

BeLong To Annual Impact Report 2013



Supporting Lesbian, Gay, Bisexual & Transgender Young People in Ireland

Annual Review June 2013

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BeLonG To Youth Services is a registered charity in the Republic of Ireland - CHY No. 16534

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Because we believe that the problems which Lesbian, Gay, Bisexual and Transgender young people experience are largely due to negative societal attitudes, we also work to change these attitudes. This is done by training teachers, youth workers and other professionals who work with young people



Introduction

BeLonG To is the national organisation for Lesbian, Gay, Bisexual and Transgender (LGBT) young people in Ireland. We believe that LGBT young people need to be respected and cared for on the same basis as all other young people, and that when they are safe and supported in their families, schools and society they will thrive as healthy and equal citizens.

We provide direct youth work services to Lesbian, Gay, Bisexual and Transgender young people across Ireland. These are spaces where Lesbian, Gay, Bisexual and Transgender young people can meet each other, get involved in activities and see that their identities and selves are valued and important.

Because we believe that the problems which Lesbian, Gay, Bisexual and Transgender young people experience are largely due to negative societal attitudes, we also work to change these attitudes. This is done by training teachers, youth workers and other professionals who work with young people; by running awareness campaigns in schools and youth services, and working with government departments, politicians and non-governmental organisations to ensure that Lesbian, Gay, Bisexual and Transgender young people are heard so that positive social change occurs.

Vision

BeLonG To's vision is for an Ireland where Lesbian, Gay, Bisexual and Transgender young people are empowered to embrace their development and growth confidently and to participate as agents of positive social change.

Mission

- **To provide safe and fun services to Lesbian, Gay, Bisexual and Transgender young people in Ireland which:**
- **Facilitate them through exploration, development and growth;**
- **Enable them to access all their rights as equal citizens;**
- **Empower them to participate as agents of positive social change;**

BeLonG To also provides an advocacy and campaigning voice so that society respects Lesbian, Gay, Bisexual and Transgender young people as full and valued members.

Theory of Change

When Lesbian, Gay, Bisexual and Transgender young people are safe and supported in their families, schools and society, they will thrive as healthy and equal citizens.

Introduction from the Executive Director

2012 was a hugely significant year for BeLonG To and our work to create a society where LGBT young people are safe from harm and can thrive as equal citizens. We experienced a huge increase in the number of LGBT young people accessing direct supports, and the number of BeLonG To supported LGBT youth groups grew from 12 to 16 – the largest annual increase. I believe that this growth is reflective of a growing confidence amongst LGBT young people who are now coming out younger and in greater numbers than ever before.

In our Education work, 2012 saw the most significant breakthrough in our work to eliminate homophobic and transphobic bullying from Irish schools with the publication of the Department of Education and Skills' Action Plan on Bullying. Together with GLEN, BeLonG To worked throughout 2012 to write this action plan which outlines mandatory actions that all Irish schools, regardless of religious ethos, must now take to support LGBT young people and combat homophobic and transphobic bullying. This plan built on the cross-political party support that we secured to mark the International Day Against Homophobia and Transphobia and our close work with the Minister for Education and Skills and the Minister for Children and Youth Affairs.

Through our partnership work, Ireland's first school curriculum on LGBT identity was also published in 2012. Growing Up LGBT was published by the Department of Education and Skills in partnership with BeLonG To, GLEN and the HSE. It contains lesson plans for 20 classes on LGBT identity to be taught in Social Personal and Health Education for each year of Post Primary. This work complemented our Stand Up! Don't Stand for Homophobic or Transphobic Bullying campaign which was delivered in schools and youth centres across the country and which received huge media coverage.

In 2012 we also completed a groundbreaking pilot project with LGBT Asylum Seekers and Refugees. We launched "Seeking Sanctuary," a video about the experiences of young LGBT Asylum Seekers and Refugees, as well as a report to assist organisations to better include LGBT Asylum Seekers and Refugees in their services. During the year young people who we work with met with the United Nations High Commissioner for Refugees to highlight issues affecting them as LGBT Asylum Seekers and Refugees in Ireland.

We furthered our international work in 2012 when we supported the development of UNESCO's Education Responses to Homophobic Bullying – the first global guide on the issue. In addition, BeLonG To's work was signaled out by the Council of Europe's Commissioner for Human Rights and the UNHCR, and we worked internationally with the OSCE Civil Society Platform and the International Lesbian and Gay Association- Europe (ILGA- Europe).

