

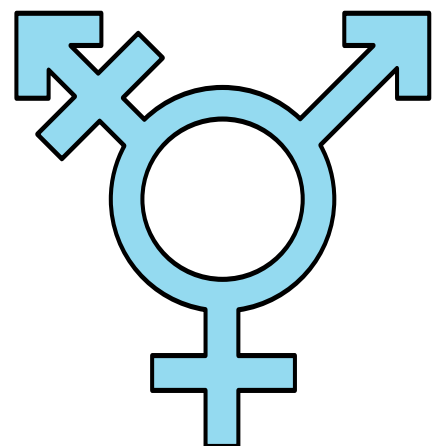
ANNUAL REPORT 2025



Transgender
Equality
Network
Ireland

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Introduction

Daire Dempsey (they/them)

Executive Director

Research and Strategy Manager

2025 was an absolutely remarkable year for TENI - a year that I am proud to have been part of, proud of the entire team for their incredible work, and proud to present now in this Annual Report. The TENI team has been working hard towards our vision of a world where all people, regardless of gender identity or expression, enjoy full acceptance, equality and human rights. In increasingly challenging times for LGBTQI+ people worldwide and in Ireland, that vision is more important than ever.

We platformed our vision for a better, more inclusive Ireland through our Trans Day of Visibility campaign in March, uplifting the voices of our community and celebrating our achievements, strength, and resilience. There were so many beautiful community days in 2025 - we marched together at ten pride events around the country, loved and supported each other at the family residential weekend, and came together for Trans Day of Remembrance in November. One of the greatest privileges of my work is to meet so many trans people and their families all across Ireland being their brave, beautiful, wondrous selves.

I'm particularly proud of our celebration of the tenth anniversary of the Gender Recognition Act 2015, a landmark piece of legislation affirming the legal identities of trans men and women. We learned valuable lessons in that campaign, in what winning looks and feels like, and in staying focused on what matters most.

2025 also saw the publication of *Know Your Rights: A Guide for Transgender and Non-Binary People*, giving our community the information we need to vindicate our rights everywhere we can, and fight for what we still need. We are working harder than ever to build inclusive trans healthcare services, for recognition of non-binary people and trans young people, and for bodily autonomy for our intersex siblings. As these rights and more come under increasing attack, with 2025 a particularly horrific year for trans people in the UK, we have never been more focused, or working harder to not only hold the line in Ireland, but move towards true liberation and equality for all.

I want to thank our incredible staff who have worked hard, day in and day out, to achieve a brighter, better, more inclusive Ireland for all. 2025 was a year of real change, and we took it by storm. I am beyond proud to be part of this team and everything we achieved this year. Looking into 2026, I can't wait to see what we do together.

About TENI

TENI is a registered charity committed to advancing equality and inclusion, and improving the lives of trans people and their families in Ireland. Our vision is a world where all people, regardless of gender identity or expression, enjoy full acceptance and equality.

Since 2006 we have been working across Ireland supporting trans people and their families, providing education and training, and building a fairer, safer and more inclusive Ireland for all.

Membership

TENI is a member-driven organisation. Our members meet annually for our General Assembly.

At the General Assembly, the Chair of the Board and Executive Director share updates on the work of the organisation, and members are invited to give feedback on our work, and on the direction and future plans of our organisation.

TENI members elect the Board of Directors at the General Assembly. You can find out more about TENI membership on our website.

Governance

TENI is a registered charity (RCN: 20206772), founded in 2006, registered as a company in 2010, and as a charity in 2024. TENI is based in Outhouse LGBTQ+ Centre at 105 Capel Street, Dublin 1.

TENI is governed by our Board of Directors, and by our constitution. The Board has oversight of TENI's strategic direction, operational workplan, finances, risk management, and governance.

What We Do

Support

We offer a range of support services that aim to increase the well-being of trans people and their families by providing safe, supportive spaces to build community, combat isolation, and increase resilience.

Education

We provide workshops and training that increase awareness, understanding and inclusion of trans issues in education, employment, healthcare, and other services.

