

Welcome to Dublin

In 2006 two gay Gardaí attended the 3rd European Gay Police Association Symposium in Stockholm. Coming from a country with no LGBT police visibility and no support structures in place for LGBT Garda staff, the conference opened up their eyes to the possibilities that exist for police employees in countries where visibility and acceptance exist. The visit set in motion the development of a staff support structure and commenced a program of European collaboration. Six years later, and with more than a little help from our European colleagues, a lot has changed for LGBT Gardaí in Ireland.

The 6th European Gay Police Association Conference takes place on the 28th and 29th June in Dublin Castle. This landmark event will be held in a superb state facility, rich with history and containing world-class conference facilities. Police Officers from across Europe and the United States will gather to share best practice. They will also work together to develop new networks of police employees, dedicated to providing a better service to the LGBT communities and a better work environment for LGBT police staff.

The conference, built around the theme, '*Supporting Professional Policing*', has been designed around two distinct conference days, a *Human Resources* day on the 28th June and a *Supporting LGBT Communities* day on the 29th June. The conference boasts 15 interactive workshops, many of which explore themes never before discussed at EGPA or similar conferences.

Policing and LGBT young people, practical guidelines for supporting Transgender people (HR and Community Policing perspectives), and an EU standard approach to training are just some of the topics being explored. We hope to build on this conference learning at the ILGA Conference in Dublin this 18th – 21st October.

While a world-class professional policing conference is the primary objective, the Irish welcome will be just as world-class. The Committee of G-Force, welcome those who are attending over the two days from the Irish public services, private industry and community organisations. And we extend the warmest of welcomes to our visiting Delegates from Europe and the United States. We hope you all enjoy the conference and learn from the speakers, workshops and each other.

The Committee,

G-Force, Garda Lesbian Gay Bisexual and Transgendered Employee Network.

Conference Launch

The European Gay Police Association is delighted that the conference is being supported and launched by the Minister for Justice, Equality and Defence, Mr Alan Shatter TD. The support from the Department of Justice, Equality and Defence has been fundamental to the success of the conference, in particular the provision of the conference venue. The following will speak at the conference launch on the morning of the 28th June 2012.



Sergeant Paul Franey

Vice President, European Gay Police Association

Sergeant Franey is also the Secretary and a founding member of G-Force, the Garda LGBT Employee Network. He is a Sergeant attached to a core policing unit in the Dublin Metropolitan Regions, Northern Division. He has worked previously in the community policing and human resources areas. He has been working with Irish LGBT community organisations since 1996.



Superintendent Herman Renes

President, European Gay Police Association

Superintendent Renes works as an advisor to the National Expertise Centre on Diversity (LECD) of the Dutch police. From 2004 to 2008 he was policy advisor to the Rotterdam-Rijnmond police force on diversity issues and from 2008 to 2010 he worked as a confidential counselor / advisor on the issue of unwanted behavior amongst police employees, for KLPD – Dutch National Police Department.



Commissioner Martin Callinan

Commissioner of An Garda Síochána (Head of National Police)

Commissioner Callinan has served in Waterford, Blanchardstown, Cabra, the former Central Detective Unit, Pearse Street, Terenure, Swinford, Crime and Security Section and Operations at Garda Headquarters. Commissioner Callinan holds a BA (Hons) in Police Management. In 1995 he undertook Management training at the FBI Academy, Quantico.



Mr. Alan Shatter T.D. (TD - Member of Irish Parliament)

Minister for Justice, Equality and Defence

Alan Shatter was elected to Dail Éireann (Irish Government) in 2011 & 2007 having previously represented Dublin South in the Dail from 1981 until 2002. He has held a number of senior positions within the Fine Gael Party. As a Fine Gael TD he published more legislation in the form of Private Members Bills from the opposition side of the Dáil than any other Deputy in the history of the State. An advocate of radical legal, social and environmental reforms, he continues to pioneer new initiatives.

Launch of DCU Study

Cultures of Diversity, Sexual orientation in An Garda Síochána

To support the Garda Síochána Diversity Strategy, Dr Mel Duffy and Dr Vera Sheridan carried out a phenomenological study of the experiences of gay, lesbian and bisexual members of An Garda Síochána. To progress a diversity strategy within any organisation, a thorough analysis of the subject, and its component parts, must be undertaken. Hence a detailed study of the lived experience of LGB Gardaí was conducted. The study was designed to unearth the experiences of individuals serving in An Garda Síochána relating to sexual orientation. It's findings will no doubt impact positively on the organisation as it develops its capacity to deal effectively with diversity issues for a long time to come.

