



Transgender  
Equality  
Network  
Ireland



# Transgender Equality Network Ireland Annual Report 2013

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Transgender  
Equality  
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Ireland

## TENI's STAFF & BOARD

### STAFF



**Broden Giambrone**  
Director



**Vanessa Lacey**  
Health & Education Officer



**Orlaith O'Sullivan**  
Advocacy & Campaigns  
Manager



**Ben Power**  
Office Manager & Company  
Secretary

### BOARD

Sara R Phillips (Chairperson)  
Victoria Mullen (Treasurer)  
Claire Farrell  
Lee Jollans  
Conor Malone  
Paula McGarry  
Simon Stewart

## TENI's FOUNDATIONS

Transgender Equality Network Ireland (TENI) is a non-profit, member-driven organisation founded in 2005.

TENI's mission is to represent and work with Ireland's trans community, including their families, by providing support and education, and by advocating for equality, rights and access to services. TENI works to bring about positive social change and ensure that trans people are understood, accepted and respected and can participate fully in all aspects of Irish society.



## DIRECTOR'S FOREWORD

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."

– Margaret Mead

Ireland is still marked by inequality and many trans people exist on the margins of society. In December, TENI launched the ground-breaking report *Speaking from the Margins: Trans Mental Health and Wellbeing in Ireland*. This was the largest study of trans people ever conducted in this country and documented the stigmatisation and marginalisation that our community faces. The report showed that many of us experience significant mental health issues, such as suicidality and self-harm, that are directly related to minority stress. Many in our community also face high levels of violence as well as barriers in accessing healthcare, employment and support services.

As we battle stigma and discrimination in our community we take strength from the progress we have achieved. This year we saw the emergence of more and more young trans people who are coming out and living in their true gender with the full support of their families. Their journeys are often fraught with difficulties such as lack of support, inadequate healthcare and challenges in schools. For most, this has not been an easy road. But there is also a noticeable shift as parents and children alike are speaking out and demanding to be seen. Awareness of gender identity and trans issues is growing exponentially. Families that were once on the fringes are fighting for their rightful place in Irish society, where their children can live authentic lives, be treated with respect and thrive.

Despite the growing awareness of trans experiences we still live in a country that does not legally recognise us. Ireland remains the only country in the EU with no process for legal gender recognition and trans people are still unable to change the gender marker on birth certificates. But legal recognition is not just about changing birth certificates - It is about our Government recognising our true identities. It is about trans people stepping out of the shadows.

In 2013, TENI launched the ACT NOW campaign for inclusive gender recognition that put pressure on the Government to immediately introduce legislation. Our campaign was multi-faceted; we built partnerships with human rights and LGBT organisations, increased our media presence, spearheaded a letter writing campaign, stepped up our lobbying efforts and worked closely with politicians to introduce alternative Private Members' Bills. Dr Lydia Foy continued her legal battle and issued new court proceedings against the State. Finally, in July, the Government published the draft heads of their Gender Recognition Bill – a framework for the legislation that will eventually be introduced. This Bill is a step in the right direction but fails to go far enough to ensure that all members of our community can avail of Recognition.

There is no doubt that 2014 will be an important year for trans rights in Ireland as we continue to build momentum to ensure that the legislation we introduce is the right legislation. We are at a pivotal moment in the history of trans rights in this country and we have an opportunity to be a beacon to the rest of Europe by introducing legislation that is based on human rights principles and affirms the dignity and privacy of trans people. Now is the time that we must work together as a community. Our experiences and identities are diverse but we can join together to ensure that no one gets left behind. We owe it to the younger generation of trans people to participate in the creation of a just and equal society we can all be proud of!

