



Annual Report 2010-11



Our mission is to represent and work with Ireland's transgender community, including their families and friends, by providing support and education, and by advocating for equality, rights and access to services.

...dedicated to ending
transphobia



Our vision is an Ireland where trans people are understood, accepted and respected, and can participate fully in all aspects of Irish society.

2 Our mission and vision

Transgender Equality Network

Ireland (TENI) is a non-profit, member-driven organization founded in 2005.

In 2009, TENI secured funding from The Atlantic Philanthropies to implement the transgender strand of the *Building Sustainable LGBT Communities Programme* in partnership with LGBT Diversity.

TENI engages in activities that promote the equality and well-being of trans people in Ireland.

Our work falls into four main areas, derived from an in-depth and rigorous strategic planning process in 2009. These areas provide an effective way of combating the stigma, discrimination and inequality facing trans people on both a short and long term basis.

Support

Education

Advocacy

Building
Capacity



board 2009-11

Current Board Members:

Martine Cuypers

Tanya Ní Mhuirthile

Carol-Anne O'Brien

Patricia Prendiville

The TENI Board thanks its former members for their dedication and hard work in 2009-11:

Fiona Armstrong

Cat McIlroy

Philippa Ryder

Leslie Sherlock

The past years have brought important changes for TENI, as it developed from a grassroots organisation into an emergent NGO with staff and an ambitious workplan that combines advocacy for equality, rights and services with actions to educate, inform and improve support mechanisms for transgender people. In this time, Ireland's transgender community has become considerably more visible and vocal and their needs and problems are better understood by policy makers, service providers and the general population.

Trans rights have increasingly been recognised as a human rights issue at the European and International level. However, Ireland lags behind. It is regrettable that Ireland's proposals for gender recognition legislation do not reflect this shift in thinking. They contain a number of recommendations, for example around marriage and acceptance criteria, which are problematic from a human rights perspective. Strong advocacy will be needed on this issue while the bill goes through the various stages of the legislative process.

Securing the sustainability of TENI beyond 2012 will require a substantial effort in the current climate. This must be part of a co-ordinated appeal of the entire LGBT sector to improve the viability of LGBT rights and equality work in Ireland.

On behalf of TENI's Board of Directors, I would like to use this occasion to thank all who have made TENI's work possible. We would not be where we are without the hard work and support of all our staff, volunteers, members, funders and allies. Please keep supporting TENI's work. Transgender equality will not happen today or tomorrow. It requires a long-term vision and sustained effort.

Martine Cuypers, Chairperson

Broden Giambrone
Director

Vanessa Lacey
National Development
Worker

Orlaith O'Sullivan
Communications
Officer

Director's Foreword: Trans Rights are Human Rights

Though unrecognised, trans people are an integral part of Irish society. We work, parent, study; we pay taxes. Yet our experiences have not yet been acknowledged or validated in this country.

I started working with Transgender Equality Network Ireland in January 2011. Coming from Canada, I was struck by the high degree of isolation, discrimination and marginalisation which many trans people face in Ireland. At the same time, I was inspired. By TENI's staff, who are passionate and dedicated to realising the goals of the organisation. By TENI's Board, who provide crucial leadership and guidance. By the fortitude of people like Dr Lydia Foy and Louise Hannon, who refuse to be silenced by the legal system. By the resilience of so many tireless activists who work here and abroad to further trans rights. By the forward-looking Trans Groups, whose facilitators have done so much to empower their communities locally and have reached out regionally and nationally. By our allies in the LGBT and human rights sector, who have engaged with and supported our work.

