



GAISCE  
THE PRESIDENT'S  
AWARD

LikeMinded  
LGBTI+ Youth Programme

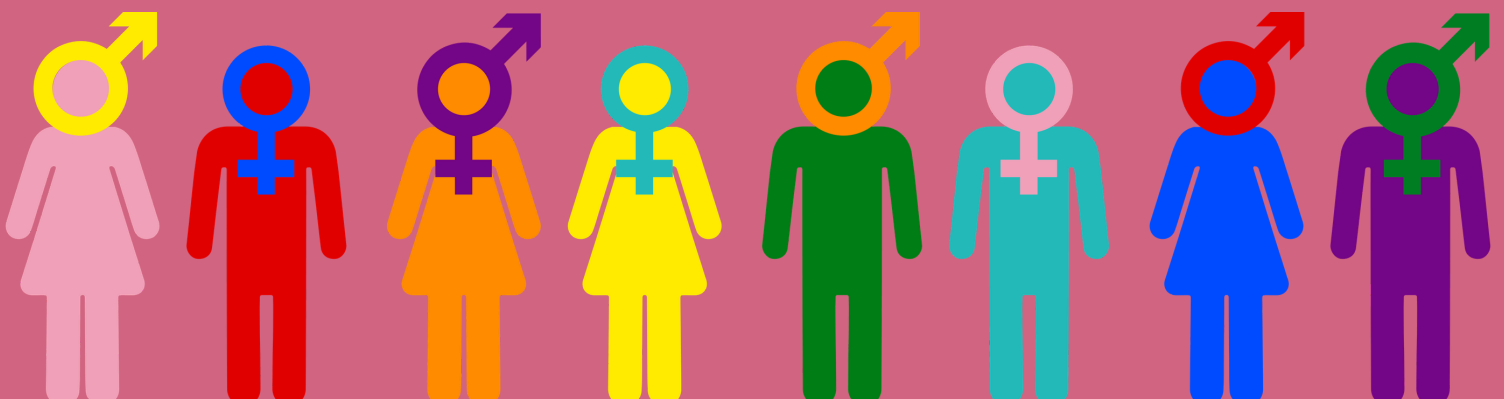
RETHINK  
IRELAND


# Gaisce LikeMinded

## A TOOLKIT FOR PALS

Supporting  
LGBTQ+

Gaisce participants  
and allies



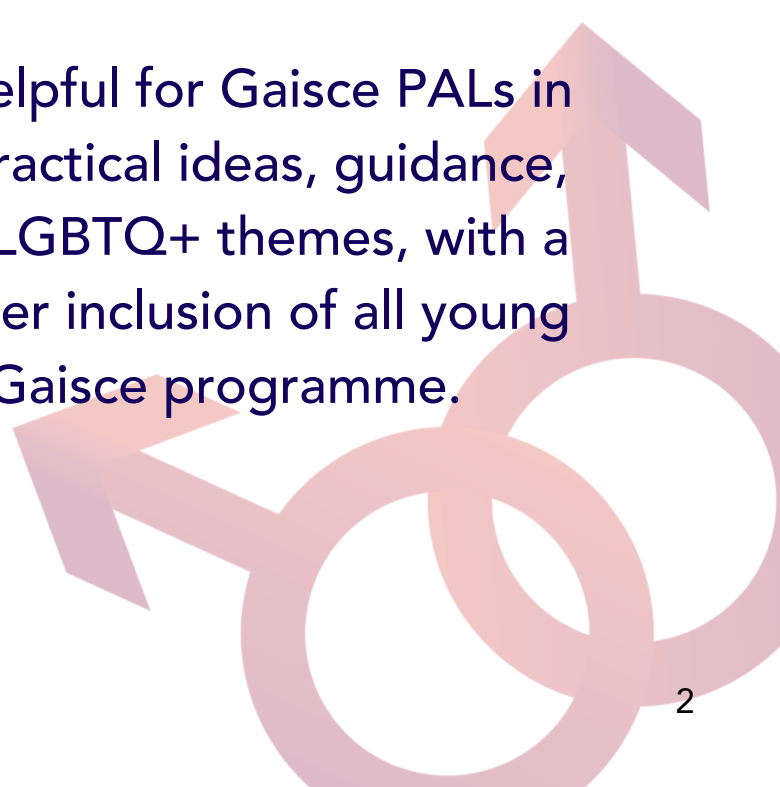


**Gaisce – The President’s Award** is committed to diversity and inclusion, and ensuring that all young people feel visible, represented and included in the Award.

