationality are Irish as set out in **Figure 2**. The remaining 11% are British, EU and Non-EU nationals. In 2015 the CSO estimated that 88% of the population were Irish nationals (CSO, 2015).

As outlined in **Figure 3**, the British (n = 100) are the largest group of non-Irish respondents. Next Poles (n = 18) and Italians (n = 18) are the most represented EU nationals, while Brazilians (n = 20) and US nationals (n = 13) are the top non-EU participants.

Figure 3, Top non- Irish Nationalities



6.3 Age

Figure 4 shows 76% of the survey respondents are in the age band 18 to 45. The peak age range is 18 to 35 with 57% of respondents within this age category.

Figure 4, Q 4: What is your age?

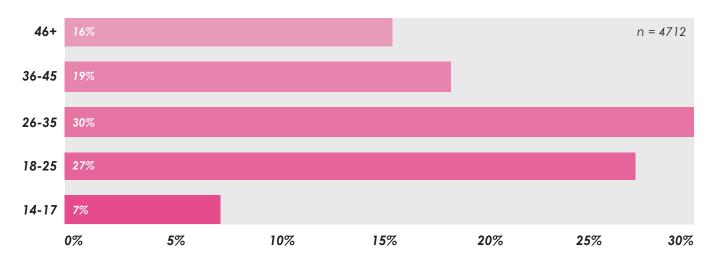
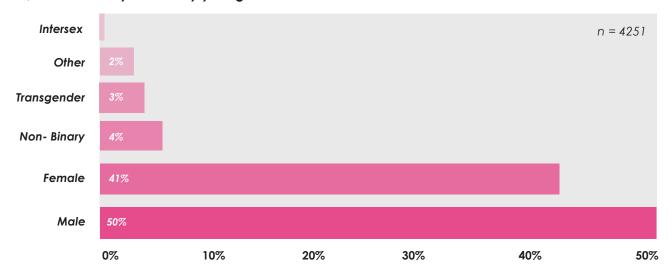


Figure 5 demonstrates that 50% of the survey respondents identify as male, whereas 41% identify as female. The rest of the respondents identify as non-binary (4%), transgender (3%), gender 'other' (2%) and intersex (0.4%).

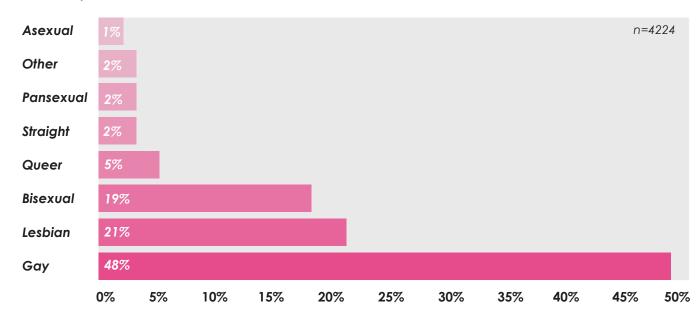
Figure 5, Q 5: How do you identify your gender?



LGBT Census

Figure 6, Q7. How do you identify your sexuality?

6.4 Gender profile



6.5 Sexuality

Figure 6 highlights the diversity of sexualities within the LGBT community. Under half (48%) of the respondents identify as gay while 21% are lesbian. It is noteworthy that collectively more than a quarter of the participants are bisexual (19%), queer (5%) and pansexual (2%). Within the 'other' ity classification (2%), respondents offered over 75 different descriptions of their sexual identity. Straight is the sexual identity of 2% of respondents, while 1% are asexual.

Figure 7, Bisexual gender identities

Figure 7 depicts the gender identities of bisexual respondents, a large majority of whom are female (71%).

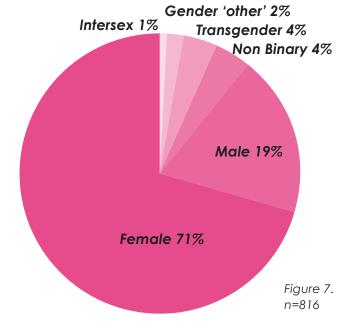
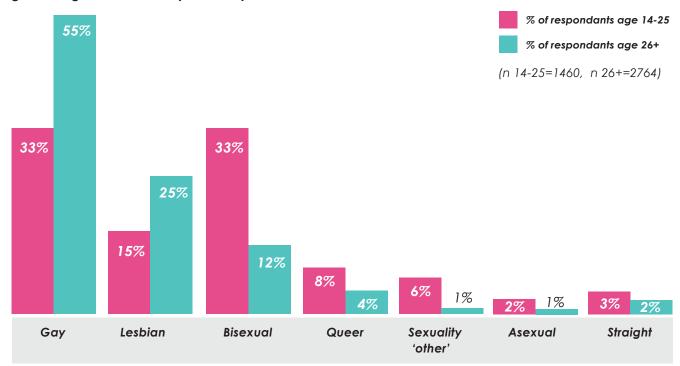


Figure 8, Age distribution by sexuality.



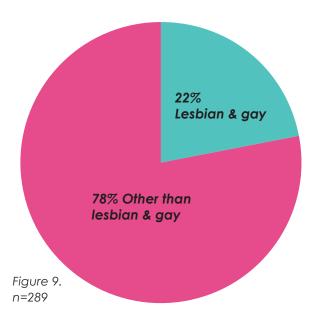


Figure 8 demonstrates that younger respondents are more likely to define their sexuality as bisexual, pansexual or queer, while those who are 26 years of age or older are more likely to identify as gay or lesbian.

Figure 9 illustrates that a substantial majority of respondents whose gender identity is transgender, other, non-binary or intersex (TONI) are not lesbian or gay and almost half of them identify as queer or bisexual.

Figure 9. Transgender, other, non-binary or intersex sexualities

7. Community identity

The identity term that is used to describe our community has been evolving since the advent of gay liberation and lesbian feminism in the early 1970s. The National LGBT Federation has been part of this evolutionary process. The original name of the organisation was the National Gay Federation. This was changed in 1991 to the National Lesbian and Gay Federation. In 2014, we changed our name to the National LGBT Federation, or NXF for short. In the Burning Issues 2 survey and this report, the term LGBT is used, which stands for Lesbian, Gay, Bisexual, Transgender, as it is currently the term that is most generally understood and used within the community and wider Irish society. However, the National LGBT Federation understands that there are a wide variety of terms that people use to describe our rainbow community. In order to gain a proper understanding of the view of the community on this vital question, for the first time, a question was included in national research of the LGBT community in Ireland to ask people what is the most appropriate community definition term.

The results of the question on how to define the rainbow community are conclusive with 41% of respondents preferring the label LGBT.

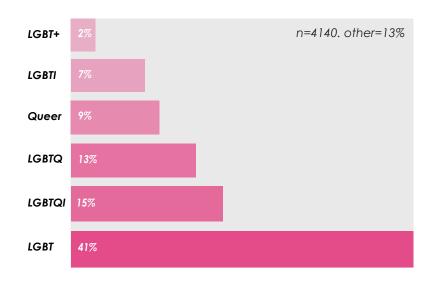


Figure 10, Q9. Defining the rainbow community

LGBTQI is the second most popular term with 15% support. LGBTQ is next, being the choice of 13% of respondents. Queer was chosen by 9% of respondents and LGBTI was the preferred label for 7% of participants. A sizeable proportion (15%) of respondents chose the other category and suggested their own term. There was a broad array of answers in the other category, however, the main one of note is the label 'LGBT+', which was offered by 2.1% of respondents and has been included in figure 10 as its own category. None of the other diverse range of labels had the support of 1% of respondents and included terms such as 'LGBTQI+', 'SAGA' (Sexuality and Gender Acceptance), 'rainbow community', 'quiltbag' Mogai' and 'people'.

"Real equality, and parity of esteem for LGBT+ people in all areas of life"

Group	Support for LGBT Community Label Sexuality	1	Number of respondents (n) =
Gay	53%		1969
Lesbian	41%		882
Bisexual	27%		800
Transgender	27%		105
Asexual	12%		43
Intersex	12%		15
Non-binary	4%		164
Survey average	41%		

Table 1

LGBT is clearly the preferred label of the Burning Issues 2 survey respondents overall with a strong plurality of support. However it is of interest to examine the level of support for using it as the community definition term within each grouping of the community. The results demonstrate that LGBT has very high levels of support amongst gay men and lesbians and is still the preferred label for bisexuals and transgender respondents. On the other hand, the term is least popular with queer and non-binary respondents who have a preference for using queer and LGBTQI to describe their community.

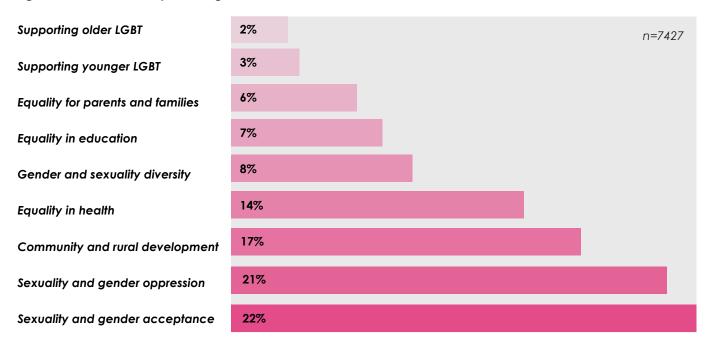
"Help LGBT people world-wide get equality, respect, dignity, and rights and protection"

8. Top Burning Issues

This section of the report provides an in depth overview of the core burning issues of the LGBT community in 2016. Firstly, it examines the burning issues which the respondents suggested in their own words. Secondly, it provides an overview of the main changes to the burning issues of the LGBT community compared with the Burning Issues 1 survey in 2009.

8.1 Burning Issues of the LGBT Community

Figure 11, Q 10-12. Top Burning Issues



In the Burning Issues 2 survey, questions 10, 11 and 12, invited respondents to submit their three most important Burning Issues. In total 2807 people provided a written response for their first burning issue, 2512 offered a second burning issue and 2108 submitted their third burning issue. These 7427 responses were reviewed, grouped together and evaluated using a qualitative content analysis technique. Figure 11 displays the overall master categories which explain the qualitative responses of the respondents. The five most important of these categories are examined in further detail:

Ending sexuality and gender based oppression is the core concern of more than one fifth of LGBT respondents in the Burning Issues 2 survey.

1) Ending sexuality and gender oppression (21%)

It is necessary to set out the problems associated with sexuality and gender oppression, before the solutions relating to sexuality and gender acceptance are discussed. Ending sexuality and gender based oppression is the core concern of more than one fifth of LGBT respondents in the Burning Issues 2 survey. This wide-ranging burning issue encapsulates all the negative aspects of life associated with the experience of difference relating to sexuality and gender. Respondents focus on the need to eradicate the discrimination, phobias, bullying, violence, hate, stigma, prejudice, suffering, inequality, erasure, branding, invisibility, isolation, bigotry, hostility and disadvantage which LGBT people are subjected to in society.