Advocacy

We advocate across legal, medical, societal and political structures to ensure that policy development and legislative reform reflects the positive recognition of trans inclusion and equality.

Meet the Team

Aisling Dolan (*she/her*)

Operations Manager

Aisling is our Operations Manager, which means she has the absolutely crucial role of keeping the entire TENI team functioning, operating, and on schedule.

Aisling manages our internal processes, reporting, and keeps us on track and moving in the right direction. She also delivers talks and training sessions, with expertise in employment best practice.

Daire Dempsey (*they/them*)

Executive Director

Research and Strategy Manager

Daire moved from our Research and Policy Manager into the Executive Director role in 2025.

As the Research and Policy Manager, they were responsible for translating the experiences of the transgender community in Ireland into policy and advocacy opportunities, looking to effect systemic change to ensure greater equality and inclusion of our communities.

As the Executive Director, Daire works to lead TENI, manage our programmes and services, and advance our mission of improving equality and advancing the rights of trans people in Ireland.



Hannah Solley (*she/her*)

Family Support and Education Lead

Hannah Solley is our Family Support and Education Lead.

She works with parents, families and young people to provide support and advice, and she helps families connect with one another through our support groups as well as family friendly events.

Hannah also works with schools and organisations to provide support, guidance and training, so that staff understand how to support their trans and gender diverse young people in their services.

James Curry (*he/him*)

Sports Inclusion Officer

James runs our Sports for All Project which is funded by the Department of Children, Disability and Equality (DCDE).

James organises our Sports Inclusion Days and works with sport National Governing Bodies, sports clubs, schools and any physical activity provider around the inclusion of trans people in sports.

Saoirse Mackin (*she/her*)

Community Engagement Officer

Saoirse is our Community Engagement Officer, a role funded by the HSE National Office for Suicide Prevention (NOSP).

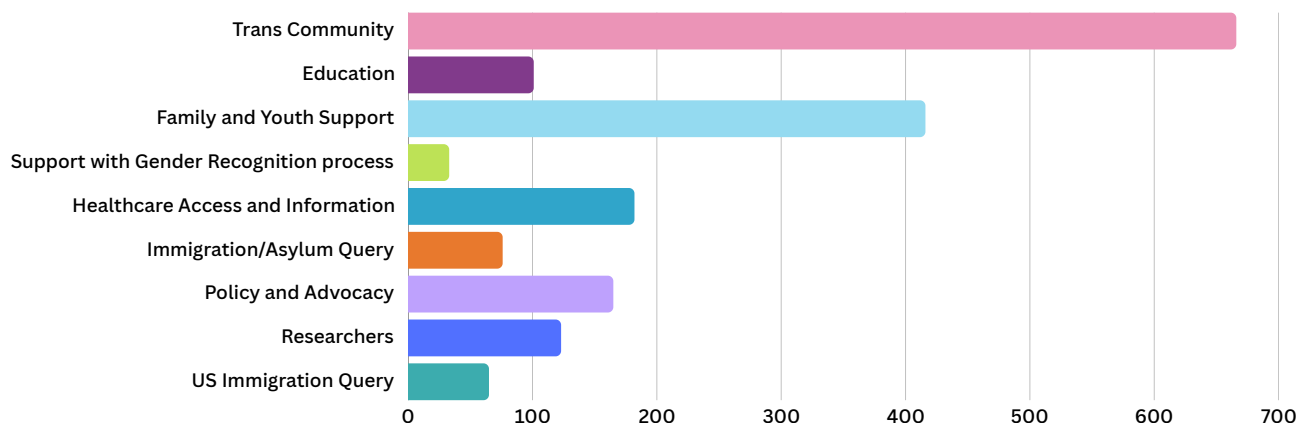
Saoirse's role predominantly involves working directly with members of the trans community in Ireland who are over 18 years of age.