**Gaisce LikeMinded** aims to promote and support LGBTQ+ inclusion and visibility across the Gaisce Award.

A holistic approach to LGBTQ+ inclusion that involves the whole school/organisation community is widely considered to be the best approach in creating an inclusive, safe, and supported space for all. Belong To, LGBT Ireland, and the Department of Education all have resources to support and inform organisations in their approach.

We hope this toolkit is helpful for Gaisce PALs in their role by providing practical ideas, guidance, and signposting around LGBTQ+ themes, with a view to supporting greater inclusion of all young people across their Gaisce programme.



## In this toolkit, you will find:

**4**

Challenge Area Ideas for exploring identity and LGBTQ+ themes

**9**

LGBTQ+ calendar dates

**10**

LGBTQ+ Resources

**12**

LGBTQ+ Training for Professionals

**13**

Practical guidance for PALs

**16**

Where to find support and advice



# PERSONAL SKILL IDEAS

Young participants may be interested in using their Personal Skill Challenge Area to explore LGBTQ+ identities, stories, history and more.

## Reading Challenge

Take on a reading challenge with the

### Pride Reading Guide

containing 100 books featuring LGBTQ+ inclusive stories developed by Gaisce Challenge Partner Children's Books Ireland.

Other reading guides include Free to Be Me reading guide and many more



# COMMUNITY INVOLVEMENT IDEAS

The Community Involvement Challenge Area can be a way for participants to get involved in building community, awareness raising, allyship, campaigning and more.

## Book Club

Start or join a book club or reading group in your school, youth club or community group, with a focus on inclusion and equality.

You can access **guidelines** on setting up a school library, creating a reading culture in your school and guidelines for a successful reading group

 [Here](#)

Why not use the reading guides created by **Children's Books Ireland** such as:

[Pride Reading Guide](#)

[Free To Be Me Reading Guide](#)



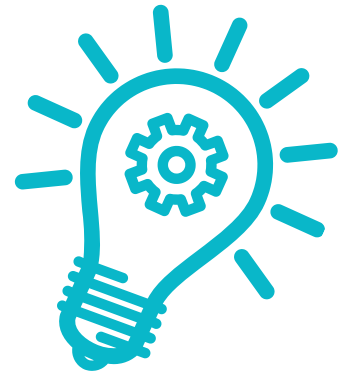
# COMMUNITY INVOLVEMENT IDEAS

## Start an LGBTQ+ Group

Start an LGBTQ+ group in your school or youth setting

The group could:

- **Offer a safe space** for LGBTQ+ young people and allies
- **Raise awareness** of LGBTQ+ community, increase visibility, and share information
- **Celebrate LGBTQ+ Pride**  
Stand Up Awareness Week, LGBTQ+ history month, etc.



[Stand Up Awareness Week](#)

## Join an LGBTQ+ Youth Group

Youth groups nationwide provide a space for LGBTQ+ young people to **be themselves, develop friendships, get support, and belong.**

You can meet other LGBTQ+ young people and allies, share your experiences, hang out and chat.

[Find an LGBT+ youth group in your area](#)

# COMMUNITY INVOLVEMENT IDEAS

## Volunteer with an LGBTQ+ Charity (18+)

If you are over 18, you might be interested in **volunteering with an LGBTQ+ charity.**

The National LGBTQ+ Helpline and Transgender Family Support Line is run through a network of trained volunteers based in four local helplines across the country.

**They are based in Cork, Dundalk, Dublin and the west of Ireland.**

[VOLUNTEERING - LGBT Ireland](#)



# PHYSICAL RECREATION IDEAS

## Sport and Exercise

Research suggests that many LGBTQ+ young people can feel excluded from sports and there is still work to do to ensure that sport is inclusive to everyone.