In the words of one lesbian "Homophobia, hate crimes, work place discrimination are still major issues in the LGBTQI community. While LGBTQI people still do not feel safe enough to be themselves openly and outwardly without fear of rejection, violence, bullying and stigma then we can never be fully integrated and equal".

Introducing hate crime legislation has wide appeal. As one bisexual, transgender women insists "attacks on the LGBT community should be dealt with sensitively, and taken as seriously as attacks on all other members of the public". Another non-binary bisexual emphasises that "less street harassment" is a considerable issue. Linked to this is what a gay man sees as "two connected issues - bullying and mental health. They may not be as amenable to magazines selling middle-class gay-coupled life styles, but they're no less important and probably far more pervasive than the number of members of our community who will marry anytime soon".

This is echoed by a lesbian who highlights Panti's historic Noble Call speech in the Abbey Theatre stressing that although "marriage equality was obviously a wonderful and massive step in the right direction, it does little in the way of making this country one in which LGBTQ+ people can actually feel comfortable without having to check themselves constantly or fear doing normal things with their partners, which also leads to difficulties in even finding such partners in the first place".

Challenging heteronormativity is seen as an important response in this regard, as one lesbian stresses she is "regularly assumed straight in all walks of life both professionally and personally, until our society reaches a stage whereby we can use non-judgemental language and make less assumptions LGBTQI people will still feel less than". Addressing the historic medical hurt of intersex people is raised by a queer intersex male who urgently calls upon the Irish government to implement the 2016 Concluding Observations of the UN Committee on the Rights of the Child to ensure intersex children are not subjected to unnecessary, harmful surgery during childhood that can lead to loss of sexual feeling and severe physical and psychological pain.

There is widespread support for a secularisation of public schools and hospitals, where patronage is transferred from religious institutions to the State. One bisexual female shares her worry that the "Catholic Church still holds so much weight with our schools" which is "blocking appropriate education". The urgency of tackling all forms of identity based bullying of LGBT young people in schools emerges as a central solution to gender and sexuality oppression. Both GLEN/TENI and Belong To have published guidelines in 2016 on how best to eradicate bullying to enable schools to proactively support LGBT youth for implementation in all public schools both faith based and non-denominational.

Top Burning Issues

2) Promoting sexuality and gender acceptance (22%)

While the burning issue 'sexuality and gender oppression' is short hand for all of the political, cultural, religious, psychological and physical inequality suffered by LGBT people, Sexuality and Gender Acceptance (SAGA) crystallises the positive solutions that over a fifth of survey participants have identified to address this. Although acceptance is the defining word which LGBT people use to challenge homo, bi and transphobia, it is accompanied by a focus on dignity, respect, recognition, representation, inclusion, visibility, empowerment and equality.

SAGA is also one of the new terms which is being used by some members of the community across the world as a replacement for LGBT. The rationale for doing so is that it replaces the need to keep adding letters to the LGBT acronym, which has the potential to confuse and also exclude people. Secondly it sends out a very positive message of inclusion and solidarity while encouraging people to reconceptualise their understanding of sexuality and gender through the prism of acceptance (The Symposium, 2014).

One lesbian perfectly captures SAGA as "real equality, and parity of esteem for LGBT+ people in all areas of life". For a gay man it's "full acceptance to the point where there's no need for different terms, but not to forget those who have fought and suffered for where we are now". This is echoed by another gay men who recommends that "equality is infused throughout Ireland in terms of acceptance, work place and job opportunities".

Related to this is the proposal from a lesbian that we "need inclusion from pre-school and primary" in order to integrate "equality into our psyche our culture and education" system. A pansexual female echoes this calling for LGBT identities to be "represented in schools"

and in our primary and secondary school curricula (including history) and story books". An older gay man proposes that

"Young LGBT people need to be truly cherished as we never were. State schools need to become the norm; any private, church schools must adhere to clear and positive policies on our LGBT young people".

A non-binary queer member of the community points out that awareness and tolerance alone is insufficient and what is required is complete "acceptance of queer people and lifestyles and the breaking down of cis-heterosexist expectations of everyone from infants to adults". A lesbian concurs calling for greater "visibility amongst queer women (bisexual, lesbian, trans)". "Visibility at leadership levels" is seen as an essential means to help accomplish this, building upon the momentum of the marriage referendum, be it in the media, politics, business, work and civil society. Promoting LGBT equality in the workplace is a key tool to achieve greater public visibility. As one gay man proposes, this can be enabled through "active promotion of LGBT staff into key senior management positions across all sectors in society".

In summary, the promotion of sexuality and gender acceptance as the goal of LGBT policy development involves, as one lesbian considers, "advancing along the path of greater visibility and equality, making our country a republic as was described in the proclamation of 1916". Mainstreaming sexuality and gender acceptance as a community goal is one of the key mechanisms for realising "LGBTI affirmative policy, practice and culture" (Higgins et al, 2016: 33).

3) Community cohesion, development, solidarity and alliance building (17%)

The third burning issue of community is an umbrella term for describing how respondents prioritise internal community cohesion within the LGBT community, community development across Ireland's regions, community solidarity with LGBT people internationally and alliance building with groups outside the LGBT community.

Many respondents believe the internal cohesion of the LGBT community needs to be strengthened by focussing on the commonalities between the constituent groups of L, G, B, T, Q and I. One lesbian highlights the need for "more funding to be made available for LGBT groups to shift from voluntary status to paid professional worker status to give security and ability to consolidate work and services and expand same". A gay man warns against complacency, stressing the necessity to tackle "discrimination WITHIN the LGBTQI community towards each other: ageism, etc." Section 9, table 6 of the report investigates further whether LGBT people believe there are enough community supports in their locality.

There is a lack of consensus over whether the marriage referendum helped boost community bonding through the experience of campaigning together for a collective goal or whether the enforced unity was at the expense of minority groups within the community. Nevertheless, the strength of support for advancing transgender and bisexual rights demonstrates that internal community solidarity has strong foundations. Building LGBT community capacity outside of the main cities is a central consideration of the LGBT community. As one lesbian contends "discrimination is still rife in rural Ireland." This is reflected in the experience of a couple who "moved to rural Ireland from a UK city 2 years ago. We have been largely welcomed as an openly gay couple but are surprised about the

prevalence of passive homophobia e.g.: gay jokes". Rural homophobia is also raised by a rural gay man who says that "I am from in the midlands. We have got all these major advances in our laws now, but the school yard is still a cold place for LGBT kids leading to stunted development and internalised homophobia. The vast majority of LGBT teenagers in this area are closeted. I work with an LGBT group and this is our experience". The lack of community capacity and support is not limited to rural areas as reflected by a lesbian who lives in Killarney who stresses "we have no LGBT friendly space - visibility - no cafe/bar with a rainbow flag - no drop in resource centre. Nothing in Tralee either. How do we get something up and running? Where do we get support, financial or otherwise?" One inventive way to help overcome rural isolation is the 'Meetup' app and website which one gay man notes "has helped people to come together and form groups and communities but I think we still need to work at empowering people to form groups that cater for our diverse population".

With regard to showing solidarity with LGBT communities outside of the Republic of Ireland, supporting the marriage equality campaign in Northern Ireland emerges as the top priority of respondents. Moving further afield, respondents highlighted the need to especially support LGBT people in countries where being LGBT is a crime or LGBT people are at risk of violence and physical danger. In order to effectively address this, one lesbian recommends that "LGBT rights should be mainstreamed throughout Irish government policy including foreign policy". This is supported by a gay man who emphasises the duty we have as a country to seek to "replicate Ireland's change globally".

Top Burning Issues

Finally, the need to strengthen the LGBT community by forging alliances with other groups in Irish society who are allies of the LGBT community or who have historically experienced inequality is also cited. Section 9, figure 24 reveals the strength of the determination throughout the LGBT community for supporting other groups that have also suffered discrimination. One lesbian urges linkages "with other equality movements - we wanted others to support us last year and if we are going to claim we are working for equality than we need to develop more public alliances and work for other causes". Working with groups experiencing poverty and marginalisation appears frequently in responses, as does tackling homelessness. Another lesbian concludes that homelessness "affects so many people in Ireland, but there are still extra concerns for LGBTI, especially youth whose families may have issues with their identity".

The need for cross-community solidarity is echoed by a queer non-binary respondent who argues that the LGBT community has a duty to protect the "most vulnerable members of the community who have not been the focus of queer activism previously, particularly LGBTQ sex workers, including trans sex workers who are some of the most vulnerable LGBTQ people. Queer refugees, disabled people, people of colour and travellers also need more support". The issue of repealing the 8th amendment was also raised. One gay man explains why it is so important, "as it affects all women and all families, regardless of sexuality". Another gay man agrees that it is an "issue largely rooted in gender inequality, the LGBT community should be making their voice heard, whatever the view point".

4) Equality in health for LGBT people (14%)

The importance of providing LGBT-appropriate health services was raised as the third key concern of participants comprising around 14% of the open-ended responses. As the core consideration of the very recent and extensive LGBTIreland research was health, mental health and well-being, Burning Issues 2 did not focus on health as a sub-section within the research. However, substantial numbers of respondents still raised the topic as their fourth burning issue.

The LGBT Ireland research revealed very worrying levels of poor mental health for LGBT youth below the age of 25 who reported twice the level of self-harm and three times the level of suicide as their non-LGBT peers (Higgins et al, 2016). As the research evidence base on minority stress and LGBT mental health becomes more conclusive, the importance of mental health as a policy priority for LGBT community increases. As one gay man sums it up

"Mental health is by far the biggest issues that we have yet to face on a proactive level. There have been campaigns on so many issues, but this issue touches on all, and the effects of change in this area can be transformative. Mental health affects too many, particularly young LGBT people (and especially Trans and Bi adults). Framing change with an eye on this will also focus us on tackling bullying, social isolation and discrimination and the myriad of other things that can damage mental health. It should also look at the positives, and strengthen the measures that are good for our mental health".

Many respondents in the survey advise the LGBT community to take a leadership position on improving mental health through building alliances with other groups that are campaigning for reform in this area. Another gay man wishes the LGBT community would

"show courage again and lead the way in reforming a failing mental health system...in the May referendum 2015 we celebrated equality, diversity and otherness, we now need to show solidarity with voices for reform in mental health".