As part of this, Saoirse organises our programme of 14 community-focused events annually, the Transfusion Music and Arts Festival, our Civil Society workshops, Trans Day of Visibility events and our annual Trans Day of Remembrance Service. In addition, Saoirse regularly meets the facilitators and attendees of various peer support groups around Ireland to discuss ways TENI can better support them.

The Year in Numbers

We track all of our incoming requests for support, information, signposting and advice.

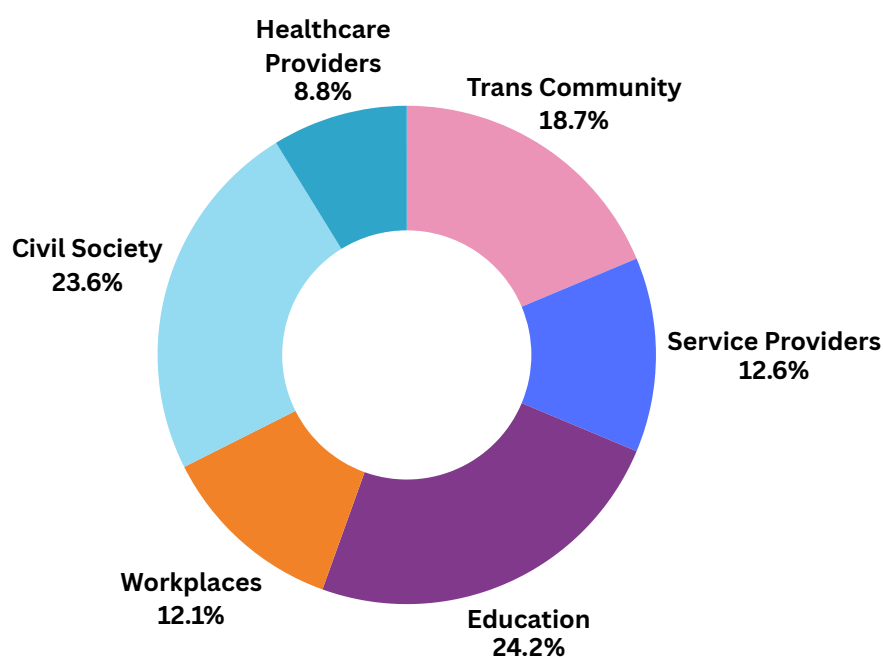
In 2025, 2,359 people reached out to TENI.



This year was the first year we started to track immigration and asylum queries specifically, and we saw a massive increase in these types of queries, and particularly in contacts related to migration to Ireland from the US.

We responded to 95% of incoming contacts within a week.

In 2025 we delivered 165 training sessions and talks, reaching 4,794 people.



- We ran 20 community events across Ireland.
- We supported 15 adult community groups and 7 family support groups throughout the year.
- 420 people attended in-person family support groups, and 85 attended online.
- We have 650 families and parents linked into our family support network.
- There were 139 calls to the Trans Family Support Line.

Our Work in 2025

Community Support and Development

As part of our community engagement work, we provide advice and support to transgender people, and to support and social groups across the country. In 2025, 790 trans community members reached out to us requesting support, information, or signposting to services.

This includes people looking for information on healthcare access, on doing a Gender Recognition Cert, looking for trans-friendly services, looking for community groups, seeking mental health support, and much more.

We have a network of family, youth and adult groups linked in with us across Ireland. The Family Support programme supports the family and youth groups, and our Community support programme supports the adult groups.

In 2025, we engaged with approximately 15 adult community groups across Dublin, Cork, Limerick, Galway, Waterford, and online. A particular highlight of our work with the adult community groups was organising facilitator training for community group leaders, which was delivered by Ailbhe Smyth, and brought facilitators from across Ireland together to learn and build capacity together.



In addition to supporting these groups, we organised a programme of very successful events across the year. In total, we organised 20 community based events across a number of categories:

Community Wellbeing

These workshops are designed to focus on supporting the mental health, wellbeing, upskilling, and social life of transgender people.

They provide educational opportunities such as training on facilitating workshops and support groups, information on career opportunities in various sectors including application information and CV workshops.