Broden Giambrone  
Director

## CHAIR'S FOREWORD

*There is little doubt that at the outset, 2013 was to be a particularly challenging year for TENI and for our community. With the ending of the Building Sustainable LGBT Communities Programme and its funding stream from Atlantic Philanthropies, the organisation faced into the year unsure of its sustainability.*

*However, with innovation and flexibility, TENI has responded to the challenges. Working with a diverse number of new funders, we have been able to continue to educate, advocate for and support our community. The organisation will continue the work to establish its financial stability through 2014 and beyond. With a strong committed board, experienced and dedicated staff, TENI can continue to overcome the challenges set before it.*

*Recognizing the importance of strategic lobbying, TENI has been able to embed the achievements made at a political level through our involvement in the drafting of two Gender Recognition Bills (introduced by Deputy Aengus Ó Snodaigh & Senator Katherine Zappone) and influencing the consultation process on the Draft heads of Bill by Minister Burton. We still have a lot of work ahead, to maintain our strategy and achieve the implementation of progressive, inclusive Gender Recognition Legislation. 2014 may be a pivotal moment in our history.*

*I would like to express my thanks and appreciation on behalf of the board for the dedication and commitment of our staff and volunteers and all who made it possible to sustain a cohesive and concerted effort across a busy 2013. It is clear that we will need to continue that effort into 2014.*

Sara R Phillips  
Chair

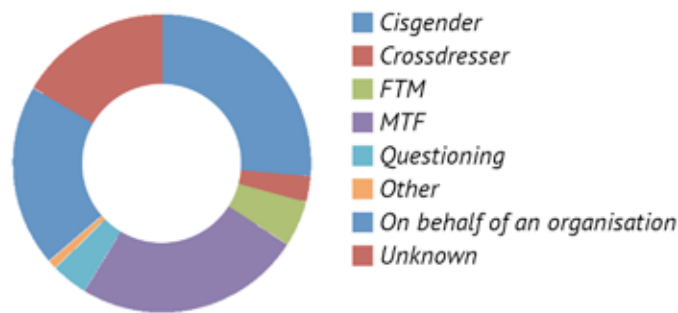
## SUPPORT

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

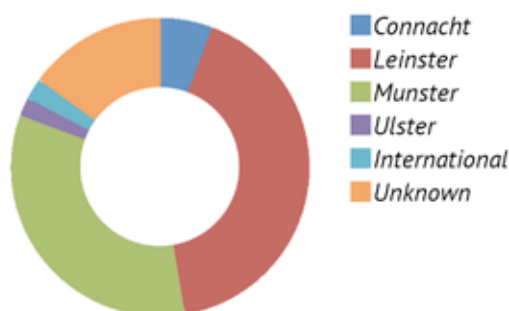
TENI engages in a range of activities aimed at mitigating the extreme sense of isolation, misunderstanding and exclusion felt by many trans people and their families.

*700 people have contacted TENI  
since January 1st 2013.*

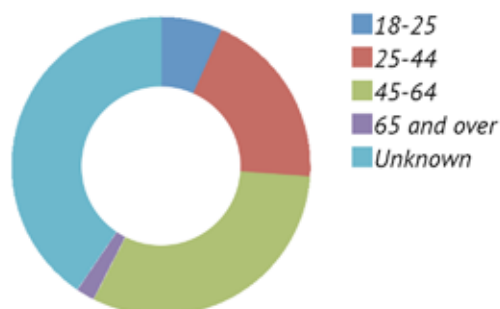
### Gender Identity of Contact



### Region



### Age



## SUPPORT & INFORMATION

TENI is regularly contacted with requests for support, information and signposting to services. The majority of contact is received by phone (86%) with limited contact initiated through email (12%), in-person (1%) and social media (1%).

TENI records the gender identity of people who contact the organisation if they choose to disclose it. Just over a third of contact comes from trans identified people (34%) and people questioning their gender (4%). We are also contacted by many cisgender (non-trans) people who are looking for support for their families and friends (26%) or individuals from organisations who are looking to support trans clients or members (20%).

TENI is contacted by individuals from across the island of Ireland. 75% of the contact comes from Leinster and Munster. We are also contacted by individuals outside of Ireland (2%).