A frustration with current trans health services is a recurring thread in the qualitative responses. One queer trans man criticises "the abysmal state of trans healthcare". Another bisexual non-binary respondent demands access to "Hormone Replacement Therapy for adults and minors, better and more available consultancy for trans people with educated consultants, where trans people can find out more about services available to them. Too many consultants are ignorant of trans issues or dismissive of trans people. If someone self identifies as trans, they're trans, simple as". This is reflected in a principal finding of the TENI: Trans Youth Forum Report concerning a significant knowledge gap in transgender healthcare, where half the participants in the TENI research had to educate their healthcare professionals on the most appropriate healthcare, as the professionals did not have sufficient knowledge to treat transgender clients (Dunne and Turraoin, 2016).

The worsening state of sexual health in the LGBT community and in particular amongst men who have sex with men (MSM) is the second most prominent health-related burning issue in the open-ended responses. One gay man explains that "safer sex education for LGBTQ and MSM is still enormously lacking and that's a real problem in the current world of app encounters". Another man notes that the "sustained and dramatic increase in new HIV diagnoses among gay and bisexual men in Ireland over the last 10 years is barely discussed. When it is, it's often dismissed as an issue that someone else is already handling, but that is not correct. The failure to address the sexual health needs of the community is a

political issue, and we should be demanding a more effective response from government and state actors as well as working within the community to prompt a wider and more open conversation about these issues".

In relation to the best policy response, one gay man urges the LGBT community to take "unified immediate action on two aspects of this. First, making PrEP (pre-exposure prophylaxis) available. Second, fighting HIV stigma. Third, making sure that the clinical services for HIV+ people are the best possible and meet internationally accepted norms". The issue of fighting HIV-related stigma is also underlined by a gay women who believes if

"We could pull together for marriage equality, surely we can do it for those living with HIV".

Another bisexual, male calls for a change in the minimum age of eligibility for treatment at a public guide clinic (currently 18), which discriminates against LGBT youth as the age of medical consent is 16 and sexual consent is 17.

The need to disclose one's LGBT identity to a healthcare professional is the main crosscutting LGBT health issue, which spans general health, mental health, sexual health and transgender health (Gibbons et al, 2007). Disclosure is of particular concern in relation to access to assisted human reproduction and fertility services for LGBT women. The burning issue for one lesbian is "access to gynaecological/fertility services regardless of sexual identity. While I attend a clinic in Galway which welcomes same-sex couples, I needed a procedure done and I was not able to attend another hospital for it because they would not treat LGBT women". Another lesbian agrees, requesting that "fertility treatment be made more affordable. All

Top Burning Issues

fertility services should be available to LGBT people". Linked to this is the central finding that all healthcare professionals in maternity, sexual health, mental health and transgender health services require mandatory training in LGBT equality, so that health care is tailored to the needs of LGBT people.

5) Celebrating gender and sexuality diversity (8%)

There is very considerable support for full equality for transgender people amongst the wider LGBT community. This is the issue raised most by respondents in their own words, and by those not themselves transgender or non-binary.

In total there were 779 references to trans or transgender rights in the open ended responses to questions 10, 11 and 12. The central commonality in these people's burning issue is to increase the "understanding of the LGBTQ experience. Particularly trans, inter and queer in all its forms. The (marriage) equality campaign put a human face on gay and lesbian individuals and most people know gays or lesbians but trans, inter, queer and non-binary are trailing". One genderqueer non-binary respondent decries how "it's actually still pretty bad, we're not respected at all". Visibility is seen as fundamental to improving the lives of transgender people; one gay man highlights the dire "lack of awareness around transgender people in Ireland. Nobody even knows trans people exist and its very alienating to trans youth".

There is widespread agreement for amending the Gender Recognition Act so transgender young people are empowered with the choice to legally change their gender. Medical and social supports are also required. As one queer female explains "many trans people come to an understanding of their gender because of the onset of puberty. They know it is

wrong for them. It is cruel to deny access to blockers, hormones or surgery to trans people because of their age. It often causes lifelong mental health difficulties". In relation to diversity and sexuality, there is broad support for advancing equality for bisexuals, pansexuals and those people in the LGBT community who don't identify as lesbian or gay. Bisexual visibility is a central issue for this section of the LGBT community which is becoming more confident and is demanding the "validation of bisexuality as a sexuality. It IS real". As one non-binary queer respondent pinpoints the "general bi/pan erasure and trans erasure that was brought into strong focus during the marriage referendum desperately needs to be addressed. The LG really have work to do to make the BT(AQI+) welcome and part of the community." The European Conference of Bisexuals notes that bisexuals are the largest group of LGBT people who are the least visible (BiCon 2016). As one gay male insists "I would love to see the B in LGBT given more light and support. There is so much biphobia even within our community. Bi guys are constantly told that they are actually gay and bi folks in opposite sex relationships can often feel excluded from the community. We need to foster more widespread acceptance of bisexual individuals". Taken together, the breadth and depth of support for transgender and bisexual people shows the LGBT community wishes to move beyond rigid binaries to prioritise equality for the broad spectrum of LGBT people whose gender or sexuality is more variant.

Conclusion: Burning Issues for the LGBT Community

This section on the analysis of the qualitative responses of the key priorities of the LGBT community to questions 10, 11 and 12 of the Burning Issues 2 survey shows the following:

Tackling the legacy of sexuality and gender oppression is the principal concern of more than a fifth of respondents, with the introduction of hate crimes legislation and ending the blood donation on gay and bisexual men being two urgent policy responses.

Advancing sexuality and gender acceptance is the top solution proposed by over a fifth of respondents to overcome LGBT oppression, with mandatory awareness training for public service professionals leading the policy response.

'Community' is seen as an important mechanism to further LGBT equality and was raised as the third most important issue. This includes strengthening internal community cohesion to support LGBT older people, LGBT younger people, LGBT rural people and building external community solidarity with other marginalised groups.

Equality in all aspects of health for LGBT people including mental health, sexual health and transgender health is the fourth most common issue raised by the respondents themselves.

Gender and sexuality diversity is the fifth issue prioritised by respondents which includes affirming transgender, non-binary and intersex people and ensuring that bisexual, pansexual and queer visibility is taken seriously by the entire LGBT community. "Love, respect and recognition for B and T members of our community"

Top Burning Issues

8.2 Burning Issues 1 vs Burning Issues 2 – what has changed for the LGBT community since 2009?

Once respondents had suggested their own burning issues without being prompted, question 13 asked them to rate the importance of each of the 10 issues which had already been identified as important to the LGBT community. The list of ten statements was modified from Burning Issues 1. In total, 3072 respondents rated their top 10 burning issues. The principal finding of the overarching quantitative question in the Burning Issues 2 survey (table 2) shows that the LGBT community rates all the 10 issues highly and it was difficult for respondents to choose between them. The most important issue rated by the respondents is the prevention of bullying and violence against LGBT people, for example, hate crime legislation which has a 90% importance rating and has risen one place since the Burning Issues 1 survey.

This is the highest rated burning issue which applies to all genders, sexualities, age groups and those based both inside and outside of Dublin.

Table 2 Rating the Burning Issues	Importance
Prevention of bullying and violence against LGBT people, for example, hate crime legislation	90%
Equality for LGBT people in health; including mental health, sexual health and repealing the blood donation ban for gay/bisexual men	87%
Equality for LGBT people at work	85%
Support for younger LGBT people	85%
Equality for LGBT parents and families	84%
Support for LGBT community services outside urban areas	83%
Support for older LGBT people	82%
Support for people coming out	81%
Support for oppressed LGBT people outside Ireland	77%
Participation of LGBT people in politics	75%

Table 2, q.13, Rating the Burning Issues (n = 3072)

The second most important issue is equality for LGBT people in health; including mental health, sexual health and repealing the blood donation ban for gay/bisexual men with an 87% rating which has also risen from 4th place in Burning Issues 1. Equality for LGBT people at work and support for younger LGBT people are both joint third place with a rating of around 85%. Equality for LGBT people at work has dropped two places since the first Burning Issues survey while support for LGBT younger people has risen one place. This is followed closely in 4th place by Equality for LGBT parents and families with an 84% importance rating which has risen from 9th place in Burning Issues 1.

Conclusion: Burning Issues 1 vs Burning Issues 2

The results of the rating of the Burning Issues and the comparison with Burning Issues 1 shows that the LGBT Community still believes that legislative change is necessary for full legal equality to be achieved. The central commonality between the two most important policy issues to the LGBT community is that they both refer to an issue and a specific legislative change which is required to address the problem. In conclusion, the LGBT community is calling for legislative action in the domains of criminal justice and health to:

- » Prioritise the prevention of bullying and violence against LGBT people, for example, hate crime legislation, and;
- Achieve equality for LGBT people in health; including mental health, sexual health and repealing the blood donation ban for gay and bisexual men.

"Our most important task is creating a better environment for our LGBTI young people in schools. Research shows that 12 is the most common age that someone realises that they are LGBTI. Support for LGBTI young people in schools is severely lacking. Homophobic and transphobic bullying often goes unchallenged leading to devastating consequences for the mental health and well-being of our youth"

9. State of the LGBT Nation

This section of the research report investigates the state of the LGBT nation and examines the priorities and challenges of work and education, personal safety, family, youth and ageing, community, social life, migration and support for other disadvantaged groups. The findings on the state of the LGBT nation come from the new section in the Burning Issues survey to unpack how LGBT people feel about the issues which impact most on our daily lives.

Being out in work, study and daily life

Table 3. Q15. 'Out' at work

Are you 'out' at work?	LGBT Ireland 2014	Burning Issues 2016
All colleagues	53%	66%
Some colleagues	78%	87%
No. of respondents	n=1706	n=1817

Work was the most important issue for LGBT people when the first Burning Issues survey was conducted in 2009. Societal attitudes in Ireland towards LGBT people have improved markedly in the intervening period with indicators of positive regard rising from 41% to 80% as documented in the Eurobarometer, EU-wide survey on discrimination between 2006 and 2015 (Equinet, 2015). In the same period, the GLEN Diversity Champions workplace programme was set up "to assist Irish employers benefit from the inclusion of LGBT employees" (Diversity Champions, 2016). Diversity Champions has grown rapidly and engaged in sustained advocacy with employers in order to improve work life for LGBT people. It is of note that the proportion of LGBT people who are 'out' at work in 2016 has increased by almost a quarter from over 53% to 66% when compared with the LGBT Ireland research of 2014, which was conducted before the marriage equality referendum. The difference is less pronounced if 'some' rather than 'all' colleagues are considered, although there is still a trend where more people have come out at work since the

referendum, rising from over 78% to almost 87%.

'Out' at school, college or university

Shifting the focus from work to study, the Burning Issues 2 findings indicate that almost 83% of students are 'out' to some of their classmates at school, college or university, which is comparable to the 87% of people who are 'out' to some of their colleagues (q. 16: n = 699).