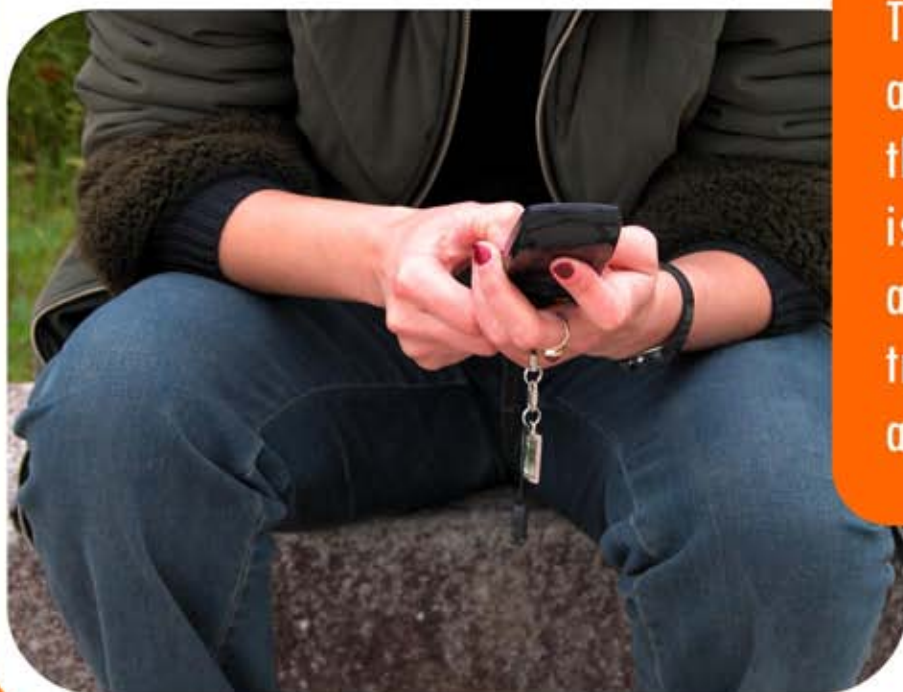
This report details TENI's journey so far: our key achievements and activities. We have come a long way; there is a way to go. Exciting things lie ahead for TENI. The process for gender recognition is gathering momentum, and we are embarking on a national advocacy campaign to promote legislation that recognises diverse trans experiences and embodies human rights principles. Another pressing issue is healthcare: we have a major project commencing with the Health Service Executive (HSE) to develop a trans health programme. Finally, in 2012, hundreds of trans activists will come to Dublin for the Fourth Transgender Europe Council: this is a landmark opportunity for visibility and celebration. There is a lot to look forward to.

I am delighted to present this report, and look forward to working with everyone to make Ireland a more just and equal society for all trans people.



Trans people are one of the most marginalised groups in our society, facing high levels of exclusion through multiple social and economic disadvantages. Support is the first step towards empowerment.

empowerment



TENI engages in a range of activities aimed at mitigating the extreme sense of isolation, misunderstanding and exclusion felt by many trans people, their families and friends.

training

6 Support

Development of Trans Groups

TENI supports the diverse Trans Groups that operate autonomously across the country and provide support and social activities. In 2009, there were two Trans Groups in Ireland (Cork and Dublin). By 2011, there were seven groups (Cavan, Galway, Limerick, North-West, Waterford).

» TENI provides skills-based workshops (e.g., facilitation training, grant writing) to promote viability and sustainability, and encourages cooperation and growth.



Support & Information Phone Line

TENI operates a Support & Information phone line that has received over 400 calls since 2009. This is accessed by people from across Ireland, with the majority calling from Leinster (32%) and Munster (28%), followed by Connaught (18%), Ulster (12%) and Not Given (12%).

» TENI provides guidance and advice on family support and 'coming out' to trans and gender questioning people.

» Signposts to appropriate services and resources.

» Provides support to organisations (such as businesses and colleges) through trans awareness training.

In-Person Support

TENI provides in-person support to a variety of individuals and organisations.

» TENI conducted over fifty in-person support meetings to trans people and their families across Ireland.

» Signposted support available to people in crisis and emergency situations.

» Met with colleges and businesses to offer support in raising trans awareness and helping create trans-friendly environments.

Development of Support Structures

TENI has developed strong links between local trans groups and LGBT organisations.

» TENI hosts quarterly meetings for the Trans Group Alliance (TGA), a network of facilitators of Trans Groups.

