



ANNUAL REPORT

JUNE 2018 - JULY 2019

LIBERATE





CI PRIDE

GUERNSEY PARADE

ST NORTHERN

ROYAL BANK



OVERVIEW OF LIBERATE'S VISION & STRATEGY

Liberate exists to 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 equally 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, ability, belief, age or race.

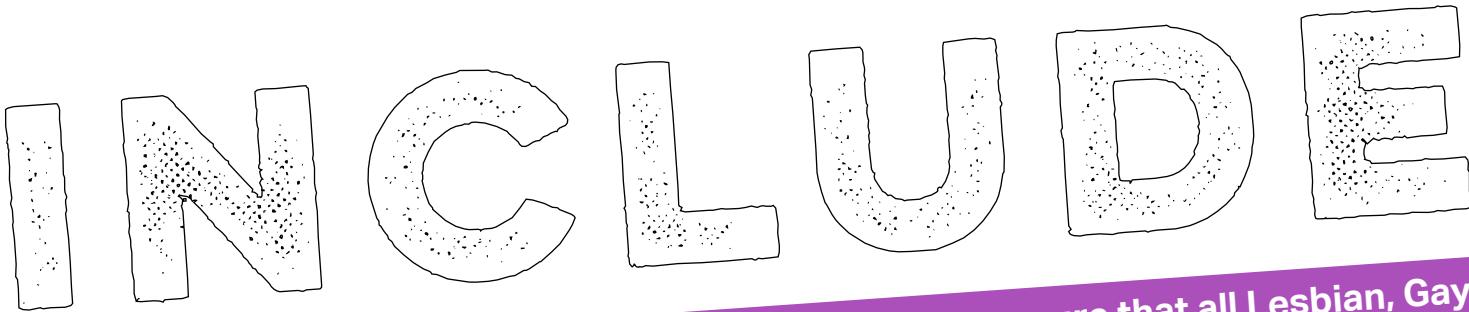
Liberate is a Guernsey registered charity established in 2014 to include, inform and support the Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) communities across the Channel Islands

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







An integral part of Liberate's mission is to ensure that all Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) people feel included in our Island community, and that they have a 'place'.

5,000+ people attended Channel Islands (CI) Pride when it returned to Guernsey in September 2018. CI Pride is fast becoming one of the biggest community events in Guernsey.

3,000 rainbow laces and sweat bands were given out to wear in the run up to CI Pride. Our 'Pride in Sport' campaign saw local sports teams, personalities and sporting events join to help tackle the problem of homophobia, biphobia and transphobia in sport.

35 colourful 'identity' flags were hoisted on the St Peter Port roundabout to raise awareness of different sexualities and gender identities.

60 individual group meetings or events were held over the year. These offer a safe space for LGBTQ people of all ages to meet (including the LGBTQ youth group hosted with the Youth Commission).

The 'Rainbow Chorus' choir was launched. This is a weekly activity 'with purpose'. We have a regular attendance of around 20 people, with 50 people in total being currently involved.



'OUT' the social splinter group of Liberate restarted this year. Their aim is to host quarterly meet ups with 50-80 people attending each time.



3 new organisations completed DIFERA 2018: States of Guernsey, BWCI and Canaccord which will ensure that over 6,000 employees complete diversity and inclusion training.



LLiberate continues to be an integral part of Equality Guernsey. This well-established consortium of 3rd sector people have come together in support of the development of Discrimination Legislation and an Equality & Rights Organisation, and to ensure that the 'equality agenda' stays a firm focus for the States of Guernsey over the coming years.

We engage and work with the States of Guernsey on many work streams including:

the Discrimination Legislation, the Children and Young People Survey, the Guernsey Police community group and the Education Department.

We've hosted 7 main events which saw over 6,000 people attend, these include CI Pride, our infamous Lip Sync Battles, The Exhibitionist Pudding Party, the big Quiz of the Queer and Drag Queen Bingo.

Strong effective relationships with other organisations include:

The Youth Commission of Guernsey & Alderney
Guernsey Disability Alliance
Citizen's Advice Bureau
Autism Guernsey
the Town Church
Guille Alles Library
the States of Guernsey
and many more

The media

BBC Radio Guernsey
the Guernsey Press
the Bailiwick Express
ITV (we also sit on their diversity panel)



REFORM

At Liberate we believe that one day we will all be treated equally under the law, no matter what our ability, gender identity, race, religious belief, sex or sexual orientation or gender identity.

- ◊ Same sex marriage was introduced in Alderney, with Sark hopefully following at the end of 2019.
- ◊ An interim solution was found for same sex parents to be included on their child's birth registration documents
 - birth certificates will then be retrospectively changed when the law is updated.
- ◊ Intersex birth registrations are allowed (this is by default as the current system does not restrict the sex entry to the binary of male or female);
- ◊ The outline of a Guernsey Discrimination Legislation has been developed and it is currently inclusive of LGBTQ people. This is due to go in front of the States of Guernsey assembly in early 2020 for debate.
- ◊ Provisions are being put in place so that trans, non-binary and gender non-conforming people do not miss vital health screening that is connected to the sex they were assigned at birth.
- ◊ Guernsey's Health service are introducing a streamlined way to update all health records and gender markers associated with name changes and transition. This will result in historical medical records including a person's sex assigned at birth and any previous names, only being able to be accessed and seen by professionals that need to know that information.



INFORM

We have pooled our collective knowledge and experience to help inform and assist people about the issues that affect the LGBTQ community. We always aim to do this in an informative, fun and accessible way.

- ◊ All States of Guernsey secondary schools, the College of FE, Ladies College and Elizabeth College have received various age appropriate lessons and/or assemblies on LGBTQ terminology, inclusion and homophobic, bi-phobic and transphobic bullying (this is done via our coordinators role at the Youth Commission for Guernsey and Alderney).
- ◊ The Institute have received LGBTQ training for all year 1 and 3 nursing students covering some of the differing health needs within the LGBTQ community and how to ensure all people are treated with dignity, privacy and respect.
- ◊ Guernsey hosted its first Equality Conference in July 2019, Liberate delivered two sets of workshops at this event, one on sex, sexuality and gender identity, and another on Diversity, Inclusion, Fairness, Equality, Respect and Acceptance (DIFERA) in the workplace – with the latter kindly delivered by Liberate Jersey.
- ◊ We were invited to join the Channel Island Professional Development (CIPD) Equality Conference where we delivered a presentation on equality and inclusion to human resource professionals representing over 100 different local organisations.
- ◊ We attended the '5 Ways to Wellbeing' school event which was attended by all States' senior school pupils, reaching approximately 3,000 pupils. We invited pupils to write messages of support for their LGBTQ friends and family on a mural from CI Pride.
- ◊ We created a version of our DIFERA training that can be delivered via an online set of modules, giving 6,000+ States of Guernsey employees access to training on Diversity, Inclusion, Fairness, Equality, Respect and Acceptance at the click of a button.



S U P P O R T

We provide support to anyone with questions about gender identity, sexuality, or any aspect of LGBTQ life. This is available to all who feel they need it for any reason.

- ◊ We received 39 different requests for support and help from individuals with regards to LGBTQ issues and questions. The majority of the 1:1 support that Liberate is asked for relates to gender identity.
- ◊ Our Trans group meets monthly with an average of 6 people attending each session, with 14 individuals supported this year.
- ◊ All of our under 18 work is done via our coordinators role at the Youth Commission of Guernsey and Alderney. This work has seen just over 100 individual contacts with LGBTQ young people and their families.
- ◊ We received 14 different requests from family members of LGBTQ people asking for advice and support.



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