TENI is contacted by individuals from across the age spectrum. The majority of individuals who contact TENI are between the ages of 25-44 (19%) and 45-64 (31%). However, an increasing number of young people 18-25 (7%) are now contacting the organisation. A very small number of people over the age of 65 reach out to TENI (2%). In most cases the age is unknown (41%).

## SUPPORT

### Signposting



- Employment/Transition Resources
- Dressing Services
- Legal Advice
- Mental Health Services
- Peer Support
- Social Outlets
- Trans Resources
- Other

TENI is regularly contacted in relation to signposting to appropriate services and groups. Many individuals seek specific information on health and wellbeing, such as general trans resources (35%), accessing mental health services (24%) and peer support groups (17%).

## Family Support



- Child is trans
- Partner is trans
- General family support

A significant proportion of people reach out to TENI for family support. This year, 93% of the contact recorded under Family Support was from parents whose children are trans or gender questioning. This translates to 233 parents who contacted TENI or 1/3 of all contact with the organisation in 2013.





## TRANS GROUP ALLIANCE IRELAND (TGAI)

Trans peer support groups exist across Ireland and provide vital support to trans people and their families. These groups operate autonomously and are the heart of the trans community. TENI works closely with these groups to build skills, encourage cooperation and promote sustainability.

TENI created the Trans Group Alliance (TGA) in 2011. This national network of trans support groups provide a safe space for group facilitators to meet, share experiences and information and receive emotional support. In 2013, the Trans Group Alliance expanded to welcome groups from the North and was renamed the Trans Group Alliance Ireland (TGAI). With over 10 groups represented, facilitators meet once a quarter to share expertise and discuss the challenges they face.

## TRANSPARENCI

TENI works closely with TransParenCI, a support group founded in 2011 for the family members of trans people. The group meets on a monthly basis and provides an important support network for family members to acquire knowledge, share experiences and receive emotional and social support.

In February 2013, TransParenCI hosted a residential weekend called 'Getting Your House Sorted' in Mullingar with ten families which included thirty-six parents, siblings and children. The weekend consisted of workshops and social time which provided families with an opportunity to discuss issues they faced and opportunities to support their trans children.

*"Until 2 years ago, families of trans\* people were often alone and isolated. Today we have TransParenCI. Thanks to the support of TENI, we are flourishing. TransParenCI offers a chance for families to support each other to cope with the many difficult obstacles and preconceptions our society forces on us. Parents, brothers, sisters, children and partners of trans people can share and deal with issues in a safe and non-judgmental space. It is our aim that every trans\* person can get on with their lives, and live life to the max, buoyed by the love and understanding of a supportive family."*

*– Simon Blanckensee  
(Member of TransParenCI, TENI Board member  
and parent of a trans\* person)*



## EDUCATION

Education is key to positive change. Only through raising awareness and educating people about gender identity will Ireland become a more open and inclusive society for everyone. TENI engages in a variety of activities that demonstrably increase awareness, understanding and respect of trans issues across key sectors of Irish society.

## TRAININGS & WORKSHOPS

TENI provides training on key issues facing trans people and their families. The goal is to facilitate the full participation of trans people in society and empower trans people to speak out on their own behalf. These trainings provide practical information and promote understanding and respect of trans experiences. We deliver these trainings in diverse settings, including in the area of healthcare, education and employment. We also engage with human rights/LGBT groups and student societies across the country to encourage trans awareness and to galvanise support for inclusive gender recognition legislation for Ireland.

In 2012, TENI delivered 44 trainings to 1,645 people.

In 2013, TENI delivered 65 trainings to 2,640 people.