» Engages with groups like Loving Our Out Kids, LGBT Parents Southeast, Outwest, TranSE and Open Heart House to facilitate the development of support structures for families of trans people.

» Secured funding for a Personal Development Course for trans people through joint TENI/TGA application to the Community Foundation for Ireland (LGBT Communities Fund).



Education is the key to positive change. Only through raising awareness and educating people on trans issues will Ireland become a more open and just society for everyone.

positive change



TENI engages in a variety of activities that demonstrably increase awareness, understanding and respect of transgender issues across key sectors of Irish society.

awareness

Trainings & Seminars

TENI works with groups and organisations to raise awareness of trans experiences and issues.

- » TENI provided 40 trans awareness trainings and seminars to over 1,000 participants since 2009.

- » Worked with LGBT organisations, healthcare practitioners, educators, students and unions.



Conferences & Events

TENI works to increase visibility and create space for effective community discussions and debate.

- » TENI hosted a Community Forum (2011) on the government's proposals for gender recognition legislation.

- » Collaborated with LGBT Noise to host *Afternoon 'T'* (2011) to raise awareness on Gender Recognition.

- » Supported *TransAction* (2011), Ireland's first trans health, wellbeing and awareness day.

- » Hosted *Serious Game* (2010), an audio-visual exhibition which featured trans portraits.

- » Organised the conference *Transforming Attitudes* (2009) with BeLonG To Youth Services, The Union of Students in Ireland and the Law Society.

Resource Development

TENI is committed to creating legacy documents to enhance understanding and support of trans people across a range of sectors.

- » *Gender Identity in the Workplace: An Introductory Guide* (forthcoming, 2011): co-written with the Irish Congress of Trade Unions (ICTU).

- » Good-practice toolkit "... And Others" *Argumentation Training for Transgender Inclusion in Europe* (2011): created with five European trans organisations and funded through the Grundtvig Lifelong Learning Partnership.

- » *Glossary of Trans Terms* (2011) developed through best practice on international terminology and consultation with trans people.

Resource Development Contd.

- » *Transphobia in Ireland* (2009) report documenting the current state of prejudice and challenges to trans rights and equality in Ireland.

- » Published three information booklets targeting Psychologists, Psychiatrists, and Guidance Counsellors. These were disseminated to all members of the Psychological Society of Ireland, the College of Psychiatry of Ireland, the Institute of Guidance Counsellors, and, through the Union of Students in Ireland, to all college and university Student Welfare Officers.



Advocacy is about speaking up for your rights. It is the process of raising awareness of important issues and influencing decision-making at the local and state level to create positive change.

Speak up



TENI works as an advocate across legal, medical, societal and political systems to ensure that their policy development and legislative reform reflect the positive recognition of gender diversity.

recognition

United Nations: Universal Periodic Review

TENI is one of the 17 civil society groups leading the *Your Rights, Right Now* campaign, coordinated by the Irish Council for Civil Liberties to feed into the UPR process.

- » TENI hosted a public consultation with trans community members to provide input on human rights issues facing trans people. Trans voices were reflected in the *Your Rights, Right Now* report that was submitted to the United Nations.
- » Submitted a report on the state of trans rights in Ireland to the UPR Secretariat of the Department of Justice and Equality.

HSE Advisory Committee on LGBT Health

TENI is committed to improving access to healthcare for trans people.

- » TENI participates in the HSE-led committee that advises and supports the development of a strategy and action plan on LGBT health. TENI is also a member of the Writing Subcommittee.
- » Promotes healthcare needs of trans people and highlights access issues to the HSE.
- » Ongoing contribution to the development of an LGBT Health Strategy for the Irish healthcare system.

Government Engagement

TENI participates in ongoing government engagement and has made submissions to:

- » The White Paper on Crime Unit, Dept of Justice and Equality (on transphobic hate crimes, institutional transphobia and the criminal Justice System).
- » The Programme for Government (on policy reform priorities: enact gender recognition legislation; extend equality legislation and expand health services).
- » The Statement of Strategy of Dept of Community, Equality and Gaeltacht Affairs; Dept of Education and Skills; Dept of Enterprise, Trade and Innovation; Dept of Health and Children; Dept of Justice and

Government Engagement Contd.