We also organised a Know Your Rights session focusing on Garda powers at protests and we co-organised a very successful games night with TLC in Limerick.

Additionally, in partnership with Dreamfeel in Dublin, we co-produced a game-making workshop. There were 14 of these events throughout 2025.

Transfusion

Our annual music and arts festival focuses on showcasing the best of the talent from across the trans community.

For the first time ever, we took part of this outside of Dublin when we organised an art exhibition in Cork City Hall, with thanks to Cork City Council for their support.

Our annual music and cabaret night took place in Street 66, and we held our stand-up comedy night in partnership with Hysteria Comedy in Sin É. This brought the number of Transfusion 2025 events to 3.

Trans Groups Alliance

The TGA is a joint meeting of all of the trans support and social groups across Ireland who are part of our network.

As it is held quarterly, there were 4 meetings in 2025.

The TGA is a space to share common questions, collaborate and work together for community group facilitators and volunteers across Ireland.

Family Support

As part of our community support services, TENI provides information, support, and signposting to the families of trans and gender-diverse young people. In 2025, TENI received 416 queries relating to family support. These ranged from requests for support for parents, requests for advice on coming out, signposting to relevant services, and many more.

We operate a year-round family support service through our network of family support groups.

TENI has several support groups that run online and in person for 10 months of the year with a break for July and August:

- **Transparenci** is our parent support group.
- **Transformers** is our teen support group for ages 13-18
- **Transparenci Minis** is for parents of younger children
- **Transcend** is for young adults aged 18-24

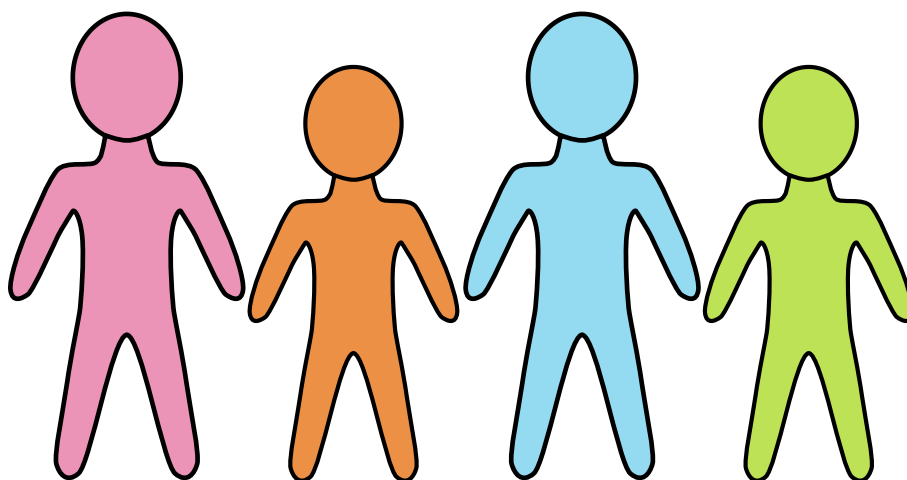


We had seven regional, in person support groups running in 2025. These were based in Galway, Dublin, Cork and Waterford and were a mix of parent support and teen support. This amounted to 70 in-person support meetings throughout the year, and altogether, these groups supported 420 people in 2025. Our online support groups had 85 attendees in 2025.

The family support network received 74 new parents which brings the total number of families linked into our network to 650 in 2025.

The Transgender Family Support line which runs on a Sunday evening and a Tuesday morning had a total of 139 calls to the line. The main demographic calling were parents which made up 58% of calls, but we also got calls from siblings and other family members, trans individuals, and teachers or other professionals looking for advice. We have 12 amazing volunteers who run the phone line, who are all parents of trans people, and they are dedicated to helping other parents.

The phone line's motto is **“families supporting families”**, and this is the core of what we try to achieve.



Sports Inclusion

TENI believes that everyone should be able to access sport, and that it is vital to both physical and mental health to stay active. In 2025, our sports inclusion project for the adult and youth trans community was funded and supported by the Department of Children, Disability and Equality's LGBTIQ+ Community Services Fund.