It was my great honour to work with such a dedicated, hard working and expert group of staff, board members and volunteers in 2012. There is a remarkable shared vision amongst all of those involved in BeLonG To for a fair and just society for LGBT young people and all young people. Above all, we do this work because we are inspired by these young people. Every day in our work we have the privilege to hear from LGBT young people and it is their courage, ingenuity and sense of justice that is the driving force behind all that BeLonG To does.



Annual Impact Report

10 Big Wins

1. Numbers - Young People: In 2012 we worked face-to-face with 2,964 young people. This is an increase of 57.56% in Dublin and 19.95% in the national network.

2. Numbers - LGBT youth groups: In 2012 the number of LGBT youth groups around Ireland supported by BeLonG To grew from 12 to 16 - the largest annual growth we have seen.

3. Numbers - Online: In 2012 our online ad Stand Up! Don't Stand for Homophobic Bullying reached over 1,000,000 views, making it the most viewed Irish online charity ad in history. See: <http://youtu.be/lrJxqvalFzM>

4. National Anti-Bullying Action Plan: Announced at the launch of our Stand Up! Campaign in March, Minister for Education and Skills created a working group to develop a national anti-bullying action plan. BeLonG To was a core member of this group and helped create this groundbreaking national plan, which was launched in January 2013.

5. LGBT School Curriculum: Having advocated for many years for the creation of a Department of Education & Skills curriculum on LGBT issues, a new designated SPHE curriculum was completed and piloted in 2012. This will be rolled out to all post-primary schools in 2013 with lesson plans and resources for both junior and senior cycle.

6. Stand Up! Campaign: In 2012 this campaign and week was marked in more schools and youth services than ever. It was launched with Rugby star Ben Cohen and hurling star Donal O'Gusack and supported by Minister for Education Ruairi Quinn and Hollywood actor Colin Farrell. It received huge TV and printed media attention and we secured agreement from the Department of Education and Skills to fund it in forthcoming years.

7. LGBT Asylum Seekers and Refugees: We launched "Seeking Sanctuary" a video about the experiences of young LGBT Asylum Seekers and Refugees, as well as a report to assist organisations to better include LGBT Asylum Seekers and Refugees in their services. During the year, two asylum seeking and refugee young people who we work with met with the United Nations High Commissioner for Refugees to highlight issues affecting LGBT asylum seekers and refugees in Ireland. See: <http://youtu.be/XxoU8wRLaQI>

8. Political support for LGBT young people: In 2012 we secured cross-party political support for combating homophobic and transphobic bullying and supporting the rights of LGBT young people. Education spokespeople from all political parties signed a commitment to work to end homophobic and transphobic bullying. Four different government Ministers (Education, Children and Youth, Mental Health, Primary Care) launched events with BeLonG To and met and spoke with LGBT young people.

9. International Day Against Homophobia and Transphobia (IDA-HOT): Having helped develop the international theme of IDAHOT this year (combating homophobic and transphobic bullying) BeLonG To marked the day by:

- 1)** *Speaking in Paris at the launch of UNESCO's global guide on tackling homophobic bullying;*
- 2)** *Speaking in the Oireachtas (Parliament) about the rights of LGBT young people;*
- 3)** *Speaking at the Department of Education's national Anti-Bullying Forum;*
- 4)** *Securing all political party support for the rights of LGBT young people.*

10. International Work: In 2012 BeLonG To's work was signaled out for international commendation by UNESCO, the Council of Europe's Commissioner for Human Rights and the UNHCR. In addition we worked internationally with the OSCE Civil Society Platform, the International Lesbian and Gay Association (ILGA) and one of our youth leaders was elected to the board of the International Gay and Lesbian Youth Organisation (IGLYO). Our Executive Director was also chosen by the United States Department of State as the only Irish and one of 15 international leaders in LGBT activism to participate in a three week International Visiting Leaders Program in the US.



Strategic Plan

Strategic Plan

Towards the end of 2011 we developed a new Strategic Plan with the One Foundation, which the Foundation went on to fund for the calendar years of 2012 and 2013.