Law Reform and the Dept of Social Protection (on trans rights and equality).

- » TENI met with Mary White, Minister of Equality, Integration and Human Rights, to promote greater inclusion in Equality legislation.





Gender Recognition is a fundamental human right. It provides a process enabling trans people to achieve full legal recognition of their preferred gender and allows for the acquisition of a new birth certificate that reflects this change.

gender



Ireland is one of the last countries in the European Union to enact gender recognition legislation.

recognition

Dr Lydia Foy's Victory

Dr Lydia Foy's landmark case established that Ireland was in breach of the European Convention on Human Rights by failing to have a process for gender recognition. In the wake of the ruling, the Government formed an inter-departmental Gender Recognition Advisory Group (GRAG) to advise on the introduction of gender recognition legislation for Ireland.

In July 2011, the Advisory Group launched its recommendations. TENI welcomed the positive move forward but voiced grave concerns about many of the proposed criteria.

Action for Recognition 2010-2011

Prepared a written submission; delivered oral submission to the GRAG.

Supported other LGBT organisations and NGOs in drafting their GRAG submissions.

Pre-election campaign to keep Recognition on the agenda.

Hosted Community Forum to engage trans people and allies.

Represented at launch of the GRAG's report.

Wrote to new Government encouraging priority for Recognition.

Formed Legal Working Group to examine legislative possibilities.

Formed Action for Recognition Campaign committee.

Met with Department of Social Protection to lobby for inclusive legislation.





The needs and experiences of trans people must be reflected in respectful and integrated mainstream services. Trans people should be able to expect services that acknowledge the diversity of the trans community, respect trans experiences and identities, and create welcoming environments for everyone.



participation

TENI works directly with voluntary and statutory organisations to enhance their capacity to provide support and services that are both effective and sensitive to the needs of trans people.

TENI participated in TGEU's Capacity Building Seminar in (Edinburgh) and the Interights Transgender Roundtable (London).

Training and Skills Building

TENI provides trainings to organisations to develop their knowledge, skills and confidence to deliver services that are respectful and relevant to trans people. These trainings have been offered in Ireland and abroad, including to:

- » Transgender Europe (TGEU) - 3rd Council in Sweden
- » Health Service Executive (HSE)
- » Psychological Society of Ireland (PSI)
- » College of General Practitioners
- » Women's Health Project
- » Third level student groups (Pink Trainings, etc.)
- » LGBT Diversity
- » LGBT Helplines
- » BeLong To Youth Services
- » LGBT Liaison Officers with the Gardaí.

Research

TENI participates in research projects in an effort to ensure that trans experiences are reflected in all aspects of research, ranging from the research design, what questions are asked, how the data is collected and how information is reported and presented.

- » Advisory Group member in Older LGBT People's Research (Now the *Visible Lives* report)
- » Advisory Group member in LGBT Diversity's *LGBT Parenting* Research.
- » Supported researchers producing *The Experiences of Transgendered Individuals Reporting Hate Incidents in Northern Ireland* report.

Trans Community Engagement

TENI values and encourages sustained engagement from the trans community.

- » TENI is hosting the 4th meeting of the Transgender Europe (TGEU) Council, to be held in Dublin in Summer 2012.
- » Participation in "Page One", a trans media representation project conducted in partnership with four trans organisations and funded through the Grundtvig Lifelong Learning Partnership.
- » Formed Pride Trans Committee, co-ordinating trans involvement in LGBT Pride celebrations across the country.
- » Created the Education & Training Working Group to

Community Engagement Contd

invite trans people to provide feedback in the development process of a training resource.

- » Hosted the Rainbow Ball—Ireland's first trans club night held during Dublin Pride.





key events

Events related to our four strands of work, hosted by TENI or in partnership with other organisations.