*Since January 1st 2013:*

*65 TENI trainings delivered  
2,640 people participated*

*Trainings have taken place in:  
Ballinasloe (1), Belfast (2), Carlow (1), Cork (6),  
Dublin (34), Letterkenny (1), Longford (1), Galway  
(1), Limerick (3), Waterford (9).*

*TENI also delivered trainings in  
Amsterdam, Berlin,  
London, Paris and Warsaw.*



- > In April, Dr Orlaith O'Sullivan and Ben Power gave a trans and intersex workshop at the annual conference of Amnesty International Ireland.*
- > In May, Vanessa Lacey addressed the Committee on Equality and Non-Discrimination of the Parliamentary Assembly of the Council of Europe on "The situation of transgender persons in Europe" in Paris.*
- > In May, Ben Power delivered a workshop on trans media representation at the Amsterdam film festival TranScreen.*
- > In November, Broden Giambrone travelled to Warsaw to speak at a Council of Europe/Trans-Fuzja Conference entitled "European Standards and Good Practices in Gender Recognition".*
- > In November, Dr Orlaith O'Sullivan participated in the Transgender Europe (TGEU) Roundtable on Gender Recognition in Berlin.*



## EDUCATION

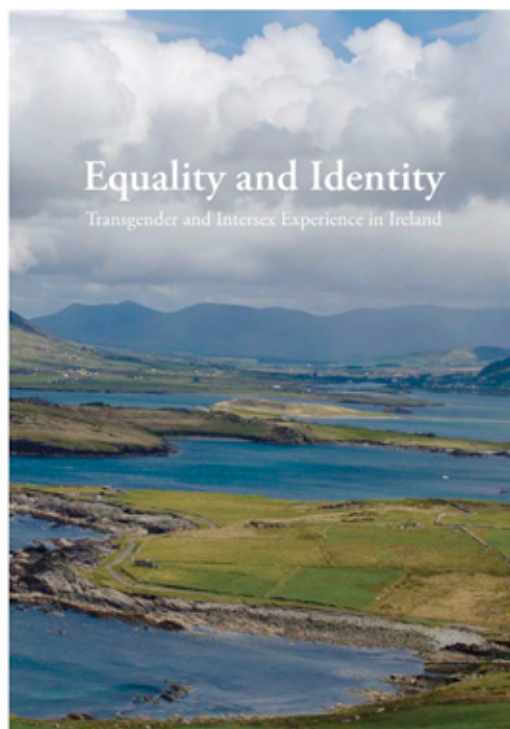
### EQUALITY & IDENTITY: TRANSGENDER & INTERSEX EXPERIENCE IN IRELAND

TENI published the landmark book *Equality & Identity: Transgender & Intersex Experience in Ireland* which examined aspects of trans and intersex life across the island of Ireland. Covering such topics as Recognition, Health, Education, Hate Crime, Families and Employment, this important book featured trans voices and people who work at the forefront of trans activism.

Edited by Dr Orlaith O'Sullivan, contributors included: Thomas Hammarberg (former Council of Europe Commissioner for Human Rights), Dr Lydia Foy, Colm O'Gorman (Amnesty International Ireland), Brian Merriman (Equality Authority), Michael Farrell (FLAC), Dr Fergus Ryan, Dr James Kelly, IntersexUK, Advocates for Informed Choice and Transgender & Intersex Africa.

The publication was launched in Dublin on 15th March by Deputy John Lyons TD and was attended by over 150 people.

The project was made possible through funding from ILGA-Europe.



### PAGE ONE: IMPROVING STRATEGIES OF TRANSGENDER PEOPLE IN EUROPE

TENI participated in Page One: Improving Strategies for Non-Discriminatory Media and Public Representation of Transgender People in Europe with trans organisations from Germany, Italy, Switzerland and the UK. In 2013, staff and members of the trans community travelled to Zurich, Switzerland and Bologna, Italy for project meetings. These working meetings provided opportunities to discuss trans media representation in Europe and exchange strategies for improving these representations at a national level. The project produced a blog with good practice guidelines for journalists and success stories of positive trans representation in the media throughout Europe.

The Page One project was funded by a two-year EU-funded Grundtvig Lifelong Learning Partnership grant (2011-2013).

### HSE TRANS HEALTH WORKING GROUP

TENI collaborates with the HSE on the Trans Health Working Group which was formed in 2011. The group has representatives from TENI, GLEN, and various departments of the HSE, including Mental Health and the Quality and Patient Safety Directorate.