From November 2024 to October 2025, we facilitated 7 healthy activity days for young people and adults across Ireland. For the young people, we did indoor rockclimbing, archery, ziplining, and team games. For the adults, we did basketball in partnership with an LGBTQ+ basketball team and a closed swimming event in both Dublin and Cork.

We partnered with other LGBTQ+ youth services, Sport Ireland, and a variety of sport National Governing Bodies to promote trans inclusion in sports. We delivered training to schools, clubs, and physical activity providers, and created our Transgender & Intersex Sports Inclusion Policy Guide to give guidance to sports bodies and clubs on creating their own trans inclusion policies. You can find the Policy Guide, the Inclusive PE Guide, and our inclusive Sports Club Guide all on our website for free.

Our project has had a profound impact on the trans community. One parent said that their young person doesn't attend many things but wanted to come to the activity days.

One adult participant said:

**“Everyone was welcoming and kind,
gender had nothing to do with anything,
it was just about having fun playing a sport!”**

We have received funding again to continue the project into 2026, focusing on the adult and youth sports days, engagement with Sport Ireland, sport National Governing Bodies, clubs, schools and all physical activity providers, developing a transgender safety resource for the community and create a video highlighting the importance of involving the trans community in sports.



Policy and Advocacy

2025 was yet another year of intense work to strengthen and advance legal protections and rights for trans and non-binary people in Ireland through our policy and advocacy work.

Over the year we formally engaged on multiple occasions with the Oireachtas and Departments of State, providing TENI observations in submissions and convening AV room briefings. We opened spaces for debate and conversation with the community on what change should look like, and we worked with partners in many national and international coalitions and networks.

Our strategic priorities

In 2025 we strategically focused on two core priorities:

- Fixing the existing critically inadequate model and provision of gender-affirming care to trans and non-binary people;
- Expanding access to the legal gender recognition process to non-binary people and trans, gender-diverse youth and other members of the community currently excluded by law or procedural barriers.

Trans Healthcare

Key milestones and advocacy actions:

- Appointment to the National Clinical Programme for Gender Healthcare, which will design and deliver a new model of care for trans healthcare in Ireland.
- Met with the Minister for Health on key issues in LGBTQ+ healthcare, focusing on LGBTQ+ mental health, health services for elderly LGBTQ+ people, and trans healthcare.
- Briefed the Labour party and the Social Democrats on key issues in trans healthcare.
- Wrote to the Minister for Health on the National Gender Service's attempt to close their waiting list to new patients, advocating that the waiting list be kept open, while any new funding for trans healthcare services be directed towards new services operating in line with best practice.

Legal Gender Recognition

Key milestones and advocacy actions:

- AV room briefing on legal gender recognition, highlighting the gaps for young people, non-binary people, and people in Northern Ireland.
- Conference celebrating the 10th anniversary of the Gender Recognition Act. (see Spotlight!)

We also engaged on a wide-range of other issues, including the inclusion and equal participation of transgender people in sport, the UK Supreme Court ruling on the definition of 'woman' in the UK Equality Act, and the inclusion for the first time of questions on gender in the 2027 Census.



Our Work in Coalitions

Together with BelongTo LGBTQ+ Youth Ireland and LGBT Ireland, we co-convened Trans Equality Together. The network expanded to 36 members and met multiple times over the year. ILGA-Europe funded the formation of the coalition, and while that funding has now ended, we continue to proactively seek appropriate funding partners to support the coalition's work tackling anti-trans misinformation and hate.

TENI also continued to engage with numerous coalition and working groups. These include:

- Children Rights' Alliance
- Coalition Against Hate Crime
- Irish Network Against Racism
- National Women's Council
- Hub na nÓg
- LGBTQI+ Community Intimate Partner Abuse (IPA) Network

Internationally, TENI is a member of:

- Transgender Europe (TGEU)
- ILGA-Europe
- Global Action for Trans Equality (GATE)

TENI is also a member of formal forums alongside other representatives from civil society, Government Departments, and State agencies:

- National LGBTIQ+ Inclusion Strategy II Steering Committee
- National Clinical Programme for Gender Healthcare
- Sport Ireland Diversity and Inclusion Committee
- Young Ireland Advisory Committee

Spotlight: Programme for Government manifesto

In 2024, alongside 17 other leading LGBTQ+ organisations, we launched the first-ever LGBTQ+ manifesto for the General Election.