3-6 Feb: "... And Others!" meeting (Amsterdam)

10 Feb: TENI Board and Staff Workshop on Advocacy

21 Feb: United Nations Universal Periodic Review of Ireland — Let's make trans people heard!, Exchange Dublin

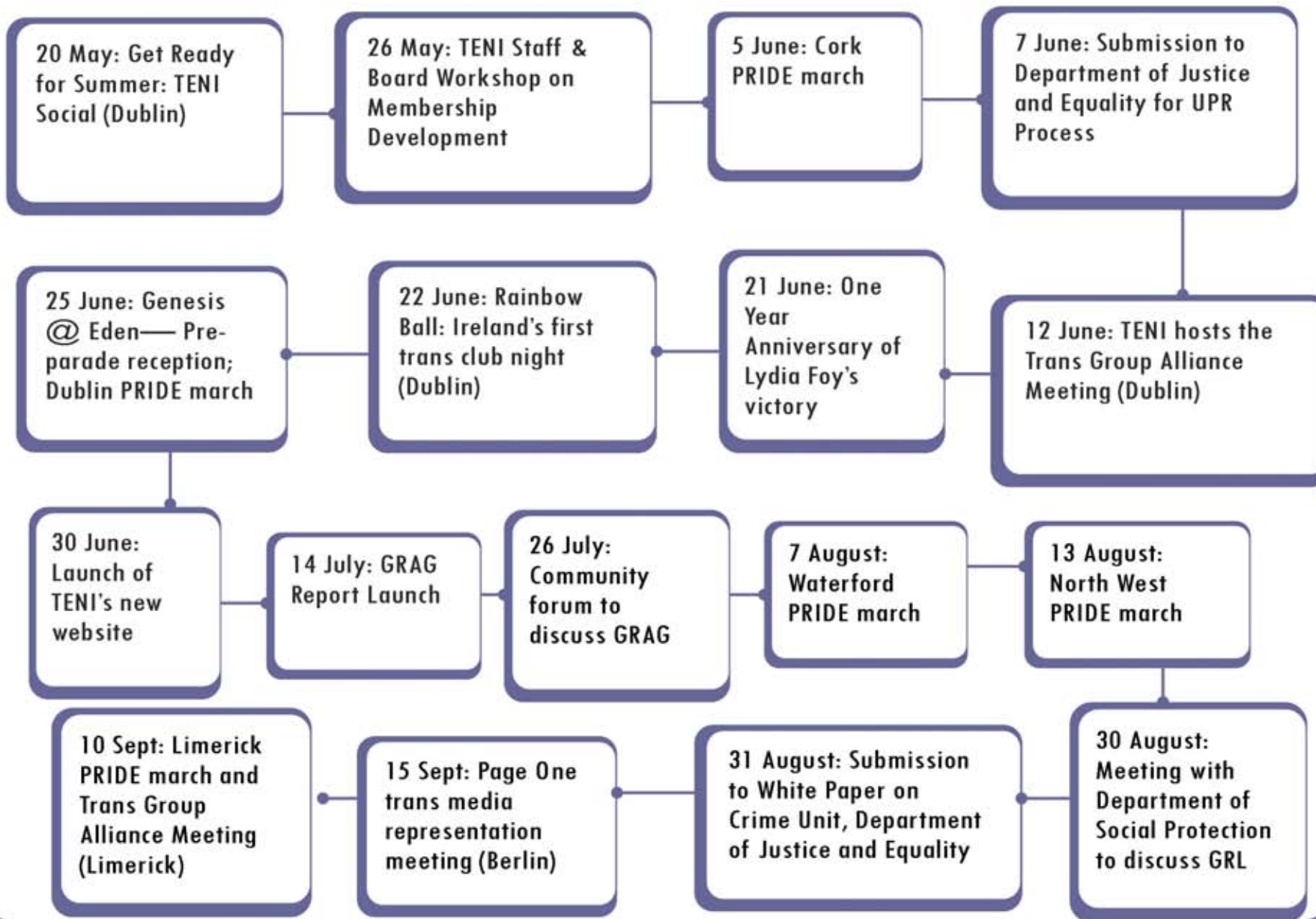
24 Feb: Transaction— Ireland's first trans Health, Wellbeing and Awareness Day (Waterford)

19 March: TENI hosts a Training/Funding Workshop for facilitators of Trans Groups

17 March: TENI representatives meet with President McAleese for St Patrick's Day Reception. First trans family received at The Áras.