TENI continued to work in partnership with the HSE to develop trans health initiatives and progress the HSE treatment pathway for trans people. This included delivery of targeted trainings to service providers, counsellors and medical students and development of trans health guidelines to be launched in 2014.

TENI worked in partnership with the HSE to conduct a baseline survey of health service clinicians and service providers who have experience/knowledge of working with the trans community. There were nearly 800 respondents to this survey and the results will be published in at the end of 2013.

## TRANSACTION 3

TransAction 3 was a seminar for health care workers held on 22nd February in Waterford. The goal was to de-mystify the healthcare needs of transgender people and their families and provide best practice guidance from the World Professional Association of Transgender Health (WPATH). TransAction 3 was organised by TranSE in conjunction with TENI, HSE and Waterford Area Partnership. Among the guest speakers were Deputy Jerry Buttimer TD (Chair of the Joint Committee on Health and Children), Dr Philip Crowley (National Director for Quality and Patient Safety) Dr Jamison Green (Chairperson elect of WPATH) and Bernard and Terry Reed OBE (GIREs).

*"I must say it was daunting setting out on this adventure, the challenges I feel were stacked against us. But our foundation stone was our desire to enact change, our desire not to endure the negativity, discrimination and transphobia that is evident in our society. I feel encouraged and extremely proud that we have dragged our asses from the dirt and now we are a major player in our wonderful city, onwards and upwards, only looking back to see how far we have travelled."*

*– Vanessa Lacey (TENI Health & Education Officer and Chair of TranSE)*

### JOINT COMMITTEE ON HEALTH & CHILDREN

On 4 July, TENI was invited by Committee Chair Jerry Buttimer TD to deliver a presentation on trans health needs to the Joint Committee on Health and Children. TENI used this valuable time to discuss the current context of trans health in Ireland with a particular focus on the barriers that trans people face in accessing healthcare and the growing need for health services for young people.

*"We're looking forward to our meeting with TENI which seeks to improve conditions and advance the rights and equality of trans people and their families, and also with the HSE. Irish and international reports have consistently found that many trans people experience, in particular, mental health concerns at some point in their life, linked to social stigma, prejudice and discrimination, alienation from family and friends and social isolation. So it is important that the health issues and concerns of trans people are adequately addressed. There is a real need to develop healthcare pathways for trans people in Ireland to ensure that they are receiving the care and attention that is needed. This presents a new challenge for our health services and for our medical professionals who are working hard to ensure that adequate systems and training are put in place."*

*– Jerry Buttimer TD*



## HEALTH & WELLBEING

### RESEARCH

*Speaking from the Margins: Trans Mental Health and Wellbeing in Ireland* was published in December 2013. This ground-breaking research explored the mental health and wellbeing of the trans community in Ireland. With 164 participants this was the largest study with trans people ever conducted in this country. The project was a partnership between researchers at Sheffield Hallam University, trans community members, the Scottish Transgender Alliance, Trans Resource and Empowerment Centre and TransBareAll.

The report was launched on 2nd December with the support of Diane Nurse, HSE National Planning Specialist, Social Inclusion.

#### *Key findings from Speaking from the Margins:*

- 78% of participants considered suicide and 40% attempted suicide.
- 84% heard that trans people are not normal, 36% experienced physical intimidation or threats, 16% were hit or beaten up, 12% experienced sexual assault and 6% were raped as a direct result of being trans.
- 80% of participants avoided some public places or situations due to fear and harassment.
- 90% of people were more satisfied with their lives and 87% were more satisfied with their bodies since initiating hormone therapy.
- 92% reported having no regrets after a physical transition.

#### **Speaking from the Margins:**

Trans Mental Health and Wellbeing in Ireland

Jay McNeil, Louis Bailey, Sonja Ellis & Maeve Regan  
Transgender Equality Network Ireland (TENI)



This report will be used for policy development, improving services and advocating for trans rights and healthcare. In particular it will be used to achieve increased community support services and inclusion of trans people in suicide prevention strategies.