'Out' in every-day life

In total 2,962 people answered the question on the age of coming out. The Burning Issues 2 findings show that almost 75% of the respondents had come out before the age of 25, while 6% have not yet revealed their LGBT identity. However, when only respondents in the 66+ age category are considered, 29% of them have still not come out (q. 17, n = 2962).

The Burning Issues 2 findings show that almost 75% of the respondents had come out before the age of 25, while 5.8% have not yet revealed their LGBT identity.

Figure 12: ease of being 'out' in every-day life

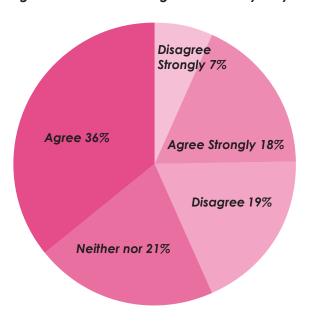


Figure 12, Q 18. ". n=2775, n/a=45

Figure 12 presents the results of the Burning Issues 2 survey to the question, it is easy for me to be 'out' in my daily life. Overall 54% of respondents agree, while 25% disagree with this statement. When the findings are further examined a substantial divergence is uncovered based upon the sexuality and gender profile of the community. Table 4 illustrates how it is becoming increasingly easy for gay people to be out in daily life (64%), lesbians are slightly below the survey average (50%) while the opposite applies to bisexuals, with only (24%) of them being 'out' in daily life. The invisibility of bisexual people is an experience shared with transgender (26%) and non-binary people (26%), while asexuals (20%) find it harder than any other group to be 'out' in their daily life.

Table 4: Ease of being 'out' in every-day life	% Agree overall
Gay	64%
Lesbian	50%
Queer	40%
Q 0 C C	
Trans	26%
Non-binary	26%
Bisexual	24%
Asexual	20%
	54 %

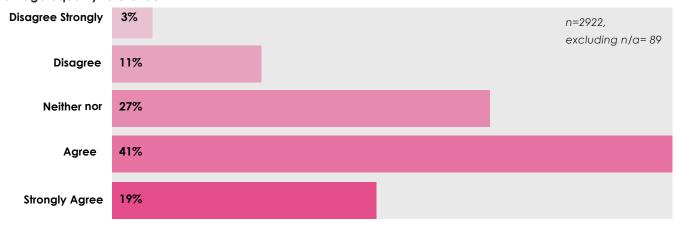
Table 4, q. 18: It is easy for me to be 'out' in my daily life.

State of the LGBT Nation

Comfortable on the street as LGBT following the marriage referendum

Since the marriage equality referendum, there has been some media discussion concerning whether LGBT people now feel freer to express intimacy on the streets of Ireland (Holland, 2015). The Burning Issues 2 survey examined this claim and figure 13 shows 60% of LGBT people agree that they are more comfortable and feel safer on the street as an LGBT person following the success of the marriage equality referendum, while 13% disagree. There is no discernible difference in the level of agreement to the question by gender or urban/rural residency.

Figure 13, Q 19. "I am more comfortable and feel safer on the street as a LGBT person following the success of marriage equality referendum"



Parents and families

Parents demographics. Figure 14, Q 20. $\,\%$ Of respondents who are parents

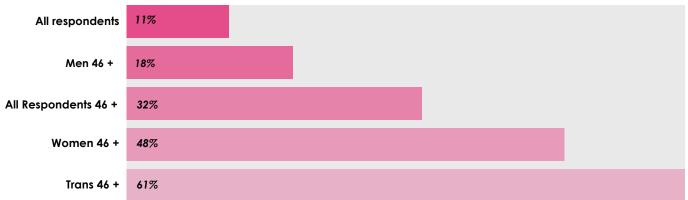


Figure 14 indicates that a minority (11%) of the Burning Issues 2 survey respondents have children (n = 2,980). This figure is consistent with the incidence of parenthood in the first Burning Issues survey (10%) and the LGBT Ireland research (10%) (Higgins et al, 2016). If the Burning Issues 2 data is analysed further, 38% of participants intend to have children in the future while 20% have not decided whether they will start their own family. It is important to note that the Burning Issues 2 research has a higher percentage of younger people than the Irish population as a whole and is, as a result, likely to under-estimate the number of LGBT people with children (IndexMundi, 2015).

As almost 100% of mothers in Ireland have stopped having children by the age of 45 (ESRI, 2012), it is useful to examine the cohort of respondents 46 years or older in order to access the age demographic most likely to be parents. This shows that almost half of female respondents in this age group are parents (48%). It is also noteworthy that transgender people in this age cohort represent the group with the highest concentration of parents (61%) which demonstrates parental policy and supports need to take full account of transgender people and their children.

Equality for LGBT parents

The findings of the survey indicate that LGBT people are not confident that parental services are supportive of LGBT parents or potential parents. Figure 15 shows that almost half (49%) of respondents disagree that fertility, assisted reproduction and maternity services in Ireland are fully inclusive of LGBT people who wish to have children while 31% agree with the statement. This reflects the findings of the research on planned parenthood conducted by LGBT Diversity which highlighted that assisted human reproduction services "were generally rated higher when they are accessed abroad than in Ireland", and respondents reported

"particularly high levels of negative experiences of adoption and fostering services for LGBT parents in Ireland" (Pillinger and Fagan, 2013).

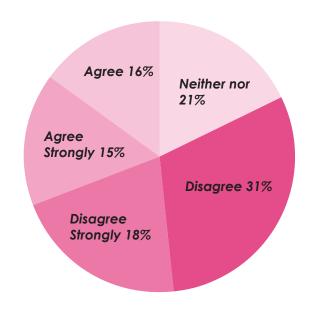


Figure 15, Q 22. "Fertility assisted reproduction and maternity services in Ireland are fully inclusive of LGBT people who wish to have children"

n=1911, excluding n/a= 1069

"LGBT families exist, not just on tv, but in reality, society is miles behind"

Legal regulation of surrogacy in Ireland

Table 5 Legal regulation of surrogacy in Ireland Surrogacy services in Ireland should be	%
Permissible for both altruistic and commercial surrogacy, with strong legal safeguards to prevent the exploitation of the surrogate mother in Ireland or abroad	70%
Permissible only for altruistic surrogacy where the surrogate is a family member, friend or acquaintance and there is no commercial transaction or payment for the service	23%
Permissible as a commercial transaction that is not regulated by the State	4 %
Prohibited in all circumstances	3%
	100%

There is currently no legislation in Ireland to regulate surrogacy. The legislation which had been in the draft Children and Family Relationships Bill was removed by the Minister for Justice Frances Fitzgerald in 2014 for further consideration of the complexities of the issue. This is the first national survey which has been conducted in Ireland to identify the position of the LGBT community on the legal regulation of surrogacy. No survey has been conducted on the opinions of the general population of Ireland in this regard. The findings of Burning Issues 2 on surrogacy are definitive (table 5). There is very little support for the polar opposites in the debate which involve an outright ban on surrogacy (3%) or a very permissive legal regime with no safeguards (4%). The vast majority of the respondents (70%) believe surrogacy should be permissible for both altruistic and commercial surrogacy, with strong legal safeguards to prevent the exploitation of the surrogate mother in Ireland or abroad. On the other hand, a sizeable minority of LGBT people (23%) do not support the legislation of commercial surrogacy and only support the legalisation of altruistic surrogacy where the surrogate is a family member, friend or acquaintance and there is no commercial transaction or payment for the service.

Table 5, Legal regulation of surrogacy in Ireland (n = 2511, excluding n/a = 20)

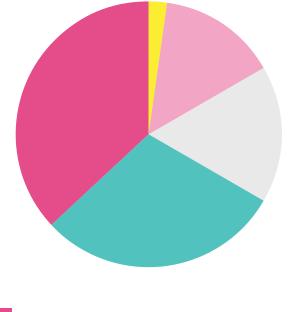
"Societal acceptance and secular schooling"

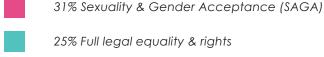
Achieving equality for LGBT parents

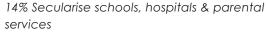
A total of 1,444 participants offered a qualitative response to the question, what central change is necessary – if any – for LGBT parents and prospective parents to be treated equally in Irish society? Qualitative content and discourse analysis was undertaken and figure 16 outlines the top five solutions that the respondents proposed to help achieve equality in this regard. Similar to the discussion of the top burning issues, Sexuality and Gender Acceptance (SAGA) is the principle solution (31%) that is offered by the respondents. The focus of this policy response is on changing attitudes, raising awareness and promoting acceptance. One lesbian calls for "an attitude change - that parents of the same sex are equal to parents of the opposite sex. So long as the child(ren) have loving parent(s) it shouldn't make a difference". The second most popular solution (25%) is that of full legal equality, rights and treatment for LGBT parents. A gay man recommends legislative reform to enable "both active parents of a child" to be "legally recognised as its parents".

The secularisation of schools and hospitals is the third solution (14%) offered by the respondents to advance equality for LGBT parents. One lesbian sees it as "a complete and genuine separation of church and state, with the Roman Catholic Church having absolutely no hand in how our hospitals or schools are run". The fourth response relates to reforming hospitals and schools so that they are fully LGBT inclusive, along with a thorough and complete training of the relevant professionals on LGBT equality. One lesbian emphasises her challenges in being "allowed to be a co-parent with my wife in the eyes of the school, hospitals etc. I am not the biological parent so I battle with that a lot". Finally, a small number of respondents raised the very specific issue of making birth certificates inclusive of LGBT parents. In particular, there is a

request for an equitable, uniform process whereby the non-biological parent can be included on a child's birth certificate which was raised by 2% of participants.









2% Inclusive birth cert. & documentation

Figure 16, Q 24. "How to achieve equality for LGBT Parents" n=1444, other= 17%

LGBT younger people

Figure 17. "Schools in Ireland today are safe places and are fully inclusive of LGBT Students"

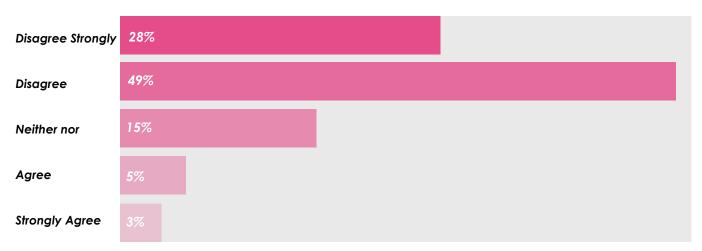


Figure 17, Q 26. n=2581, excluding n/a= 354

LGBT inclusive schools

The issue of supporting LGBT younger people in school has been one of the central policy priorities of LGBT community organisations over the past decade, as well as being an expanding domain of LGBT community service provision. Already in 2016 a resource guide on Being LGBT in School has been published by GLEN in conjunction with TENI and the Department of Education. In tandem, a Safe and Supportive Schools Toolkit has been published by Belong To in conjunction with the HSE (GLEN 2016; Belong To 2016).

