

LIBERATE



Liberate

Vision and Strategy

2017 – 2019

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1. Who we are

Liberate (“the Charity”) is a local charity, founded on 13th February 2014, Registration number [GH468]. We are registered with the Guernsey Charities Commission (No. 399)

Liberate is governed by a Chair, Vice Chair, Hon. Treasurer and supporting committees. We are made up of individuals from a variety of gender identities, sexual orientation, age, religious beliefs, race and disabilities.

By having such a diverse group of people involved we can operate on many levels as we all bring something different to the group.

We currently have one part time member of staff (contracted until April 2017) and the rest of our team contribute on a voluntary basis.

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.

Rights under the law and equality of treatment for individuals identifying as Lesbian, Gay, Bisexual, Transgender and Questioning has gathered pace within the Western World over recent years and, as a progressive, free and democratic society, we want the Bailiwick of Guernsey to keep pace with this change. We believe that the LGBTQ community within the Bailiwick are entitled to the same freedoms as other groups of people both within the Bailiwick and internationally.

We serve and support the Lesbian, Gay, Bisexual, Transgender and Questioning/Queer community and their friends and families within the Bailiwick of Guernsey.

We campaign for positive change in the laws and opinions within the Bailiwick of Guernsey to promote acceptance of everyone identifying as Lesbian, Gay, Bisexual, Transgender and Questioning/Queer, 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.

2. Achievements so far

Since the Charity's inception we have campaigned tirelessly for change and we have witnessed and helped to achieve several key changes. We have also staged events and provided essential support.

Our achievements so far:

- i. The States of Guernsey voted to introduce same sex marriage in December 2015, the law will be in place for the summer of 2017;
- ii. The States of Guernsey introduced a law allowing same sex couples to adopt;
- iii. The States of Guernsey have updated the Income Tax Law so that LGBTQ people are treated equally;
- iv. The Charity staged the first Guernsey based Channel Island's Pride event in 2016;
- v. We are now an approved States of Guernsey School Support Agency;
- vi. We have worked with local organisations towards installing pathways to UK support and healthcare providers for gender reassignment treatment;
- vii. We have staged many events to promote LGBTQ awareness;
- viii. We have engaged the media to maintain awareness of the need for equality for the LGBTQ community;
- ix. Liberate was included in a shortlist of 3 charities for the Guernsey Community Foundation's Charity of the Year Award in 2015, we were also nominated in this category for 2016, and shortlisted for Organising Committee of the Year for Channel Islands Pride: Guernsey and our Vice Chair Ellie Jones was shortlisted for Outstanding Individual Achievement;
- x. We have provided support to LGBTQ individuals, their family and friends through our confidential support service, and online platforms;
- xi. We have encouraged individuals from every walk of life to join the Charity to promote diversity within the Charity;
- xii. We have delivered diversity, equality and inclusion training to various organisations including States bodies, schools and other charities;

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- xiii. We have seen the States of Guernsey change their policy and agree to fund gender reassignment;
- xiv. We launched a dedicated Trans web resource.

3. Our vision

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 with dignity and respect. We wish to create:

- A place where the laws protect equally the rights of Lesbian, Gay, Bisexual, Transgender and Questioning individuals.
- 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.

We wish to create an island community where everyone stands in equal footing with their neighbour regardless of their:

- Gender
- Gender identity
- Sexual orientation
- Disability
- Belief
- Race

Our ultimate achievement is for the Bailiwick of Guernsey no longer to require an organisation such as Liberate to campaign for equal rights of LGBTQ individuals.

4. Our mission

We educate and inform on a wide range of LGBTQ issues and support those who identify as LGBTQ, their families and friends.

We 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.

We question social attitudes and behaviours which discriminate against LGBTQ people.

We offer advice and support to help tackle discrimination, in all its forms, against LGBTQ people.

We positively promote awareness of the LGBTQ community and encourage support from all social, professional and political entities.

We host events where LGBTQ people can meet in a safe and supportive environment.

We stage fundraising events to support specific projects.

5. Objectives and priorities

The following is a list of projects that Liberate aim to put in place:

- a. Continue to develop education programmes for Guernsey schools, working in conjunction with “The Hub” - to tackle homophobia, bi-phobia and transphobia and help schools to become LGBTQ inclusive and visit schools regularly, at their request, as an Approved Schools Support Agency. Also to develop peer led youth support networks.
- b. Continue to deliver training to businesses and States Departments on equality and diversity and develop a ‘kitemark’ system whereby organisations can evidence that they have signed up to these elements.
- c. Continue to work with the States liaising with, and helping shape policy;
- d. Develop further outreach programmes for LGBTQ people within the Island from youth to adulthood and through to old age - creating regular social days, clubs, groups, and events.
- e. Ensure **ALL** members of the LGBTQ community can access our services, by increasing the work we do work with other minority groups, through the close links we have developed with the GDA (Guernsey Disability Alliance) and MIND;
- f. Ensure that we have positive LGBTQ role models and allies who are visible in the wider community, especially within schools, sport and the government;
- g. Develop strategies to help with the specific needs of the older LGBTQ population and their care.
- h. Organise fundraising and community events - including Channel Islands Pride in 2018 & 2020 - which create wider visibility and therefore acceptance of LGBTQ people in the community.
- i. Continue to work with mental health professionals and charities, doctors and HSSD, especially regarding the Trans* community on inclusive care, and providing a clear, effective and comprehensive care pathway.
- j. Continue to work with the LGBTQ liaison officers within the police, prison and probation services that we introduced at the beginning of 2017.
- k. Engage in community events to give a more visible presence of the LGBTQ community within the wider community.
- l. Continue to develop our online resources, including webpages, social media and video blogs, to educate and support LGBTQ individuals, allies, friends, families and colleagues.
- m. Liaise with government and professional services to provide training on the specific needs and requirements of transgender people, e.g. passport officials, doctors’ surgeries, police and prison officers.
- n. Offer a support system to LGBTQ individuals suffering discrimination or prejudice in the work place or within education.
- o. Continuing pressure on and work with the States to reform laws and policies that discriminate against LGBTQ people, especially regarding outdated forms and procedures, e.g. the Tax department to make them less discriminatory and more inclusive, and lobby for the States to

introduce gender recognition certificates, gender neutral forms and an intersex option on birth certificates.

- p. Lobby and work with the States to bring in general equality legislation as part of a larger pressure group.
- q. Implement marketing and awareness plans around the above projects.
- r. Negotiate corporate sponsorship where needed for projects such as Channel Islands Pride, and
- s. Develop income streams through our training sessions, and via advertising on our website and social media pages to businesses wishing to connect with the LGBTQ community in Guernsey.

Beyond 2019 we aim to have multiple peer led community groups holding regular sessions offering support across the island to all sections of the LGBTQ+ community, their family and friends. As well as an ongoing established, comprehensive education and training programme that is accessible to all organisations large and small. We will continue to strive to change the hearts and minds in the wider community by hosting, inclusive community events celebrating diversity and inclusion, such as Pride. We aim to be in the final stages of reforming any remaining outdated laws and policies to truly make the Bailiwick an inclusive place to live. Work on introducing equality legislation should be well on its way and is likely to be a big part of our work stream in 2019 and beyond.

6. Resources

Liberate currently has one part time member of staff (on contract until April 2017) and approximately 25 active volunteers. With ongoing dedicated resources, the Charity would have the opportunity to realise our objectives.