Dr. Mel Duffy



School of Nursing and Human Sciences, University College Dublin

With a background in Sociology and Philosophy, Dr. Mel Duffy Obtained her PhD [DCU] in 2008 with a thesis entitled *Voices from the hinterland: Lesbian women's experiences of Irish health care*. She co-founded the MA in Sexuality Studies with the first cohort graduating in November 2011. She also co-founded the first Irish International conference in sexuality in 2010. Her research interest is in the area of marginalisation, inequality and in particular living in Irish society. She has been an active Adult Educator, teaching courses on various aspects of Irish society to groups around the greater Dublin area.

Dr. Vera Sheridan



Faculty of Humanities and Social Science, University College Dublin

Dr Vera Sheridan is the Academic Coordinator for the interdisciplinary degree, the BA in Contemporary Culture and Society. She supervises postgraduate students through affiliation to the School of Applied Language and Intercultural Studies in DCU. Currently, she teaches in the area of identity and belonging on the BA in Contemporary Culture and Society. She has worked extensively in the Mediterranean, the Middle East and Southern Africa.. Dr Sheridan has researched adult second language acquisition as well as the process of long-term cross-cultural adaptation by members of the Vietnamese community in Ireland.

Human Resources – *Supporting Professional Policing*

With Europe in a recession and economic difficulties threatening nations political stability, there has never been a more challenging, yet a more important time for police services to take a look at how to improve the effectiveness and efficiency of the service they provide. The *Supporting Professional Policing* agenda of the EGPA Conference 2012, has been developed to provide an opportunity for police organisations to examine best international practice in the areas of employee support.

Nurturing employee satisfaction is not an expensive task. Police officers and support staff are the tools that make police services work. Content and committed employees provide a more professional and effective police service. The first day of the conference looks at ways in which an organisation's human resources structures and policies can best support employees, regardless of their sexual orientation or gender identity.



The conference will examine issues never addressed before at EGPA conferences. The role of employee assistance services for example is a new area being explored. Also an exploration of the needs of retired/older LGBT police employees. Supporting Transgender employees is an area, which has yet to be addressed at an EGPA conference and is a workshop that will provide valuable learning for not only police organisations but employers in general across Ireland and Europe.

In the new European economic era, where finances are tight and countries scramble to increase efficiencies in their public sectors, diversity issues are often seen as 'optional extras', which can be scaled back or ignored in light of 'hard' business requirements. It is notable, however, that major players in the business community continue to invest and support the diversity agenda within their own professions. They see the business value of supporting minority groups within both their employee and client areas. Ernst and Young, Citibank, Accenture and IBM are all companies that have recently been making considerable efforts to support LGBT staff initiatives in Ireland.

The promotion of a respectful work environment, and the development of new personnel management skills, makes business sense. Good Police human resources practices are a central focus of this *Supporting Professional Policing* conference.

The Human Resources Panel

The morning of the 28th June will open with an expert panel. They will firstly address the evidence base for providing support, then the business case for proactively addressing these issues and lastly what good practice in supporting diversity looks like.



Mr. Eric Brady – Director of HR at Irish Prison Service

Panel Chairperson

Eric is an honours Psychology graduate from UCD with post-graduate qualifications in Criminology and an MBA in Business Studies from the Smurfit School of Business. He has also lectured in the 3rd level sector. He worked as a management consultant and in senior HR positions in the Irish Financial Services sector. In 2006 he became the HR Director within An Garda Síochána before taking up his current position as Director of HR within the Irish Prison Service. A Chartered Fellow of the CIPD and a registered Psychologist, he will assume the role of President of the Psychological Society of Ireland next November.



Mr. Matthew McDermott – Irish Business Employers Confederation

The Evidence of a Need for Support in the Workplace

Matthew McDermott is the Equality Officer at The Rainbow Project (Northern Ireland's largest LGB&T organisation). He takes the lead in policy development in the areas of Equality, Human Rights, Criminal Justice and employment equality. Matthew also takes the lead in The Rainbow Projects work around political engagement. He worked as a political advisor for three years before taking up his post with The Rainbow Project.



Dr. Kara McGann – Irish Business Employers Confederation

The Business Case for Providing Support

Dr Kara McGann is a policy executive at the Irish Business and Employers Confederation (IBEC). Kara provides advice and support on diversity, education, training and labour market activation policy and practices to IBEC member organisations. She represents Irish employers in Europe on the European Social Fund Committee and the Advisory Committee on Freedom of Movement of workers for the Council of the European Union.



Mr. Davin Roche – Gay and Lesbian Equality Network

The best HR Practice in Supporting LGBT Employees

Davin Roche is the inaugural Director of Workplace Diversity at GLEN, the Gay and Lesbian Equality Network, a leading lesbian, gay and bisexual non-governmental organisation in Ireland. Davin leads GLEN's workplace diversity programme and works with a wide range of employers and trade unions to make workplaces fully inclusive of LGB employees. GLEN is currently recruiting new members for Diversity Champions, it's workplace diversity programme for employers.