The findings of the Burning Issues 2 survey underline the necessity of this coordinated LGBT community action. Figure 17 shows that just a small minority (8%) of respondents believe that schools in Ireland today are safe places and are fully inclusive of LGBT students and over three quarters (77%) of the participants disagree. This mirrors the findings in the LGBT Ireland research where 67% of students had witnessed homo or trans phobic bullying in school (Higgins et al, 2016). The primacy attributed to supporting LGBT people at school is reinforced by the importance placed on support for LGBT younger people in rating the burning issues (question 13), where it emerges strongly in joint 3rd place.

School patronage and religion

Figure 18. "The Irish education system should be reformed so that no child is excluded for their religion or non-religion"

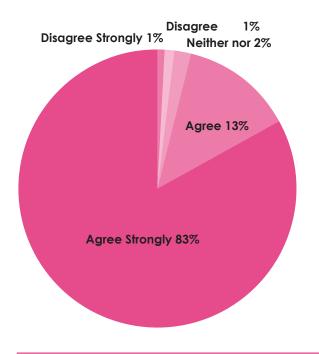


Figure 18, Q 27. n=2883, excluding n/a= 51

Burning Issues 2 shines a light on one of most noteworthy divergences between the LGBT community and general Irish society over religious identity. Almost 60% of the Burning Issues 2 respondents identify as atheist or agnostic, compared with 6% of the overall population of Ireland (CSO 2012). This has important implications for state policy and in particular public services like education, where religious institutions control the patronage of primary schools. In 2015, 96% of primary schools were under the patronage of religious institutions, with 93% under the patronage of the Catholic Church (Sadlier, 2015).

Equality in relation to the patronage of schools in Ireland has become an issue of public debate in recent years. A number of NGOs and grassroots lobby groups like Equate and Equality in Education have emerged to advocate for a fundamental change in the patronage model to one based on the principle of non-discrimination with regard to religious or nonreligious identification. A question on equality in school admissions policy was included in the Burning Issues 2 survey asking if the Irish education system should be reformed so that no child should be excluded because of their religion or non-religion. Figure 18 confirms the strength of belief on this issue: no other question had such a high level of agreement. Overall 96% of respondents agree that no child should be excluded from school due to their religion or non-religion. Furthermore, 83% of them strongly agree with this statement, while less than 2% disagree.

It is of particular value to compare the results of this question with the findings of the research conducted by Equate on the general Irish population in October 2015 which shows that 84% of Irish people agree with the statement overall. The Burning Issues consultation indicates that support for a change to the patronage model of Irish schools is very high amongst the general population and almost universally backed by the LGBT community.

"Removal of religion and religious orders from determining school entrance and education for the children in this country"

LGBT Older people

Health and social care services for LGBT older people

Over the past decade there has been a concerted effort in the LGBT community and in social service provision to consider the needs of LGBT younger people. However, scant research has been conducted on the needs of LGBT older people and the evidence base is severely lacking, other than the GLEN and Age and Opportunity research in 2011. This seminal scoping study revealed that "heterosexism and homophobia are widespread in nursing homes and are symptomatic of a larger reluctance among care providers to address the sexual concerns of older people" (Cahill and South, 2002: 52, in Higgins et al, 2011: 117).

These results are reflected in the main finding of the Burning Issues survey on ageing, which shows considerable action is required to improve health, social and care services for older LGBT people in Ireland. Figure 19 indicates that overall 57% of respondents disagree with the statement that elderly social services are fully inclusive of LGBT people and respectful of their relationships. Furthermore, if older people in the 46+ age category are only examined, the belief that elderly services are not LGBT inclusive rises to over 72%.

Figure 19. "Health, social and care services for older people in Ireland are fully inclusive of LGBT people and respectful of their relationships"

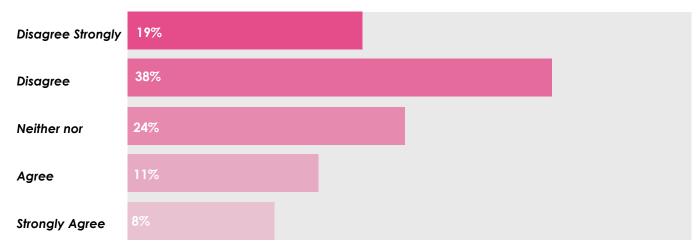
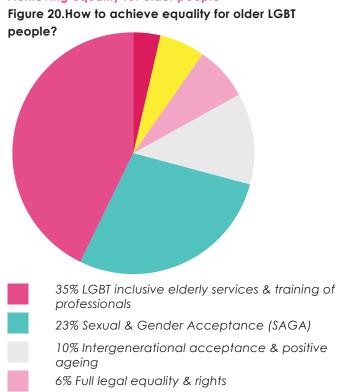


Figure 19. n=2136, excluding n/a= 707

"Little has been done for the older LGBT community. We stand on the shoulders of giants. The least we can do is support them now"

Achieving equality for older people



5% Community & rural development & support

3% Secularisation of elderly services

Figure 20, Q 29. n=1203, other=17%

A total of 1,203 participants offered a written response to the question, what central change is necessary – if any – for LGBT older people to be treated equally in Irish society? These answers were evaluated using qualitative content and discourse analysis and figure 20 shows the top six solutions proposed by the respondents to advance equality in this regard. It is clear that the most popular solution (35%) is

the provision of LGBT inclusive elderly services and training of the relevant professionals. One bisexual female sums it up as "services and supports that are both targeted at the LGBT community e.g. sheltered housing/nursing homes and greater upskilling of service providers to bring about more inclusive universal services". Sexuality and Gender Acceptance (SAGA) emerges again as the second most popular solution (23%) to promote equality for LGBT older people. This policy response highlights value change, acceptance, visibility and inclusion. One gay man appeals for partners of elderly people to be "recognised whether married or not. Older gays should be portrayed more in the media, especially gay media such as GCN". The third most popular response (10%) is intergenerational acceptance and engendering a positive attitude to ageing, whereby youth is not the defining feature of LGBT culture. Another gay man proposes that "awareness must be raised. The LGBT+ community needs to be more proactive in looking after their older members. [It] should be more of a priority, especially for the young".

"Ageing...there's a generation of out LGBT men and women about to retire, and in a few years be elderly with all the needs associated. I think LGBT care homes, if people would like it, should be made available. Most LGBT couples will not have children...who's to look after us when we're old, and / or have special needs?"

The fourth most popular policy response (6%) relates to ensuring there is full legal equality and provision of rights for LGBT older people. One aspect of this as proposed by a lesbian respondent is that "people have the right to nominate their own next of kin without having to be in a civil partnership, married or related to the nominee". The other solution in fifth place (5%) is for the LGBT community to focus on developing support networks and groups for older members of the community, especially in rural areas. Another lesbian explains it as "more getting together and forming groups. As an older woman I don't know where to find people like myself. I think that we are a hidden group who could be accessed and as a result, be a powerful voice". Finally, the secularisation of service provision for LGBT older people was the sixth solution (4%) which was identified by the respondents. Another lesbian encapsulates this in the recommendation that "community services, care homes, and their adjacent services which are funded by the state should be run in a secular manner without the influence of any religious order".

Community supports

Table 6	Are there enough LGBT support and cor (all respondents)?	Are there enough LGBT support and community services in your local area (all respondents)?		
No	64%	1398		
Yes	36%	778		
Total	100%	2176		
Table 7	Are there enough LGBT support and cor (rural respondents only)?	Are there enough LGBT support and community services in your local area (rural respondents only)?		
No	85%	375		
Yes	15%	103		

The findings of Burning Issues 2 indicate that there is a distinct lack of LGBT community support services across Ireland; and this is most acutely felt outside the main cities. Even within urban areas 64% of LGBT people believe the level of support is not enough (Table 6). Once survey participants from Belfast, Cork, Dublin, Derry Galway and Limerick are excluded, the findings indicate that the lack of support services outside urban areas is particularly high with 85% of respondents believing they are insufficient (Table 7).

Table 8	1	Are there enough opportunities for you to socialise in entertainment settings with other LGBT people in your local area (all respondents)?		
No		63%	1568	
Yes		37%	922	
Total		100%	2490	
Table 9		Are there enough opportunities for you to socialise in entertainment settings with other LGBT people in your local area (rural respondents only)?		
No		87%	662	
Vaa		13%	98	
Yes		13/0	70	

The findings in Burning Issues 2 on the lack of LGBT community services replicate those on the shortage of opportunities for LGBT people to socialise with other LGBT people in entertainment settings in their locality (table 8). This is exacerbated in rural areas as 87% of LGBT people outside Belfast, , Cork, Derry, Dublin, Galway and Limerick stress the lack of opportunities for them to meet other LGBT people socially, reflecting the 85% of rural respondents who highlight the gap in community supports (table 9). These results suggest a significant gap in the lives of rural LGBT people who are doubly deprived of community supports and opportunities to socialise.

"No LGBT groups in Virginia, Co.

Cavan"

Figure 21. What kind of LGBT Community supports and services are needed in your local area?

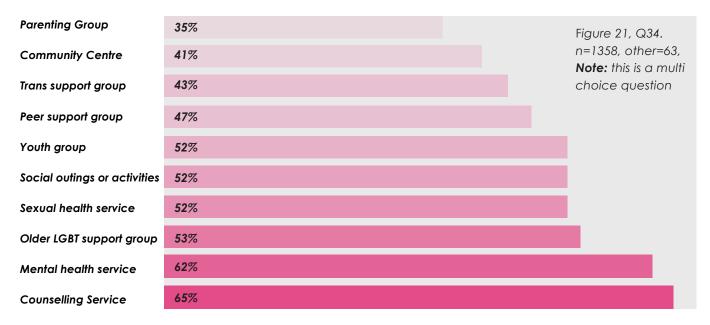


Figure 21 highlights the community supports which are most in need in local communities with counselling and mental health services both topping the list. The need for an older LGBT support group, sexual health service, social activities and a youth group are all ranked as the third most necessary community supports by the Burning Issues 2 respondents.