Belong To has an online training course, 'Creating LGBTQ+ Inclusive Sports', designed to empower professionals with the skills and awareness needed to provide a more supportive environment for LGBTQ+ youth engaging in sport.

There are several **LGBTQ+ sports clubs** across the country, from soccer and GAA to basketball and running. If under 18, check with the club first as some clubs have adult members only.

**Sporting Pride have compiled the list below:**

[LGBTQ+ sports clubs nationwide](#)



### Sporting Pride

are a non-profit LGBTQ+ community organisation that focuses on developing inclusivity in sport, and sports clubs within the whole Irish community.

# LGBTQ+ CALENDAR DATES

**FEBRUARY**  
(Ireland)

## LGBTQ History Month

LGBTQ+ History Month is an annual observance celebrating the history and achievements of the LGBTQ+ community. In Ireland and the UK, it is celebrated in the month of February.

**MARCH 31st**

## International Transgender Day of Visibility

Each year on March 31, the world observes Transgender Day of Visibility (TDOV) to raise awareness about transgender people and celebrate the lives and contributions of trans people, while also drawing attention to the discrimination and violence the community faces.

**JUNE**

## LGBTQ Pride Month

Celebrate Pride across the month of June with parades, festivals, and cultural events taking place nationwide.

**FIRST WEEK**  
**NOVEMBER**

## Stand Up Awareness Week

BelongTo initiative for post-primary schools, youth services and Youthreach centres to join together to take a stand against homophobic, biphobic and transphobic bullying.

**OCTOBER 11th**

## National Coming Out Day

Coming Out Day was established 35 years ago to mark the anniversary of the National March on Washington for Lesbian and Gay Rights.

# LGBTQ+ RESOURCES

## Gay Community News (GCN) - Ireland's LGBTQ+ press

[GCN](#)

Gay Ireland News & Entertainment

## A History of Pride in Ireland

[A History of Pride  
in Ireland - spunout](#)

## National Gallery of Ireland Through a Lens tour: LGBTQIA+

Online self-guided tour exploring parts of the national collection through an LGBTQIA+ lens to bring untold stories to light. This collection of works hopes to create a more welcoming space for LGBTQIA+ visitors in the Gallery by highlighting their community's history.

[Through a Lens tour: LGBTQIA+  
| National Gallery of Ireland](#)

## Understanding LGBTQ+ Identities and terminology (BelongTo)

[LGBTQ+ Identities - Belong  
To - LGBTQ+ Youth Ireland](#)

## SpunOut Information and Supports on LGBTQ+

[LGBTI+ Archives -  
spunout](#)

## BelongTo School Climate Survey 2022 -

Experiences of lesbian, gay, bisexual, trans, and queer young people in Irish second-level schools.

[Belong To School Climate  
Survey 2022 - Belong To -  
LGBTQ+ Youth Ireland](#)

# LGBTQ+ RESOURCES

## Coming Out Guide (BelongTo)

[Coming Out - Belong To -  
LGBTQ+ Youth Ireland](#)

## Understanding trans identities (BelongTo)

[Trans Identities - Belong To -  
LGBTQ+ Youth Ireland](#)

## Queer Mind, Body and Soul

– Collaboration between Gaisce and the National Gallery of Ireland exploring youth experiences and perspectives of the LGBTQIA+ community.

[Queer Mind, Body and Soul  
| National Gallery of Ireland](#)

## How do we better support our young LGBTI+ and questioning young people in rural Ireland?

A look at the Gaisce Award  
as a useful tool [2022 online event]

[LGBTI+ Safe spaces for rural  
young people to create,  
celebrate and grow](#)

## ShoutOut

ShoutOut is a registered charity committed to improving life for LGBTQ+ people by sharing personal stories and running educational programmes.