Human Resources Workshops

There are six human resources workshops after lunch. The topics were carefully selected to explore ways in which the EGPA and employers in general can support LGBT police officers and staff. While the topics are specifically aimed at police forces, many are relevant across public service and private industry organisations.

Workshop Session 1 13:30 28th June 2012

1A - LGBT Employee Network Development

Practical guidelines towards developing and maintaining LGBT employee networks, utilising best practice from existing LGBT police networks.

1B - Developing LGBT Police networks in challenging European environments

This workshop will examine opportunities for the development of lgbt networks in countries where there exists no LGBT support. Of particular interest will be Central and Eastern Europe.

1C - Positive Action Programmes

Positive action programmes aim to have a long term effect on improving representation of minority groups at senior ranks and across specialisms within the Police Service by ensuring the retention of talent and providing support for progression. The workshop will explore the UK experience to date.

Workshop Session 2 15:00 28th June 2012

2A - Supporting transgendered persons in the workplace.

The workshop aims to deliver practical advice for Police forces hiring or retaining transgender staff. The lived experience of Transgender police life will be outlined by two police officers.

2B - Developing LGBT awareness in employee assistance programmes.

This workshop will examine the opportunities for LGBT staff support through Employee Assistance Programmes. While the conference is largely based around European policing issues, this workshop will present an opportunity to focus on a broad workplace issue. It will be relevant to employees in the public and private sector, in Ireland and abroad.

2C - The role of Unions in providing support for LGBT staff.

The workshop will examine the opportunities for LGBT staff support through Unions. While the conference is largely based around European policing issues, this workshop will present an opportunity to focus on broad workplace issues. The workshop will be relevant to employees in the public and private sector, in Ireland and abroad.

Police Supporting LGBT Communities

The morning of the 29th June will open with an expert panel who will advise how the police can better support Irish and European LGBT communities.



Mr. Jerry Buttimer – Fine Gael TD for Cork North

Panel Chairperson

Jerry Buttimer was elected to Dáil Éireann in February, 2011. He was appointed as Chairperson of the Oireachtas Joint Committee on Health and Children last July. He served as a Senator prior to his election to the Dáil. Currently Deputy Buttimer is leading the Committee's consultation process on the proposed Children First Bill which will put in place a statutory framework to protect children and combat child abuse and neglect. Deputy Buttimer is actively involved in his local community and the GAA.



Mr. Brian Merriman – The Equality Authority

Policing and the LGBT community - lessons from the past, Informing the future?

Brian Merriman is the Head of Communications and Legal Services at the Equality Authority. He studied professional journalism at Dublin Institute of Technology and completed his MSc in Equality Studies at UCD. Brian was previously the Assistant CEO with the Employment Equality Agency. He has been Head of information with the Combat Poverty Agency and Press Officer with numerous Government Departments. Previously he was Vice President of the National Youth Council of Ireland.



Mr. Joel le Deroff - ILGA Europe

The situation in Europe for LGBT Rights and LGBT victims of crime

Joël Le Déroff works on the implementation of ILGA-Europe's strategy against homophobic and transphobic violence and hate speech, and on the EU asylum policy and the rights of LGBT asylum seekers. His tasks include monitoring the development of the EU, the Council of Europe and other institutions' agendas in these fields, and the implementation of relevant European and national policies and legislation. Joël has completed studies in political science, history, international economy and geopolitics.



Cat McIlroy - Transgender Europe

The policing experiences of Transgender people in Europe

Cat McIlroy is a trans* activist and educator and is Co-Chair of Transgender Europe (TGEU). Cat is the founder of Trans* Education and Advocacy (TEA), a collective which uses creative media and innovative training to educate and inform about trans* people and their experiences in Ireland, and previously held positions with Transgender Equality Network Ireland (TENI) as Co-ordinator and Chairperson. Cat has a MSc in Equality Studies from UCD and authored Transphobia in Ireland (2009), a report on the social and legal situation of trans* people in Ireland. Cat is engaged in trans* education and advocacy in Ireland and Europe.

Supporting LGBT Communities Workshops

There are nine *Supporting LGBT Communities* workshops on the 29th June. The broad range of topics were carefully selected to provide learning opportunities for Irish and European police services and NGO's. The variety will ensure they are relevant to counties with developed policies and those at earlier stages.

Workshop Session 3 11:15 29th June 2012

3A - LGBT Liaison Officers - Best Practice.