9 April: Afternoon 'T' with LGBT Noise in collaboration with TENI (Dublin)

27 April: 'Louise Hannon at the Equality Tribunal', Tanya Ní Mhuirthile, *Human Rights in Ireland Blog*





www.facebook.com/TransEquality
[www.twitter.com/TENI_Tweets](https://twitter.com/TENI_Tweets)
www.linkedin.com

Effective organisational communication is key to staying connected with members and keeping people informed of TENI's activities.

www.teni.ie

In June 2011, TENI re-launched its website in tandem with organisational rebranding. The accessible and clean format of the new website facilitates easy navigation and user engagement. The website is conceptualised as a 'hub' for information relevant to the trans community in Ireland by providing regularly updated information through news, events, resources and links. The website is also interactive and allows members to comment on posts and engage with TENI's social media platforms.

TENI News

TENI publishes regular e-newsletters to keep members informed of activities, events and news relevant to trans people and allies. This format allows TENI to update members quickly on emerging news or press releases. Members can also submit items, featured in the Community Corner. TENI News has over 250 subscribers.

Social Media

The popularity of social media in today's society creates a unique

opportunity for effective and efficient communication. TENI uses facebook, twitter and LinkedIn in an effort to create open and respectful spaces for people to connect and share relevant information, resources, experiences, insight and feedback with the organisation and other users.

TENI established itself in social media in 2011, and has been growing at a steady pace throughout the year.

TENI and the Media

TENI maintains a Press Mailing List which communicates our key statements directly with Irish media and with International LGBT and human rights organisations.

TENI has established itself as a key voice in the discussion around Gender Recognition in Ireland; we are also regularly approached to contribute to general articles on trans experiences. We have engaged in local, regional and national radio, print and television interviews, and regularly contribute to LGBT news sources such as GCN, Pink News and TheAdvocate.com. News sources that have featured TENI include The Irish Times, The Irish Examiner, The Irish Independent, TV3, Newstalk and Today FM.

TENI on Facebook (Sept 2011)

407	Number of people who 'like' TENI's page
171,601	Number of times people have viewed posts
1,300	Number of likes and comments on posts
136%	Post feedback up over the last month



Profit and Loss Account for the Period ended 31 December 2010

TENI is a non-profit, member-driven organization founded in 2005. In 2010, TENI registered as a company limited by guarantee. TENI receives income from individual members, supporters and a small number of grants from various sources. TENI expends its income on the four main strands of the organisation: Support, Education, Building Capacity and Advocacy. TENI complies with all legal and regulatory requirements, in line with best practice for NGOs. The financial statements for 2010 have been audited by Parfrey Murphy, Chartered Accountants and Registered Auditors, Lee View House, Cork, Ireland.

	(euro)
Income	78,289
Administrative Expenses	(134,983)
Net (deficit)	(56,694)
Other income	48,299
Capital grant released	668
(Deficit) on ordinary activities before taxation	(7,727)
Tax on (deficit) on ordinary activities	—
Deficit for the period	(7,727)

Balance Sheet as at 31 December 2010

	(euro)	(euro)
Fixed Assets		
Tangible Assets		4,006
Current Assets		
Debtors	150,000	
Cash in bank and at hand	20,311	
	170,311	
Creditors: amounts falling due within one year	(181,687)	
Net Current Liabilities		(11,376)
Total Assets Less Current Liabilities		(7,370)
Deferred Income		(357)
Net Liabilities		(7,727)
Reserves		
Profit and loss account		(7,727)

Our vision is an Ireland where trans people are understood, accepted and respected, and can participate fully in all aspects of Irish society.



Acknowledgements

To our founders, volunteers, activists, allies, partner organisations... to those who work to secure trans rights and make Ireland a place where diversity is valued.

Thank you.



Transgender
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