The following are the headline strategic choices and objectives

Social Impact and Key Constituents

National Network

No. of young people supported outside of Dublin: (provisional) 547 (up 19.95% on last year)

The national network has expanded to 16 member groups – outside of Dublin. The national network now includes groups in the following counties: Carlow, Cavan, Cork, Donegal (x3), Galway, Kerry, Limerick, Louth, Offaly, Tipperary, Waterford, Wexford Sligo/Mayo and in Kildare. If we include the groups run directly by BeLonG To in Dublin, there are now 20 LGBT youth groups in Ireland. This means that we have reached the national coverage outlined in our strategic plan.

Dublin Youth Services

No. of young people supported in Dublin: 2,417 (up 57.56% on last year) A huge amount happened at the direct Dublin youth service in 2012 and there was, again this past year a more that 50% increase in the number of young people supported there.

In Dublin we

- Provided 5 weekly LGBT youth groups – including designated groups for Transgender young people and Lesbian young women.
- Provided intensive youth leadership training and support through the year to 35 youth leaders.
- Produced a youth issue of Gay Community News – Ireland's national magazine.
- Deigned and delivered a peer support HIV Awareness campaign for young gay men which was launched by Minister Shorthall.
- Supported young people to be members of national and international committees and advisory panels, including with the Ombudsman for Children, The Department of Children & Youth Affairs and the US Embassy. A youth leader at BeLonG To also became a Board member of the International Gay and Lesbian Youth Organisation.
- Began a weekly Saturday street outreach programme in Dublin City Centre – providing support, information and referral to LGBT homeless and other young people.

Also of note is the fact that we very successfully completed the **National Quality Standards Framework of the Department of Children and Youth Affairs**. BeLonG To was one of the first national youth organisations to complete the NQSF (which is now compulsory) and the response and comments from the DCYA were exceptionally positive.



Public Advocacy

Stand Up!

2012 was a biggest year to date for our Stand Up! Don't Stand for Homophobic Bullying campaign, which was supported by the Minister for Education, as well as by sports stars Ben Cohen and Donal O'Gusack and Hollywood actor Colin Farrell. Commenting on Stand Up, Minister Quinn said:

"I commend BeLonG To for the crucial leadership role that they play in combating homophobic bullying and the vital support they provide to LGBT young people across Ireland. My Department greatly values our important working relationship with BeLonG To and I urge all post-primary school to participate in Stand Up! next week. Homophobic bullying can have very serious affects on young people's health and education. In line with the programme for Government, my Department and myself are committed to developing a roadmap towards eliminating homophobic bullying from our schools. We believe that all young people have the right to a safe and equal education."

LGBT Youth Mental Health Project: Having secured new funding from the HSE's National Office for Suicide Prevention we began our first national LGBT youth mental health project. Minister Kathleen Lynch launched new training programme and educational booklet part of it in September. Amongst other things, we are working towards launching a new LGBT mental health website in June of 2013.

Media:

BeLonG To maintained a strong media presence to advocate for the rights of LGBT young people in 2012 (please see attached media book). Amongst others we appeared in / spoke on: The Irish Times a number of times (including our first Op Ed); RTE1 TV: Six One News and Main Evening News; Morning Ireland; the Sunday Times and Sunday Independent; all national radio stations; and international on the Japanese Broadcasting Corporation and the San Francisco Bay Area Reporter.

International Day Against Homophobia & Transphobia

(IDAHOT): BeLonG To worked closely with the IDAHOT Committee to develop this year's international theme - *'Tackling homophobia and transphobia through Education'*. With GLEN we produced a two page briefing document on homophobic bullying which we sent to all TD's and Senators and organised a successful photoshoot with Ministers Ruarí Quinn and Frances Fitzgerald and young people from BeLonG To. In addition the Irish Times carried a Op Ed on homophobic bullying from Michael, and Carol-Anne spoke at the Dept of Education forum on bullying. Overall we believe that we maximised the opportunity of IDAHOT securing great political support and media coverage.



Institutional Advocacy

Institutional Advocacy:

SPHE School Curriculum: 'Growing Up LGBT', new resource for all years of secondary school was completed and piloted in 2012. This will be rolled out to all post-primary schools in 2013. We delivered teacher training on a regional basis to support SPHE teachers to deliver the program. This is the culmination of five years work and for us is one of BeLonG To's greatest achievements to date.