The project was made possible through generous funding of the Iris O'Brien Foundation.

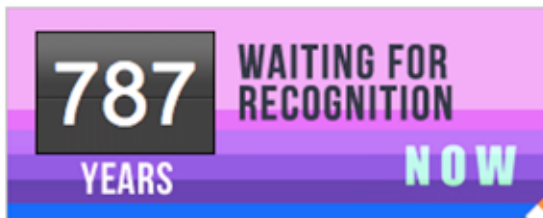


## ADVOCACY

Advocacy is about speaking up for your rights. It is the process of raising awareness about important issues and influencing decision-making at the local and national levels to create positive change. TENI's advocacy focus in 2013 was the introduction of inclusive gender recognition legislation. Gender recognition is a fundamental human right and provides a process

### ACT NOW

In 2013, TENI launched the ACT NOW campaign which vigorously advocated for the introduction of inclusive, progressive and marriage-friendly gender recognition legislation that is based on human rights principles. It was launched in April as a response to further delays by the Government. The campaign mobilised the trans community and human rights allies within Ireland and abroad to exert pressure on the Government through a letter writing campaign. This approach combined domestic and international pressure to highlight Ireland's isolation in refusing to take effective measures to remedy this human rights abuse.



Another element of this campaign was documentation of the length of time trans individuals have been waiting to be legally recognised by the State. We asked people to submit the number of years they had been waiting. Over forty individuals submitted figures ranging from 1-20 years and totaling over 750 years. These figures have been used during the lobbying process to highlight the magnitude of the human impact that results from a lack of legal recognition. This work was made possible through the generous funding of Open Society Foundations.



### BUILDING ALLIANCES

In 2013, TENI continued to build strategic alliances with other organisations, consulted with the trans community, and solidified our leadership role in this area. In September, we held a Community Forum to engage the trans community and our allies and solicit feedback on our advocacy strategy.

*In June, Senator Katherine Zappone introduced the Legal Recognition of Gender Bill 2013 into the Seanad. With a focus on self-determination and inclusivity, this Bill affirmed the dignity of trans people and is an example of best practice gender recognition legislation.*

*The Bill was the product of a unique collaboration facilitated by PILA (Public Interest Law Alliance) between Senator Katherine Zappone, TENI, FLAC and David Dodd BL. Working as a close knit team, TENI communicated the needs of the trans community which was then translated into the appropriate legislative language by the legal team.*

*Senator Zappone's Bill was launched on 28th June and will likely be debated in 2014.*

The partnership was shortlisted for the 2013 PILnet European Partnership in the Public Interest Pro Bono Award.



## ADVOCACY

### LOBBYING

TENI engages in diverse lobbying efforts to ensure the introduction of inclusive gender recognition legislation. We meet with politicians from all parties and work closely with civil servants to ensure that trans rights are on the political agenda.

In October, TENI appeared before the Joint Committee on Education and Social Protection to discuss the General Scheme of the Government's Gender Recognition Bill. Prior to the hearings, we worked closely with human rights bodies, LGBT organisation and legal experts on their submissions to the Committee to ensure that there was consensus-based approach on key issues in the Government's proposed Bill. In 2013, we also delivered presentations on gender recognition to the Joint Committee on Health and Children and the Fine Gael Committee on Justice, Equality and Defence.



In May, TENI supported Deputy Aengus Ó Snodaigh TD to publish a Private Members' Bill on Gender Recognition that offered a progressive, human-rights based approach for the legal recognition of trans people in Ireland. We also worked closely with Senator Zappone on another Private Members' Bill (described previously).

*On 30 November, Labour members passed a motion at their annual conference requesting improvements of the Government's proposed Gender Recognition Bill. The motion highlighted three key areas: supporting evidence, age restrictions and ability to participate in sports.*

*"Labour policy has been pushed further to meet the needs of trans people with the unanimous vote at our annual party conference to accept motion 15. Motion 15 mandates Minister Joan Burton to push for changes in the draft heads of bill on gender recognition within Cabinet. This is now Labour Party policy."*

*– Louise Hannon*

*(Co-Chair of Labour LGBT and TENI Vice-Chair)*



## EVENTS & CAMPAIGNS

### STAD CAMPAIGN

The STAD (Stop Transphobia and Discrimination) Campaign was launched in January and documents the experiences of hate crimes in Ireland. Through the recording of incidents of transphobia and discrimination, this project will provide robust data on the lived experiences of trans people.