Scene and socialising

"There is still a need for separate LGBT scene and venues where LGBT people can socialise together"

In addition to community supports, Burning Issues 2 explores LGBT social life and the connection that respondents have to the scene. There are reports in the media that the LGBT commercial scene of bars and clubs in Ireland has been shrinking over the past few years (O'Flynn, 2015). It is unclear if this is a result of people being more comfortable in mixed venues or if there is just less demand for LGBT-specific social spaces with greater social acceptance. Burning Issues 2 asked if LGBT people believe there is still a need for a separate LGBT scene and venues where LGBT people can socialise together? Figure 22 reveals that according to 81% of respondents there is still a need for an LGBT scene and just 8% disagree. There is very little variation in the responses by age, gender and urban or rural residency.

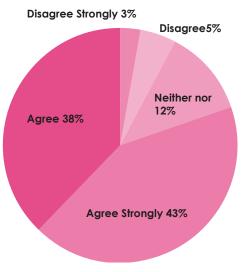


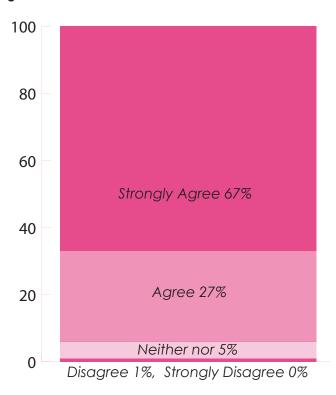
Figure 22. Q 39. n=2720, excluding n/a=37

LGBT History

The findings of the survey on the preservation of LGBT history in Ireland are definitive and provide particularly strong support for the continued work of the National LGBT Federation in this area, which is a strategic objective of the organisation (figure 23). Overall, 94% of respondents believe it is important that LGBT history in Ireland is documented and preserved for future generations. Moreover, 67% of them strongly agree with the statement and only 1% disagree, which is an indicator of the level of importance placed on this issue across the LGBT community.

The National LGBT Federation as the former custodian of the Irish Queer Archive (IQA) which was transferred to the National Library in 2008, prioritises the preservation of LGBT history as a core organisational value. In 2016, to mark the first year of the marriage equality referendum the National LGBT Federation launched the Road to Equality Exhibition to chart 40-years of activism which led to the decriminalisation of homosexuality in 1993 and more recently to marriage equality and legal gender recognition in Ireland. The exhibition was developed in partnership with Dialogue and Diversity and sponsored by Dublin City County. The aim of the exhibition is to remember, share and celebrate our LGBT history and in time make the archive more accessible to people across Ireland. It has been on show in Dublin through the summer of 2016 and it will travel to Wicklow, Wexford, Waterford, Cork, Clare, Limerick, Roscommon and more through the year ahead. With funding support, the plan to archive, digitise and promote the Queer Archives will then be under way.

Figure 23: "It is important to me that LGBT history in Ireland is documented and preserved for future generations."



"I Agree strongly, especially the role of women"

Pride

There has never been any research conducted in Ireland to evaluate the extent to which LGBT people support Pride events and to determine if there is still a need for the Pride festivals across Ireland. The results of the Burning Issues 2 research categorically demonstrate that the need for LGBT Pride is stronger than ever (table 10). Close to half of respondents (48%) identify Pride's importance as a celebration of our community history and to mark how far LGBT people have travelled on the road to equality. The second most popular (27%) view of Pride is it is as an important community celebration to celebrate sexual diversity along with our straight friends and family. Just over a fifth of respondents (21%) stress the necessity of Pride as LGBT people are not yet fully equal in society. Finally, only 5% of LGBT respondents believe that Pride is no longer necessary.

Table 10	What is the purpose of LGBT Pride?	%
Pride is important as c far LGBT people have	a celebration of our community history and to mark how travelled on the road to equality.	48%
Pride is an important o along with our straigh	27%	
Pride is important as L	21%	
Pride is no longer necessary.		5%
Total		100%

Table 9: (n = 2667, excluding n/a = 34)

"Pride is and should be a celebration of the LGBTQIA community and defiance against entrenched discrimination and patriarchy"

Supporting other groups experiencing inequality

Figure 24. "It is important to me that the LGBT Community supports equality for other groups in Irish society who experience discrimination."

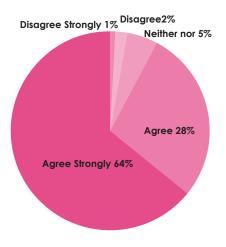


Table 24: Q 40 (n = 2732, excluding n/a = 19)

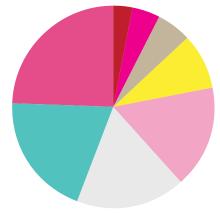
The Burning Issues 2 survey has a short section exploring whether the LGBT community has a role in expressing solidarity with other groups that have historically being marginalised in Irish society. Question 41 offers the statement "it is important to me that the LGBT community supports equality for other groups in Irish society who experience discrimination". All respondents that agreed with the statement were then asked to suggest three groups or issues that should be supported by the LGBT community. Figure 24 illustrates that the results of the research are unequivocal. More than 90% of respondents agree that the LGBT community should support equality for other groups who experience discrimination and only 3% of them disagree.

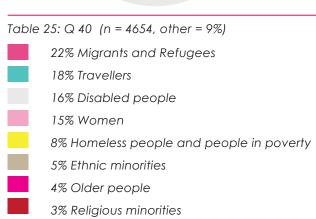
Figure 25 displays the groups which were highlighted by respondents in the survey. Migrants and refugees are the first group (22%). Travellers are the second group (18%).

Disabled people are the third group (16%). Women are the fourth group (15%). Homeless people and people in poverty are the fifth group (8%). It is important to note that if only the first group that respondents listed is examined and not all the three answers combined, then women appear as the top group with 23% of first preference listing. The majority of respondents mentioned a group in answer to this question rather than a particular policy issue. The only issue of significance which was raised by respondents as an answer is 'repeal the eight amendment' or a call to liberalise Ireland's abortion laws beyond the X Case ruling.

LGBT migrants

Figure 25. Groups Supported by LGBT Community





Further examining the theme of solidarity, the Burning Issues 2 survey investigates whether Ireland is a welcoming country for LGBT migrants. Table 11 presents the findings for Irish and non-Irish respondents to the statement, Ireland is a welcoming country for LGBT migrants and the second statement, the LGBT community in Ireland is welcoming of LGBT migrants. The results demonstrate that migrants believe the LGBT community welcomes them more than Irish society in general. Additionally, they reveal that Irish respondents underestimate how welcoming Ireland is to LGBT migrants, while the experience of migrants themselves is more positive.

Table 11	Non-Irish respondents	Irish respondents
Q 30: Ireland is a welcoming country for LGBT migrants?	50% n = 258, excluding n/a = 39	40% n = 1992, excluding n/a 375
Q. 31: The LGBT community in Ireland is welcoming of LGBT migrants?	65% n = 263, excluding n/a = 34	52% n = 2004, excluding n/a 363

Politics and political activism

Figure 26: "I am more likely to vote for a political party with strong record of support for LGBT equality"



Figure 26: Q 44 (n = 2592, don't n/a = 100)

Figure 26 presents the results of the Burning Issues 2 survey to the statement "I am more likely to vote for a political party with a strong record of support for LGBT equality". The findings show that 77% of LGBT respondents either strongly agree or agree with the proposition that they are more likely to vote for a political party with a strong record of support for LGBT equality and just 7% disagree.

Table 12	Burning Issues 2 LGBT respondents	Irish population
Q. 45: Party membership (n = 2667)	6.6%	2.3%

With regard to party membership, table 12 indicates that 6.6% of the Burning Issues 2 survey respondents are members of a political party which is almost three times the membership level of the general population at 2.3%. Moreover, table 13 shows 49% of the survey respondents have become more actively involved in campaigning on other political issues, following the success of the marriage equality referendum.

Note: the actual percentages have been provided in this table as the numbers overall are so low for party membership in general.

Table 13	YES	NO
Q. 46: Has the success of the marriage equality referendum encouraged you to become actively involved in campaigning on other political issues?	49%	51%
(n = 2421)		

"Loneliness especially for the older LGBT community in rural Ireland. I am not sure how this would be resourced but certainly all local community halls and centres around the country should be reaching out to this part of the community if it be straight or gay"

State of the LGBT Nation: a summary

Out in daily life

- » 87% of employees are 'out' at work to some colleagues.
- 83% of students at school or third level are 'out' to some of their classmates.
- 54% of LGBT respondents find it easy to be 'out' in daily life, although visibility is much more difficult for bisexuals, asexuals, transgender and non-binary respondents.
- » 60% of LGBT respondents are more comfortable on the streets since the marriage referendum.

LGBT parents

- 3 11% of respondents are parents and 38% of the others plan to have children.
- 31% of respondents agree that assisted reproduction and maternity services in Ireland are fully inclusive of LGBT people who wish to have children.
- » 70% of respondents support the legal regulation of surrogacy to permit both altruistic and commercial surrogacy, with strong legal safeguards to prevent the exploitation of the surrogate mother in Ireland or abroad.
- » Promoting Sexuality and Gender Acceptance (SAGA) in wider society and parental services is the top policy response to further equality for LGBT parents.

LGBT younger people

» Only 8% of respondents agree that schools in Ireland are safe places and fully inclusive of LGBT students. 92% of respondents believe the Irish education system should be reformed so that no child should be excluded because of their religion or nonreligion.

LGBT older people

- Only 18% of respondents consider that health, social and care services for older people in Ireland are fully inclusive of LGBT people and respectful of their relationships.
- LGBT inclusive elderly services and awareness training of the relevant professionals is the top recommendation of respondents to promote equality for LGBT older people.

LGBT Community, socialising and the scene

- 64% of all respondents say there are not enough LGBT community supports in their local area, which rises to 85% for rural respondents.
- 3% of all respondents believe there are insufficient opportunities to socialise in entertainment settings with other LGBT people in their locality, which rises to 87% for rural respondents.
- 81% of respondents maintain there is still a need for a separate LGBT scene and venues where LGBT people can socialise together.

Pride and LGBT history

- y 95% of respondents believe Pride is still important and necessary.
- 94% of respondents emphasise the importance of preserving and documenting LGBT history for future generations.

Supporting other groups who experience inequality

- » 91% of respondents believe the LGBT community should support equality for other groups in Irish society that experience marginalisation.
- Migrants and refugees are the group that receive the most support from the LGBT community.
- » 51% of non-Irish respondents believe Ireland is a welcoming country for LGBT migrants, while 65% of them believe the LGBT community in Ireland is welcoming of LGBT migrants.

Politics and political activism

- » 77% of respondents are more likely to vote for a political party with a strong record of support for LGBT equality.
- 7% of respondents are members of a political party.
- The success of the marriage equality referendum has encouraged 49% of respondents to become actively involved in campaigning on other political issues.