Department of Education & Science Anti-Bullying Working

Group: Having secured a commitment in the Programme from Government and an announcement from the Minister for Education at the launch of our Stand Up! Campaign, this DES group began its work in June 2012 and completed in Dec. BeLonG To was one of only two NGO's to be members of the group. The Minister will launch the action plan – which contains huge advances in our work to combat homophobic bullying in early June 2013. Again, this is a huge breakthrough and surpasses our plans in our 2011-2014 strategic plan.

Political Buy in:

Over this period we did considerable work with politicians to secure greater commitment to supporting LGBT young people and our work. This included:

- *Producing and disseminating to all TDs and Senators a briefing on homophobic & transphobic bullying.*
- *Minister for Children and Youth Affairs Frances Fitzgerald launching our annual report.*
- *Minister for Education and Skills Ruairi Quinn agreeing to launch our Stand Up! Campaign (John Lyons TD delivered the Minister's speech in his absence due to a family emergency)*
- *Minister for Mental Health Kathleen Lynch launching our Mental Health Project.*
- *Minister for Primary Care Roisin Shorthall launching our HIV peer initiative.*

We delivered teacher training on a regional basis to support SPHE teachers to deliver the program. This is the culmination of five years work and for us is one of BeLonG To's greatest achievements to date.



LGBT Refugees and Asylum Seekers

We launched "Seeking Sanctuary" a video about the experiences of young LGBT Asylum Seekers and Refugees, as well as a report to assist organisations to better include LGBT asylum seekers and refugees in their services. During the year, two asylum seeking and refugee young people that we work with, met with the United Nations High Commissioner for Refugees to highlight issues affecting LGBT asylum seekers and refugees in Ireland. See: <http://youtu.be/XxoU8wRLaQI>

International Work

2012 was another year where BeLonG To further built its international profile as a leading expert organisation in the area of supporting LGBT young people and combating bullying. It is important to note again that this profile and the related relationships began when Michael Barron was awarded the Captain Cathal Ryan Scholarship in 2009! In 2012 this work included:

- **UNESCO:** Having, with the support of the Department of Children and Youth Affairs, worked with UNESCO to produce the first global guide on combating homophobic bullying in schools, BeLonG To were one of only third NGO's invited to speak at its launch at UNESCO HQ on May 17th. The event, which featured a keynote address from the United States Under Secretary for Civil Rights, was live webcammed. As a follow up BeLonG To were invited to speak at the UNESCO sponsored first South African conference on homophobic bullying in September and UNESCO's web resource bank on homophobic bullying features many BeLonG To materials

- **Organisation for Security and Cooperation in Europe (OSCE):** We worked with the US State Department, as well as Russian and Dutch NGO's, to secure Civil Society Platform recommendations on LGBT rights to the OSCE Ministerial Council. This included presenting to the OSCE Civil Society Platform on homophobic bullying and securing specific mention and recommendations on LGBT youth, education and homophobic bullying.

- **United States Department of State International Visiting Leaders Program (IVLP):** Having developed a strong working relationship with them, the US Embassy in Dublin nominated Michael to participate in the first LGBT themed 3 week IVLP. This allowed for great exposure to the US government in Washington DC, to innovative methods to tackle homophobic bullying and to potential funders. Examples of good practice from this trip have been included in the Department of Education Anti-Bullying Working Plan. In addition we have developed a close working relationship with the US State Department – working on OSCE initiatives and there is potential there for much greater support in 2013.

- **International Gay & Lesbian Youth Organisation (IGLYO):** A young man who is a youth leader at BeLonG To was elected to the Board of IGLYO at their assembly in the Ukraine in November 2012. Election to this Board is very competitive. This is a great endorsement of this young man's ability and of our youth leadership training programme.

Belong To. Governance, Staff & Affiliations

Governance

Board Members 2012

BeLonG To continues to aspire to the highest standard of governance at every level in the organisation. There were 6 meetings of the board in 2012. BeLonG To extends its thanks to all board members for their work during the year and for their continued involvement and support.

Anna Quigley - Chairperson

Aodhan Bourke (Treasurer & Company Secretary)

(Appointed Company Secretary - 7th Feb. 2012)

Susan Donlon (Secretary to the Board)

Maureen Looney

Maurice Devlin

Emily Scanlan (Retired - 7th February 2012)

Dominic Hannigan TD (Appointed - 8th May 2012)

Ann Nolan (Appointed - 17th July 2012)

In particular, BeLonG To would like to extend a special thank you to board member Aidan Harney for his dedication and commitment to LGBT young people and his support as a board member over the years.