They deliver workshops in secondary schools across Ireland which tackle LGBTQ+ bullying. They also deliver workshops for teachers, parents & guardians, social workers, youth workers, as well as workplaces

[ShoutOut](#)

# TRAINING FOR PROFESSIONALS

**Belong To** offers free online training to equip professionals, organisations and services to understand and meet the needs of LGBTQ+ youth and support allyship.

Training available on topics such as:

- Creating LGBTQ+ Inclusive Sports
- Educators and Youth Workers Supporting LGBTQ+ Young People
- LGBTQ+ Inclusive Training for Volunteers
- Supporting the Mental Health of LGBTQ+ Young People with Jigsaw

**Why not complete relevant training to support you in your role as a PAL?**

**ONLINE TRAINING**



# PRACTICAL GUIDANCE FOR PALS

There are some simple things you can do to make your Gaisce programme more inclusive of all identities, such as:

- ▶ **Foster a culture of acceptance and equality** for all and **challenge any homophobic or anti-trans remarks** or microaggressions you witness from both staff and other young people.
- ▶ **Avoid gender stereotyping** (e.g. boys like football, girls like the colour pink).
- ▶ **Use inclusive language and gender-neutral terms** to help to support an open and inclusive environment. For example, use “hello everyone” instead of “hello ladies”.
- ▶ **Avoid splitting young people by gender** for any of your activities.
- ▶ **Allow young people to express their identity** freely and don't make assumptions.
- ▶ **Address young people according to their preferred gender**, name and pronouns. Apologise and correct yourself if you make a mistake.
- ▶ **Be vigilant at looking for signs of bullying.** Treat this in the same way as any other bullying, following your organisation's anti-bullying policy.

## Supporting young people who are trans or gender non-conforming

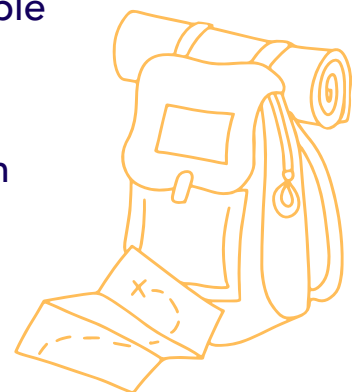
When supporting young people who are trans or gender non-conforming, always be led by the young person and where supportive, the parents/carers. Listen to and accept what the young person is telling you, without judgement.

Always respect the young person's confidentiality and preferences in relation to who is aware that they are transgender; do not tell others without their consent.

## ADVENTURE JOURNEY CONSIDERATIONS

The following are some considerations for PALs in terms of supporting young people with the Adventure Journey, overnight element of the Award:

- ▶ Discuss options well in advance with the young person and others involved, whilst protecting the young person's right to privacy. The principle is to make sure that everyone is comfortable with the arrangements. Be sensitive to the needs of the young person; avoid making them feel singled out or not respected.



# ADVENTURE JOURNEY CONSIDERATIONS

- ▶ In relation to toilet facilities, always be led by the preferences of the young person around which facilities they feel most comfortable and safe using.
- ▶ Sleeping arrangements should be carefully planned, assessing the needs of young people and any risks. The following are some options to consider, they should be risk assessed and spoken about with the young person and their guardian/s:
  - ↳ Sharing with other young people of their true gender (or their sex assigned at birth if they would prefer), either in large or small rooms/tents with their trusted friends.
  - ↳ Large rooms/tents with various sleeping compartments, discretely allocating the young person their own compartment for privacy.
  - ↳ Having their own **private room/tent**



# FIND SUPPORT & ADVICE

Find support in your local area:

 [HERE](#)

Find a youth group:

[Find an LGBT+ youth group in your area](#)

LGBT organisations:

Belong To – LGBTQ+ Youth Ireland

 [HERE](#)

LGBT Ireland

 [HERE](#)

TENI – Transgender Equality Network Ireland

 [HERE](#)

LGBT Helpline:

Please call [1890 929 539](tel:1890929539)

or visit [www.lgbt.ie](http://www.lgbt.ie)

The LGBT Helpline is a non-judgmental and confidential service providing listening, support and information to lesbian, gay, bisexual and transgender (LGBT) people, their family and friends, and to those who are questioning if they might be LGBT



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