"The LGBT community needs to feel more comfortable in everyday life. From school to work. I think bullying is a really big issue and also mental health"

"Introducing non-denominational education at all levels that celebrates difference of all types"

10. National LGBT Focus Groups

10.1 Methodology

Rationale

One of the core findings of Burning Issues 1 was that LGBT people in rural areas felt they were not being supported by the policy makers or the urban LGBT community organisations. In light of this, the Steering Group decided to conduct a number of focus groups to complement the survey research by gaining a deeper understanding of the priorities of the community, with a particular emphasis on people in rural areas, LGBT older people and LGBT migrants who can be under-represented in national surveys.

Focus group structure and analysis

A focus group consultation plan was drawn up with the assistance of expert consultant, Dr Jane Pillinger who also provided the Steering Group with dedicated training on focus group design, facilitation and analysis. The structure of each focus group was based on the following three research questions:

- What are your individual burning issues?
- What are the overall burning issues of the focus group?
- What are the solutions to address these burning issues?

At the beginning of each focus group, as an icebreaker and introductory exercise participants were invited to write their own burning issues on post its and place the post its on flip charts in five descriptive, thematic areas or on a blank area if the issue was not contained within:

- Community issues
-) Family issues
- » Health and wellbeing
- » Socialising and the scene
-) Work and education

Following this, the session focused on the burning issues of the overall group. The final half hour of each focus group was then devoted to considering the 'how' and what needs to be done to address the burning issues. Each focus group had a facilitator and a note taker who took a detailed minute of the discussion. A digital recording of the focus group was taken for verification purposes. As the objective of the focus groups was to identify the burning issues and solutions of the participants, the analytical approach was based upon examining the written artefacts and minutes of the focus groups and the flip chart summaries. The findings of each session were first evaluated using the descriptive thematic themes that structured each focus group session. A secondary higher level of analysis was conducted reviewing the findings in the context of the overall analytical themes which were developed by considering the survey qualitative data and the focus group qualitative data in their totality.

10.2 Focus group profiles

Geographical details

The Steering Group conducted focus groups across the Republic of Ireland in all the main cities/ regional towns with an LGBT community presence or infrastructure. In addition to the main cities of Cork, Dublin, Galway and Limerick, a focus group was held in Dundalk as it is the hub for the LGBT community in Louth, Cavan and Monaghan and the border region with the Dundalk Outcomers community centre. One was held in Kilkenny as it had a very active marriage equality group and was accessible to LGBT people from the Waterford and Wexford area. Another was held in Mullingar as the regional capital of the midlands in order to link in with the established Longford LGBT group and the nascent LGBT Midlands group and the LGBT community in Athlone. A further focus group was also staged in Sligo as it has been the focal point of

North West Pride for almost a decade and there were active community groups in Sexuality and Gender Acceptance (SAGA) Sligo and 8 Rays Leitrim. In total, ten Focus Group sessions were conducted across Ireland with a total of 87 participants. The focus groups were very well attended with a very high level of commitment and enthusiasm from the participants. Participants were selected for each focus group based upon respondents who registered an interest in the survey and through contacting individuals through the local LGBT networks.

Figure 27. Focus group: age

The age profile of the focus groups is older than that of the survey with 44% of participants being 36 years of age or older (figure 27)

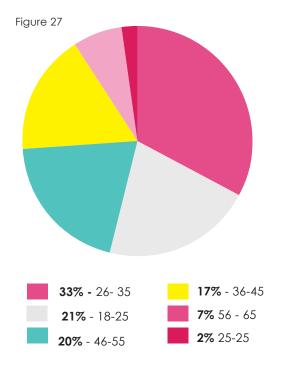
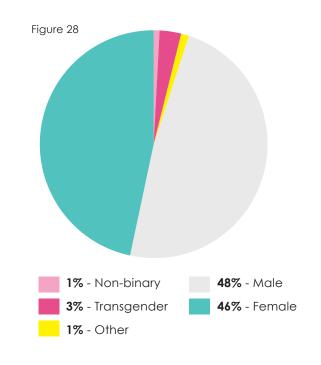


Figure 28. Focus group: gender

The gender profile of the focus groups is very similar to that of the survey, with a slightly higher participation rate of women and a lower participation of non-binary people (figure 28).



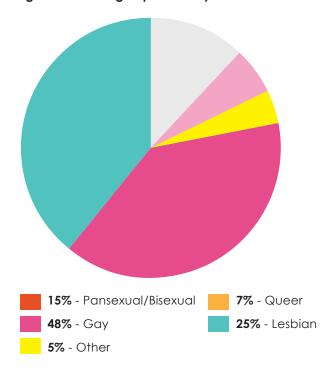
"Children should be taught about LGBTI citizens along with all other types of difference within the world, on equal terms with all others"

National LGBT Focus Groups

Sexuality profiles

The sexuality of the focus groups resondents also closely mirrors that of the survey. Around 48% of participants identify as gay and 25% are lesbian. Another 22% of participants are bisexual, queer or pansexual with the remaining 5% being straight, polyamorous and asexual (figure 29).

Figure 29. Focus group: sexuality



Nationality profiles

Figure 30. Focus group: nationality



Almost 89% of the focus group participants are Irish, 7% are EU nationals and 4% are nationals from outside the EU (figure 30).

10.3 Focus group findings

The main findings of the focus groups very much reflect the results of the qualitative analysis of the top burning issues to questions 10, 11 and 12 of the Burning Issues 2 survey. The top three burning issues and associated solutions which were raised by participants in the focus groups were:

- Community development, regional support and alliance building.
- Ending sexuality and gender oppression and promoting sexuality and gender acceptance (SAGA).
- Recognising Gender and Sexuality Diversity.

a) Community development, regional support and alliance building

Lack of community capacity, cohesion, services and supports were identified as the central burning issues, especially for LGBT people outside Dublin and the migrant community. The isolation of LGBT people outside the main cities needs to be addressed, including the lack of community supports and the opportunities to socialise and meet other LGBT people. In particular, there was a consensus that older LGBT people in rural areas need dedicated supports. The main solution identified to the problems associated

with lack of community is to build communities across Ireland, with the LGBT migrant community and with other allies in civil society. The following specific solutions were identified in the focus groups:

Government action

- » Mainstream LGBT equality within rural policy. All rural policy to be LGBT proofed so the needs of LGBT people are considered as part of the needs of rural Ireland.
- Mainstream LGBT equality within the rural affairs brief of the Minister for rural affairs.
- Provide public mental health, sexual health and transgender health services tailored to LGBT people outside the main cities.

National LGBT community action

- » LGBT commmunity centres play a vital role in supporting the community in cities and large towns like Dundalk. The new centre in Galway Teach Solais is particularly valued by the local community and across Ireland. The community should redouble efforts to create community hubs in regional centres such as Kilkenny, Mullingar and Sligo.
- » All national LGBT organisations to balance their resource allocation and service delivery to provide services outside of the main cities in regional towns where there is an identifiable need and critical LGBT mass.
- Dublin based national organisations to consider how they can become more representative of LGBT people across Ireland.
- National LGBT organisations to consider how they can meet the needs of LGBT older people working in partnership with NGOs representing older people.
- All the main LGBT community organisations in Ireland to work together on a collective project to identify the feasiblity of establishing national organisations or dedicated supports within existing organisations for:

- LGBT older people
- LGBT parents
- Bisexuals and pansexuals
- LGBT migrants
- GCN to improve its distribution and target LGBT groups in regional towns and improve its presence in libraries and public service centres in health and education in rural Ireland

Local LGBT community action

Local LGBT community groups across rural Ireland such as the groups in Mullingar and Longford in the midlands, Sligo and Leitrim in the Northwest, Cavan and Louth in the border region and Kilkenny and Waterford in the south east to work in partnership for greater policy impact. It is also important that local groups network, and try to organise social events to enable LGBT people in rural areas to socialise together and benefit from informal peer support.

Building alliances and supporting LGBT migrants

- The LGBT community to adopt an intersectional approach and work proactively with other key groups in civil society such as Equate and Equality in Education to achieve the goal of full equality in schools and groups such as the GAA to tackle discrimination in sport.
- The needs of migrants to be mainstreamed within the remit and service provision of LGBT community organisations. In tandem with this, national LGBT community organisations to work in partnership with organisations representing immigrants to ensure that the needs of LGBT migrants are also mainstreamed within the remit and service provision of migrant organisations.
- The LGBT community should support the campaign to repeal the 8th amendment and introduce legislation on abortion to support gender equality and human rights.

National LGBT Focus Groups

b) Ending sexuality and gender oppression and promoting sexuality and gender acceptance (SAGA)

According to the focus group participants ending sexuality and gender oppression through the promotion of sexuality gender and acceptance was identified as the guiding principle of any LGBT policy response. Stigma, discrimination and lack of acceptance can be more pronounced in rural Ireland and in the communities where many of Ireland's LGBT migrants come from in Poland, Brazil and central and eastern Europe. The practical solutions identified by the focus group participants to tackle discrimination and promote acceptance and recognition are:

Government action

- » End the blood donation ban on gay and bisexual men.
- » Introduce best practice hate crime legislation.
- » Integrate LGBT equality into the SPHE programmes in all schools and implement a zero tolerance policy approach to all homophobic and transphobic bullying in school.
- » Legislate for equality and resolve the remaining issues affecting LGBT families to strengthen the legal rights of the non-biological parents.
- All public services in education, health, social care, parental supports, youth work and elderly care to mainstream LGBT inclusion, combined with mandatory, longitudinal training in LGBT awareness and equality for all professionals working in these fields.

LGBT community action

The LGBT community to undertake an awareness campaign aimed at LGBT migrants so they are aware of their rights and what services they are entitled to receive. All migrants are entitled to free, public sexual health treatment, however many of them are not aware of this.

- The LGBT community to consider the appropriateness of forging alliances with other groups in civil society to campaign for the complete secularisation of public services in Ireland.
- As a minimum interim step, the LGBT community to campaign for all services in education and health to be LGBT inclusive and no funding should be provided to any organisation that discriminates against LGBT people on any ground, including the ground of religion.

c) Recognising gender and sexuality diversity

Across all the focus groups there was a sense that although lesbians and gay men have made significant strides on the road to equality, other members of the LGBT family require concerted support and solidarity. The difficulties faced by transgender and non-binary people in rural areas was raised as a particular concern. Transgender health services are not available outside Dublin and the cost of travel to cities is very expensive for transgender young people and those on low incomes. The invisibility of bisexuals in the LGBT community was highlighted as an issue that requires urgent action if the LGBT community is to continue to be inclusive. The main solutions to emerge from the focus groups to recognise gender and sexuality diversity are:

Government action

- The gender recognition act to be amended so it is inclusive of transgender young people, non-binary people and intersex people.
- Expand transgender health provision outside of Dublin and provide financial supports to those who have to access it in Dublin.
- Mandatory gender transitioning and expression policy and awareness training in schools.
- The pink training LGBT awareness training provided by USI to student unions across Ireland to be used as a model to expand training in public and private sector workplaces.

