

Liberate Annual Report 2017

OVERVIEW OF LIBERATE'S VISION AND STRATEGY

We promote fairness and equality for the Lesbian, Gay, Bisexual, Transgender and Questioning/Queer (LGBTQ) community and their friends and families within the Bailiwick of Guernsey and to serve and support the LGBTQ community and their friends and families within the Bailiwick. We campaign for positive change in the laws and opinions within the Bailiwick to promote acceptance of everyone identifying as LGBTQ, with the input and support of the LGBTQ community. We want to stand as positive role models and provide a voice for the Bailiwick's LGBTQ community.

Our vision is to have a fair and equal society, where each Lesbian, Gay, Bisexual, Transgender and Questioning/Queer person living in the Bailiwick is treated equality and with dignity and respect. We wish to create a place where the laws protect the rights of LGBTQ individuals and a society that welcomes and protects diversity. We wish to put in place support services for LGBTQ people growing up and growing old within the Bailiwick and to create an island community where everyone stands in equal footing with their neighbour regardless of their gender, gender identity, sexual orientation, disability, belief, age or race.

Liberate's mission is to:

- Educate and inform on a wide range of LGBTQ issues and support those who identify as LGBTQ, their families and friends
- Campaign to reform related laws and policies to ensure that LGBTQ people can enjoy the same freedoms and protection as everyone else in the Bailiwick of Guernsey
- Question social attitudes and behaviours which discriminate against LGBTQ people
- Offer advice and support to help tackle discrimination, in all its forms, against LGBTQ people
- Positively promote awareness of the LGBTQ community and encourage support from all social, professional and political entities
- Host events where LGBTQ people can meet in a safe and supportive environment
- Stage fundraising events to support specific projects

HIGHLIGHTS AND ACHIEVEMENTS IN 2017-18

Education and Outreach in 2017

- Support has been offered to 45 individuals
- Workshops/training has been conducted with 7 organisations, involving 210 individuals but with a potential reach of 10,000 people
- DIFERA accreditations have begun with 4 organisations reaching 582 people
- 11 events, which involved 589 people
- Five different schools have received PSHCE lessons, involving 19 separate year groups and 241 individuals
- Four school assemblies, reaching 280 people

Total contacts 1,373 people – reach approx. 12,000 people in Guernsey

Youth Work

The LGBTQ PSHCE lessons provided to the State secondary schools has been very well received with positive feedback from both teachers and students. This has been done in conjunction with the Youth Commission. 2017 saw the start of a Youth LGBTQ group which meets weekly at The Caves and seeing 5- 10 young people attending.

Marriage & Children

Same sex marriage came in to law in May 2017. After the changes to the law regarding same sex marriage, there have been 7 weddings in the last year. With Alderney following in June 2018.

The adoption law was also updated to be inclusive of same sex couples. Although equal it is not equitable – we are working on this with the States.

We are currently in discussions with regards being able to name two same sex parents on a child's birth certificate and hope to have an update on this by the end of June 2018. It is worth noting that Intersex people may already be able to identify as such via Guernsey current birth registration documents

It is important for people to note that the same sex marriage legislation states that all other laws should read as updated to include same sex couples wherever 'marriage' 'husband' or 'wife' is mentioned.

Trans Health update

States of Guernsey Health have updated their policies and will now fund the freezing and storage (up to 10 years) of eggs and sperm for people undergoing hormone therapy. We are working with Nicola Brink (Head of Health) on trying to reduce the multiple steps and complicated procedure for initial gender clinic meetings and referrals.

Fundraising and Events

There have been several events held over the last year, including the Exhibitionist Ball, Burlesque night and Lip Sync Battles.

There have been multiple funding applications made, including the Channel Islands Lottery and Saffrey Rotary Walk, but these have been unsuccessful. Liberate plans to be self-sufficient in the future through delivering the DIFERA accreditation. Unfortunately, this has not proceeded as quickly as we had hoped and we therefore have a funding gap for the coordinators post – currently held by Ellie Jones. In June 2018 the coordinator voluntarily cut their hours by half. We hope the position will be back to usual hours in a few months. Liberate would thank Lloyds Bank for funding this post from 2017 to date. This also means that people are needed to take on more tasks in a voluntary capacity.

An additional group called 'OUT' was created to set up events, under the Liberate umbrella but independently organised. Events held include a pre-Christmas social event, film, coffee at the Farmer's Market, coffee mornings at Le Petit Bistro and a walk, but there has sadly been limited interest.

Further dates for events include:

- Liberate Exhibitionist Ball on 23 June
- Junior Lip Sync Battle at The Caves on 21 July
- Quiz at The Golden Lion on 28 July
- Bingo night at Urban Kitchen – August date TBC
- Channel Islands Pride and After Party in Guernsey on 8 September

DIFERA

The DIFERA accreditation was launched in Jersey in May, and Guernsey in September. DIFERA and is an employer accreditation, which aims to provide organisations across the Channel Islands with a quality mark that can be used to demonstrate their credentials as a diverse and inclusive employer. This is the first accreditation in the Channel Islands to award organisations with a quality mark that demonstrates to employees (past, present and future), to clients and

suppliers that your organisation places **Diversity, Inclusion, Fairness, Equality, Respect** and **Acceptance** at the heart of what you do.

To date four organisations have started their DIFERA journey in Guernsey. The States of Guernsey are due to run a pilot and we then hope to roll DIFERA out across the States.

DIFERA is being pushed via various States 'work streams' including the disability/discrimination legislation education piece and the Children's and Young People's plan, amongst others. DIFERA is also being backed within the States by Gavin St Pier and Jason Moriarty (chief operating officer) among others.

Discrimination Legislation

We have been involved with discussions with the States for the last 2 years via the Equalities Working Group (EWG) with regards to the Disability Discrimination Legislation. Following these discussions the States have now agreed to introduce wider discrimination legislation protecting all minority groups include the LGBTQ community. This will cover goods and services, as well as work places.

Other Organisations

Liberate has a good working relationship with a number of other organisations, including Guernsey Disability Alliance (GDA), Citizen Advice Bureau, Safer, Aging Well in the Bailiwick, Mind, the Youth Commission, and Guernsey Employment Trust (GET). They hope to continue to work well together.

Pride

Guernsey will be hosting their second of the Channel Island Pride events in September 2018. This will include a parade, events and an after party. Closer to the time, there will be requests for volunteers.

AREAS STILL TO BE ADDRESSED

- Improving the rights surrounding birth rights and children
- Trans awareness – Nicola Brink in health has been very supportive in establishing equality and now the States will cover egg/sperm collection as well as surgery, although they still will not cover what is deemed to be 'cosmetic'

- DIFERA – continue to deliver training and get organisations to sign up for accreditation. This is paramount for becoming self sufficient
- Elly Barnes has been working with schools with the aim to make them more LGBTQ friendly during 2017 & 2018 – we should have an update on this via Education shortly
- Marriage laws – there is still some discussion about where people can marry etc. There is currently a States of Guernsey consultation out (ends July 2018)
- Colleges – Ladies College, Elizabeth College and Blanchelande have not yet been involved in education relating to LGBTQ – although we are currently talking trying to rectify this.

Current Posts

Committee - Markis Allen (Chair), Ellie Jones (Vice Chair), Holly (Treasurer), Kate Evans (Secretary)

Trustees - Niall McCathie, Pippa McCathie, Charles Parkinson, Annette Girard, Hugo Forrester