The findings will be published as a report in early 2014 and will be used for advocating for penalty-enhancing legislation and increased trans awareness within An Garda Síochána and the Police Service of Northern Ireland.

This project is made possible through ILGA-Europe.



### MEETING THE PRESIDENT

On 13th November, President Higgins welcomed ten trans activists to Áras an Uachtaráin to discuss trans rights. This landmark day marked the first time that a group has been invited in to meet the President of Ireland to discuss trans human rights and equality.

### TRANS DAY OF REMEMBRANCE

The International Trans Day of Remembrance is held on 20th November and commemorates the lives that have been lost to transphobia. In 2013, 238 people were murdered due to their gender identity or expression; 22 of these people were under the age of 20. To mark the Transgender Day of Remembrance, groups across the island released 238 balloons to honour each of the individuals who were murdered.

In Dublin, the 8th Trans Day of Remembrance Ceremony was held at the Unitarian Church, St Stephen's Green. The event commemorated the deaths through candle lighting, speeches and songs. It was also an opportunity to look forward to a bright new future and the ways in which we can ensure better lives for trans people in Ireland. This event was organised by Sara Philips and Lynda Sheridan and supported by TENI, Gender Identity Support Ireland, Running Amach, the Unitarian Church and the Lord Mayor's Office.

*"Meeting the President at Áras an Uachtaráin was definitely one of the highlights of the year. I was extremely impressed by how well informed President Higgins was. He made us feel very welcome and gave us some good suggestions on how to take our campaign for gender recognition forward and who to speak to in order to achieve the most inclusive legislation possible. I felt honoured and privileged to be part of such a significant day for trans rights."*

*– Ben Power (TENI Office Manager)*



## YEAR IN REVIEW

1-3 February	Getting Your House Sorted – TransParenCI residential weekend in Mullingar
22 February	TransAction 3 – Trans health seminar in Waterford
23 February	TENI won Community Organisation of the Year at the GALAs
15 March	Launch of <i>Equality &amp; Identity: Transgender and Intersex Experience in Ireland</i>
14 April	Transgender & Intersex Workshop at Amnesty Conference
16 April	LGBT Activism Roundtable with Kasha Nabagesera at Amnesty Ireland
16 May	Addressed the Fine Gael Committee on Justice, Equality and Defence
17 May	Addressed the Committee on Equality and Non-Discrimination of the Parliamentary Assembly of the Council of Europe on "The situation of transgender persons in Europe" in Paris
23 May	Delivered Cross Party Briefing on Gender Recognition and Launch of Sinn Féin Gender Recognition Bill
26 June	Dublin Pride Event Gotta Get it Out of My Head
28 June	Public Reception for Anna Grodzka MP
29 June	Led Dublin Pride Parade with Anna Grodzka MP
2 July	Launch of Senator Zappone's Gender Recognition Bill
4 July	Presentation to Joint Oireachtas Committee on Health and Children
18 August	March for Marriage
19 September	Legislating for Recognition - Community Forum
26 September	Attended the European Diversity Awards with Dr Lydia Foy
17 October	Spoke at Irish Embassy in London
23/24 October	Addressed the Joint Oireachtas Committee on Education and Social Protection on the general scheme of the Government's Gender Recognition Bill
25 October	TENI fundraiser Screambox
5 November	Delivered a presentation at the Council of Europe/Trans-Fuzja Conference on Gender Recognition in Warsaw
4/5 November	Delivered a presentation at Transgender Europe's Gender Recognition Roundtable in Berlin
13 November	UN OHRCR Report asks State about gender recognition
20 November	Reception with President Michael D. Higgins at Áras an Uachtaráin Trans Day of Remembrance Balloon Launch across Ireland
22 November	Trans Day of Remembrance Ceremony in Dublin
30 November	Labour Conference passes Motion 15 to improve Gender Recognition Bill
2 December	Launch of <i>Speaking from the Margins: Trans Mental Health and Wellbeing in Ireland</i>