Staff

In 2012 staffing levels at BeLonG To expanded to their largest level yet.

Michael Barron - Executive Director

David Carroll - Director of Services

Carol-Anne O'Brien - Advocacy Coordinator

Glenn Keating - National Network Manager (departed Sept 2012)

Gillian Brien - Project Leader, Youth Service

Oisín O'Reilly - Office Manager

Marissa Ryan - Project Coordinator, LGBT Asylum Seekers

& Refugees

Rebecca Murphy - Training Officer

Gerard Roe - Drugs Education and Outreach Officer

John Duffy - Youth Worker

Ashling Flynn - LGBT Mental Health Project Worker

Emily Scanlan - Fundraising Manager (From Feb - Dec. 2012)

Gordon Grehan - Office Intern (departed Aug 2012)

In 2012, BeLonG To continued to facilitate Youth Work placements from the following colleges:

NUI Maynooth (three placements)

CYC Youth Studies Course

Liberties College (two placements)

Ballsbridge College.

Affiliations

In 2012, BeLonG To was affiliated with, or a member of, many national and international organisations, including:

National Youth Council of Ireland

Gay Health Network

LGBT Diversity

National AIDS Strategy Committee - Prevention & Education Committee

Children's Rights Alliance

Volunteering Ireland

Citywide Prisons Forum

NWIC Drugs Working Group

NYCI Committee for Equality and Inclusion

NICDTF Education & Prevention Sub-Committee

Irish Association of Suicidality

LOOK - Loving Our Out Kids

The Wheel

NGO Forum on Direct Provision

ILGA - Europe (International Gay & Lesbian Association - Europe)

IGLYO (International Gay lesbian Youth & Student Organisation)

TENI - TransparenTcy (Parent Support for Trans Youth)

Fundraising Ireland

Reel Youth

HSE North East Youth Health Promotion Strategy Committee

Belong To Funders 2012

Funders

BeLonG To would like to express appreciation for the generosity of our funders.

Core Funders:

- The One Foundation
- The Department for Children and Youth Affairs
- Health Services Executive – National Office for Suicide Prevention
- North Inner City Drugs Taskforce
- European Commission's European Refugee Fund, supported by the Office for the Promotion of Migrant Integration in the Department of Justice & Equality, and Pobal.
- Health Services Executive - Health Promotion Office, Dublin North East
- Health Services Executive - Health Promotion Office, North West Region

Project Funders:

- Dublin City Council
- Reel Youth
- Dublin LGBTQ Pride Festival
- o2 Think Big Fund
- The Ireland Funds

The **One** Foundation





I commend BeLong To for the crucial leadership role that they play in combating homophobic bullying and the vital support they provide to LGBT young people across Ireland. My Department greatly values our important working relationship with BeLong To and I urge all post-primary school to participate in Stand Up!

Profit & Loss for the Year Ended December 31st 2012

Profit & Loss for the Year Ended December 31st 2012

	2012
<u>INCOME</u>	Euro
Core Income	692,446
Non-Core Income	122,085
Total Income	814,530

EXPENDITURE

Staff Costs	505,339
Programme Costs	134,245
Administrative Costs	148,994
Fundraising Expenses	50,712
Total Expenditure	838,577

EXCESS OF INCOME OVER EXPENDITURE (24,046)

Taxation on Ordinary Activities

-

DEFICIT FOR THE FINANCIAL YEAR (24,046)

Balance Sheet for the Year Ended December 31st 2012

Balance Sheet for the Year Ended December 31st 2012

	2012
<u>FIXED ASSETS</u>	Euro
Tangible Assets	<u>9,894</u>
<u>CURRENT ASSETS</u>	
Debtors and Prepayments	18,883
Cash at Bank	133,843
Cash on Hand	248
<u>Total Current Assets</u>	<u>152,974</u>
<u>CREDITORS</u> - falling due within one year	(41,741)
<u>NET CURRENT ASSETS</u>	<u>111,233</u>
<u>TOTAL ASSETS LESS CURRENT LIABILITIES</u>	121,127
<u>DEFERRED INCOME</u>	(30,000)
<u>NET ASSETS</u>	<u>91,127</u>
<u>REPRESENTED BY</u>	
Members Funds	<u>91,127</u>



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BeLonG To Youth Services is a registered charity in the Republic of Ireland (CHY - 16534)