To explore areas of best practice in the LGBT Liaison Officer role with a focus on role/job description, selection, training ways to increase the visibility of the Service within the Community

3B - Utilising Specialist Resources - Crime Investigation and using LGBT police in preventing/solving homophobic crimes.

Experienced LGBT officers will give examples of how they have assisted their respective police forces in the prevention and investigation of homophobic and Transphobic crime, through their personal knowledge and LGBT expertise.

3C – Providing support to members of the Transgender community

This workshop will concentrate on how Police forces can support Transgender people. It will address dealing with both victims of crime and offenders who may be Transgendered. The speakers will discuss Policy and safety issues. Police sensitivity training for staff will also be discussed.

Workshop Session 4 13:30 29th June 2012

4A - Police engaging LGBT young people

Drawing on youth led research into the experiences of 300 young LGBT people in Ireland, this workshop will explore the interaction between Gardaí and young people. It will offer police a unique opportunity to critically examine their interactions with young people to date.

4B - Third Party Reporting of Homophobic and Transphobic crime

The workshop will introduce participants to the concept of 3rd party reporting of homophobic and transphobic crime. Third party reporting provides an opportunity for LGBT people to make a report of their experiences to a individual/organisation that they may trust more than they trust the police. It provides an opportunity to report Transphobic and homophobic crimes without having to self identify.

4C - Homophobia/ Transphobia as aggravating factors in the legal system

This workshop will explore the use of homophobia and transphobia as aggravating factors in the legal system. The concept of hate crime and decision making processes in the criminal justice system will be explored from a legal perspective drawing on international examples.

5A - Policing homophobic violence at LGBT events in Europe

In many countries in Central and Eastern Europe, LGBT pride festivals are the scene of attacks on LGBT people by right wing fascist groups, and in some countries even the police themselves. This workshop aims to explore ways in which the EGPA can work to support LGBT people in these countries, using European structures.

5B - EGPA/UCD training programme for front line police officers

In conjunction with the EU Daphne project, G-Force, the EGPA and University College Dublin, training package is being developed for front line and trainee police officers. The draft package will be presented and discussed with a view to finalising a comprehensive EU standard police training package on LGBT issues.

5C - Supporting retired/older LGBT Police Officers and communities

Often forgotten are those who went before us. Based on the *Visible Lives* study into the lives of older LGBT people, the workshop addresses the possibilities for LGBT Police networks to support retired police officers. It also looks at general issues that older LGBT people face in the community. Very relevant as we get older every day!

6th European Gay Police Association Conference – Dublin 2012

Thursday 28th June 2012			
08.45 – 09.15	Arrival of Delegates & Registration		
09.15	Delegates seated in main hall		
09.30	Launch of Conference by Minister for Justice, Equality and Defence		
10.10 – 10.30	Dr. Vera Sheridan and Dr. Mel Duffy from Dublin City University launch report into experiences of LGB Gardaí.		
10.35 – 10.50	Coffee break		
10.50	Return to Plenary session		
11.00 – 12.10	Plenary Session – Supporting LGBT Staff 1) The Evidence - A Need for Employee Support 2) The Business Case for Providing Support 3) The Best HR Practice in Supporting LGBT Employees		
12.15	Lunch		
13.30	Workshop 1		
	1 A	1 B	1 C
	LGBT Employee Network Development.	Developing LGBT Police networks in challenging environments.	Positive Action Programmes.
14.30 – 15.00	Coffee Break		
15.00 – 16.00	Workshop 2		
	2A	2B	2C
	Supporting transgendered persons in the workplace.	Developing LGBT awareness in employee assistance programmes.	The role of Unions in providing support for LGBT staff.
Friday 29 th June 2012			
08.45 – 09.20	Arrival of Delegates & Registration Coffee		
09.20 – 11.00	Setting the context – Policing with LGBT Communities 1) Best Practice LGBT Community Policing issues. Why is it an organisational imperative? 2) Situation in Europe for LGBT Rights and LGBT victims of crime 3) The policing experiences of Transgendered persons in Europe		
11.15 – 12.15	Workshop Session 3		
	3A	3B	3C
	LGBT Liaison officers - best practice.	Utilising LGBT resources in fighting homophobic/transphobic crime.	Policing and the transgender community.
12.15 – 13.30	Lunch		
13.30 – 14.30	Workshop Session 4		
	4A	4B	4C
	Policing and LGBT young people.	Third Party Reporting of Homophobic and Transphobic crime.	Homophobia/Transphobia as aggravating factors in the legal system.
14.30 – 15.00	Coffee Break		
15.00 – 16.00	Workshop 5		
	5A	5B	5C
	Policing homophobic violence at LGBT events in Europe.	EGPA/UCD training programme for front line police officers.	Supporting retired/older LGBT Police Officers and communities.