The manifesto called on election candidates to support LGBTQ+ communities through five key priority areas:

1. Strengthening LGBTQI+ rights
2. Investing in LGBTQI+ health
3. Implementing LGBTQI+ inclusive education
4. Tackling extreme hate speech
5. Supporting LGBTQI+ communities.

The manifesto supported the LGBTQ+ sector in targeted advocacy for the inclusion of our demands in the 2025 Programme for Government, and we continue to collaborate with our partners across the other LGBTQ+ organisations towards this shared set of priorities.

Training, Workshops, and Capacity-Building

We deliver training on trans inclusion to schools, universities, workplaces, healthcare workers, mental health services, sports bodies, and other service providers.

Our training sessions, workshops and talks are designed bespoke for each group, and offer a safe, non-judgemental learning environment for all.

All of our sessions explore what it can mean to be trans, the landscape of trans rights and inclusion in Ireland, and what allyship and inclusion looks like for the training participants. Our sessions are delivered by experienced facilitators, and include a Q&A to ensure everyone has space to ask questions.



School Trainings

TENI has been working closely with primary and secondary schools for a number of years. We provide support and guidance on specific situations, as well as ongoing support for schools and parents.

In 2025 we delivered training sessions to primary and secondary schools, as well as Youthreach and training centres. These trainings reached 200 teachers and educators across the sector.

Well informed teachers make such a difference to all students in education, but particularly trans and gender diverse young people who can feel invisible within the school system. When teachers understand how to support their students, these students thrive.

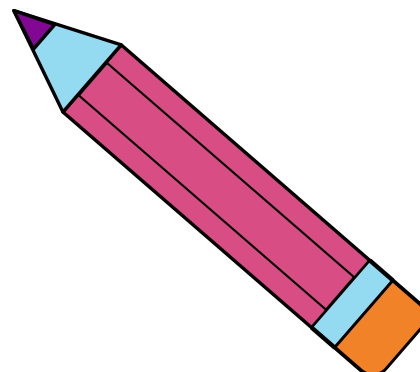
We also reached 60 students through student workshops in 2025.

Feedback from school training participants:

“I’m more comfortable to ask the question about preferred name/pronoun and not overcompensating when mistakes are made.”

“Clarifying terminology was very useful.”

“Good to know what supports are available to students and parents.”



Youth Organisations and Youth Work

In 2025 TENI provided training and guidance for a variety of organisations working with children and young people. These include therapeutic services, creative arts organisations, family support agencies, social workers, mental health services, and youth work organisations.

All of these services want to provide safe and inclusive environments for children and young people, and understand that in order to do that, staff must have a good foundation of knowledge and understanding when it comes to working with trans and gender diverse young people.

In our training sessions for organisations working directly with young people, we reached 204 service providers, and a further 90 youth workers through youth work organisations.

Feedback from our youth work training participants:

“The information was very helpful and the discussion around advocating for our young people was of huge benefit.”

“The information was clear and I look forward to put what I learned from the workshop into practice.”

“Wealth of knowledge and it was delivered with great clarity. Felt like a very safe space to ask questions.”

“I learnt ways to create an environment where someone feels comfortable discussing these issues.”

Universities

We engaged with universities 29 times throughout 2025.

Our engagement was through training talks around gender recognition, sports, mental health, and support for gender diverse people, guest lectures and running information stalls.

We reached a total of 801 people across 11 universities and higher education institutions across Ireland.

Feedback from the university training participants:

“I would recommend this training to anyone in any working scenario. It is especially useful for the education sector.”