» Gender neutral toilets to be introduced across the public sector and in particular in schools, education and health care settings, along with a national policy directive permitting people to use the bathroom of their preferred gender.

LGBT community action

- Ensure that all LGBT social events and venues have a transgender inclusive toilet policy.
- The LGBT community to recognise bisexuals and pansexuals and integrate their concerns so the the 'B' in LGBT is afforded proper recognition and respect.
- In particular, the LGBT community to consider how it can support and include bisexuals who are in opposite sex relationships who wish to be part of the LGBT community.
- Bisexuals groups in Ireland to consider how they can develop their capacity, support bisexuals and take a confident role within the LGBT community.

"LGBT wellbeing is a hugely important issue. I think that the minority stress that LGBT people experience plays a powerful role in the wellbeing of LGBT people in Ireland. Even for my generation, we would have lived in a time where being LGBT was a mental health disorder, illegal and socially unacceptable"

"Equal rights in every aspect of public life, including removal of anti-LGBTQI influence on employment contracts & practices, school patronage and curriculum, healthcare (eg around blood donation, HIV treatment) and commitment of the community to help with the campaign to secure abortion rights"

11. Burning Issues 2 Conclusion

Burning Issues 2 is the largest and most extensive LGBT community consultation in Irish history. Following a historic year for the advancement of LGBT equality and human rights in Ireland, the National LGBT Federation has asked the LGBT community 'what is next for LGBT Ireland?' and 'what is important to the community?' The consultation was conducted by a team of dedicated volunteers who travelled the length and breadth of the Republic to ascertain the top priorities of the community. The research methodology combines an in-depth survey to gauge the attitudes and opinions of the community at a national level alongside participant led focus groups to uncover the matters of real importance to LGBT people, rooted in their local communities.

Section 6 of this report shines a spotlight on LGBT Ireland by uncovering the rich census data on the community relating to demographics, family, status, nationality, educational attainment, home ownership and religious identification.

Section 7 reveals the considered opinion of LGBT people on what is the most appropriate label or acronym to use to define the community, with 'LGBT' by far receiving the most widespread support.

Section 8.1 presents the results of what is of real concern to the community, the 'burning issues'.

The analysis of the wealth of open-ended responses shows that ending sexuality and gender oppression through the promotion of sexuality and gender

acceptance surfaces strongly as the core priority of the community. This principle should guide all LGBT government policy and galvanise the work of the LGBT community.

Recognising gender and sexuality diversity underpins the focus on acceptance and recognition. Support for transgender equality was raised by more respondents than any other issue, within this category and is combined with a ground swell of LGBT support for bisexual visibility and eliminating bisexual erasure. The main mechanism for achieving this is through sustained community action. There is an onus on LGBT organisations to redouble their efforts to strengthen community supports, especially in rural areas, in order to target those most in need such as transgender people, LGBT older people and LGBT younger people. Community and solidarity are inextricably linked for the LGBT community and solidarity can be both internal and external to the community. Suggested solidarity movements include actively supporting the marriage equality campaign in Northern Ireland, as well as working with other groups in civil society to campaign for inclusive LGBT schools which don't discriminate on the basis of religious identification.

Section 8.2 considers any change in priorities for the LGBT community by revisiting the top 10 burning issues that the LGBT community identified as part of the original Burning Issues survey in 2009. The prevention of bullying and violence and the introduction of hate crimes legislation emerge as the current pressing issues of policy concern for the community. This is followed by the need to advance equality for LGBT people in health, including mental health, sexual health and

ending the blood donation ban on MSM.

Following the analysis of the top burning issues, Section **9** reviews the 'State of the LGBT nation' to investigate the key issues impacting on the every-day lives of LGBT people including work, education, personal safety, coming out, parenting, support for LGBT older and younger people, community, socialising, pride, history, politics and solidarity with other groups. Although there is some evidence that work is improving for LGBT people, significant disadvantages persist in school, parental rights, services and elderly care. While visibility is better for gay men and lesbians, it is a major problem for all other members of the LGBT community with only 25% finding it easy to be open in everyday life. Two thirds of LGBT people do not have enough access to support services or socialising opportunities and in rural areas this lack is felt by more than 80% of the community. There is almost universal support across the LGBT community for Pride, preserving LGBT history and supporting other groups which experience inequality such as migrants and refugees.

Finally, **Section 10** outlines the findings of the national focus groups which reinforce the issues of key importance to the LGBT community that emerged in the survey. There was complete consensus that all government policy be underpinned by sexuality and gender acceptance to mainstream LGBT equality in education, health, parental, youth and elderly services and within the remit of rural affairs at cabinet level. Community is key to the solutions. Focus group participants emphasised the responsibility of existing national LGBT organisations to truly reach beyond the cities to support isolated people in rural Ireland, especially older people. Public services need to be LGBT inclusive and there is still a need for LGBT specific services, supports and socialising opportunities. A commitment to affirm gender and sexuality diversity by going beyond the needs of lesbians

and gay men was also central to the focus group deliberations. Legislators have a duty to make the gender recognition legislation more inclusive and the community has an essential role to ensure transgender, non-binary, bisexual and queer people are at the heart of decision making.

Burning Issues 2 has provided LGBT people with a platform to spotlight the priorities of the community for 2020 and beyond. The results of the research present an opportunity for legislators, policy makers, and community organisations to listen and respond to the voices of the LGBT community in Ireland.

"LGBT people, particularly trans people, still face difficulties when it comes to accessing their economic, social and cultural rights. This is a broad area, which covers, among others, the rights to health (including mental health), housing, work and education"

Appendix 1: Additional LGBT census data

Employment

Figure 31. What is your employment status?

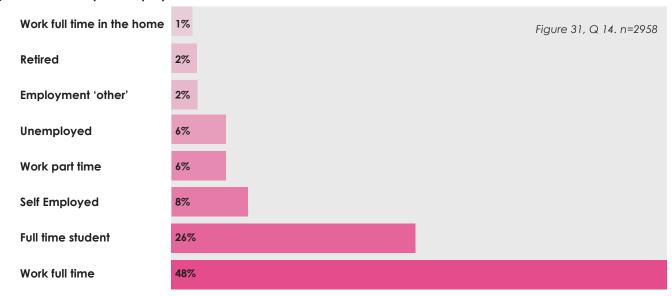


Figure 31 presents an overview of the employment status of the survey respondents. Collectively 62% of participants are engaged in paid employment while 26% are students. Overall, 6% of respondents are unemployed which rises to 9% for those who identify as transgender, other, non-binary, or intersex (TONI). The annually adjusted rate of unemployment in Ireland in May 2016 was 8% (CSO, 2016).

Educational attainment

Figure 32. Highest level of Education Completed to date.

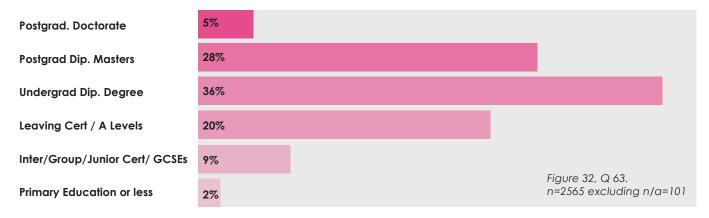
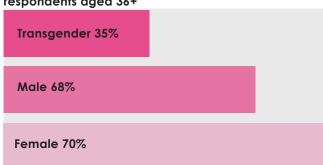


Figure 32 indicates that 69% of respondents have a third level diploma or degree. Once age is controlled for in the survey there are no significant differences in educational attainment based on gender or sexuality.

Home ownership

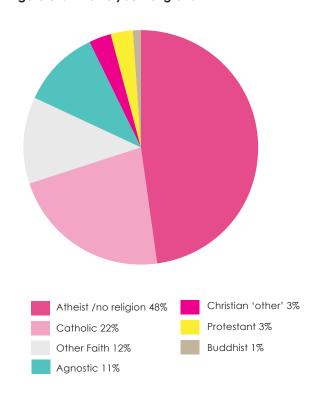
Figure 33. Home ownership by gender identity for respondents aged 36+



Altogether, 33% of survey respondents own their own home (n=2511). As younger people are less likely to own property, it is beneficial to examine home ownership in the cohort of respondents 36 years of age or older (figure 33). In this age cohort, 69% of respondents own their home (n= 969). Figure 33 unpacks the data to reveal a sizeable difference in home ownership rates between transgender respondents (35%) and those who identify as female (70%) and male (68%). In 2015, the rate of home ownership in Ireland overall was 69% (Trading Economics, 2016). Further research is required to examine the factors which may contribute to the lower rates of homeownership amongst the transgender survey respondents.

Religion

Figure 34. What is your religion?



In total, 59% of the Burning Issues 2 respondents are atheist or agnostic which mirrors the 58% who identified as 'no religion' in the LGBT Ireland research (Higgins et al, 2016). In the 2011 census 6% of the Irish population reported their faith as 'no religion' (CSO). The largest religious grouping in the survey is Catholics representing 22% of participants (figure 34).

"Societal acceptance and secular schooling"

Additional LGBT census data

Relationship status

Figure 35. What is your relationship status?

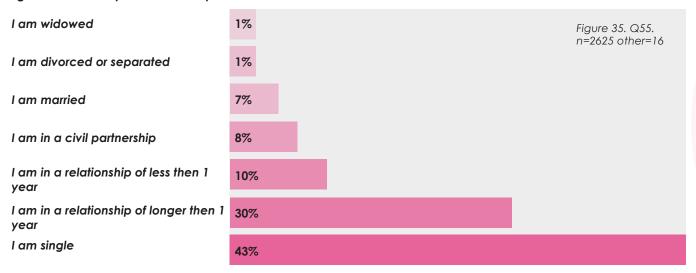


Figure 35 provides an overview of the relationship status of the survey respondents, with 55% in a relationship, civil partnered or married, while 41% are single and not in a relationship. In the case of the respondents who identify as transgender, other, non-binary or intersex (TONI), the figures are reversed as 55% recorded their relationship status as single.

Disability status

Figure 36. Do you have a substantial disability that is a lasting condition?



Figure 36 indicates that 11% of respondents "have a substantial disability that is a lasting condition". In the 2011 census, 13% of the Irish population reported having a disability (CSO, 2012).

"Our legal standing has come a long way so I think the most important issue now is more acceptance in society, especially in rural/isolated areas"

Appendix 2

A PDF copy of the Burning Issues 2 survey is available on the National LGBT Federation website at: www.nxf.ie/burningissues2

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