## COMMUNICATION

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

### WWW.TENI.IE

TENI's website acts as a hub for information relevant to the trans community in Ireland by providing regularly updated information through news, events, resources and links. Our News & Events listings provide a vital central point for trans people to know what is happening across the Republic. The calendar of events lists all meetings for trans support groups and trans social events throughout Ireland.

### TENI NEWS

While our day-to-day updates are released through social media, we continue to deliver key messages and press releases via our e-newsletter TENI news.

*570 people subscribed to TENI news  
26 Newsletters*



## SOCIAL MEDIA

Social media provides a unique opportunity for effective and efficient communication. TENI uses social media to create spaces for people to connect and share relevant information and resources with each other.

### FACEBOOK

TENI uses Facebook to share news and information and to engage trans people and allies online.

*3,952 people 'like' TENI's page*

### TWITTER

TENI uses Twitter to distribute news, engage publicly with politicians, support our allies, connect with people, share information and engage in online conversations. Twitter has proven to be a powerful tool to involve people in our work.

*2,127 followers  
3,458 lifetime tweets*

### YOUTUBE

TENI launched our YouTube channel in 2012. We use it to share videos of our events and interviews with the trans community and allies.

*69 videos uploaded  
79 subscribers  
9,581 views*

## TENI FINANCIALS

TENI accounts are audited by:

JPAS Ltd.  
Ardeen House  
10/11 Marine Terrace  
Dun Laoghaire  
Co. Dublin

This report was approved by the TENI Board on 26<sup>th</sup> September 2014.

### **Profit and loss account for the year ended 31<sup>st</sup> December 2013**

	<b>2013</b>	<b>2012</b>
	<b>€</b>	<b>€</b>
<b>Turnover</b>	213,241	200,411
Administrative expenses	(208,868)	(205,379)
<b>Profit/(loss) on ordinary activities before taxation</b>	4,373	(4,968)
Tax on profit/(loss) on ordinary activities	-	-
<b>Profit/(loss) on ordinary activities after taxation</b>	<u>4,373</u>	<u>(4,968)</u>

There are no recognised gains or losses other than the profit or loss for the above two financial years.



# Balance Sheet as at 31<sup>st</sup> Dec 2013

		2013		2012
	€	€	€	€
<b>Tangible Assets</b>				
Fixed Assets		2,181		2,022
<b>Current Assets</b>				
Debtors	628		1,919	
Cash at bank and in hand	<u>64,478</u>		<u>112,902</u>	
	65,106		114,821	
<b>Creditors: Amounts falling due within one year</b>	<u>70,140</u>		<u>(124,069)</u>	
<b>Net current liabilities</b>		<u>(5,034)</u>		<u>(9,248)</u>
<b>Total assets less current Liabilities</b>		(2,853)		(7,226)
<b>Deficiency of assets</b>		<u>(2,853)</u>		<u>(7,226)</u>
<b>Capital and reserves</b>				
Profit and loss account		<u>(2,853)</u>		<u>(7,226)</u>
<b>Capital employed</b>		<u>(2,853)</u>		<u>(7,226)</u>

## ACKNOWLEDGEMENTS

TENI's work is only possible through the hard work and dedication of all the staff, Board members, volunteers, activists, allies and partner organisations who strive to secure trans rights and equality in Ireland. Thank you.

We would not be able to do the work that we do without the generous financial support of our funders. We gratefully acknowledge the support of the HSE, Open Society Foundation (OSF), Iris O'Brien Foundation and ILGA-Europe.



Transgender  
Equality  
Network  
Ireland



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive



IRIS O'BRIEN FOUNDATION