“It's my second time attending this training, and I just want to highlight the incredible work you've all been doing.

In face of such difficult times for progress and the safety of the trans community as a whole, it makes me happy to see so many great people fighting for the cause.”

“I'm a cis woman and it was so helpful to learn more and even hear the stories of the trans people in the room, it just feels like I know so much more to help out.”

Sports

We delivered 7 sports inclusion training sessions to sport National Governing Bodies, schools, and sports clubs supporting trans people in sports.

Our sport training session explores the realities of being trans in a sporting context, the research and policy landscape around trans inclusion, and what sports clubs, governing bodies, and individuals can do to be allies to trans people.

We reached a total of 85 people through our sports training.

Feedback from the sports training participants:

“Lots of information about how to support trans members. Thanks for the informative meeting!”

“The FAQ section - very practical and useful tips were provided that will help clubs/organisations respond to queries. Fantastic presentation, very interesting, well presented and engaging.”



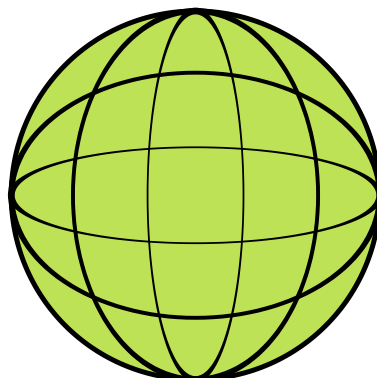
Civil Society Workshops

As part of our overall mission of advocating for, and supporting, the trans community across Ireland, we continually work with other civil society organisations and NGOs to promote the interests of trans people, and ensure they have the information and resources they need to intersectionally support trans people in their organisations.

As part of this, we developed a number of short workshops in a 30-minute “Lunch and Learn” style format.

These include:

- **Understanding Gender Dysphoria** (a very basic introduction to what gender dysphoria is and how it presents) - we ran this 6 times in 2025.
- **Intersectionality** (what intersectionality is and how it relates to the trans community) - we ran this 5 times in 2025.
- **Healthcare Access** (information on public and private services available in Ireland) - we ran this 5 times in 2025.
- **Trans Representation in Sport and Media** - we ran this 4 times in 2025.



Healthcare

We made some changes to our healthcare training in 2025 which saw us bring a significant portion of our training under our new Civil Society training workshops and as part of this, we have a session titled Healthcare Access for Transgender People which ran 5 times in 2025.

In addition to this, we continue to run healthcare-specific training to organisations who request it. In 2025, we delivered guest lectures to medical students, pharmaceutical students, and psychology students. We also provided training to various healthcare professionals including GPs, Nurses, mental health workers, and more.



Employment and Workplace Training

We offer bespoke training to employers and workplaces on trans inclusion in the workplace, building positive culture, and promoting awareness and sensitivity.

We have a training session that is suitable for all audiences, and we have a training session designed for leadership, management and HR professionals, which focuses on best practice, employer responsibilities, and people management. We reached 650 people through our workplace talks or training sessions.

We also support workplaces and employers who are developing or reviewing Gender Identity and Expression policies, guidelines or supports. We offer subject matter expertise in best practice in inclusive employment, recruitment, and safe and supportive workplace culture.

Feedback from workplace training participants:

“[The facilitator’s] warm and approachable energy meant that people in the session felt comfortable asking questions.”

“I'd just like to say thank you. It was a very informative training and I would be very interested in getting our anti-bullying contact persons into a training session in the near future.”

“I loved how open the session was - it was a safe space for everybody to feel welcome and ask questions!”

“Great content in slides and simply explained, nothing confusing. Takes some of the fear out of potential conversations.”

Highlights of the Year

March 2025 - TDOV

Trans Day of Visibility is 31st March and it is always an important day in our calendar. It is a day which allows us to come together to celebrate the achievements of our community, in addition to the strength, joy and resilience that trans people continue to show, even in the face of rising difficulties involving healthcare and hate crime.

In 2025, we wanted to continue our annual tradition of uplifting the voices of our community. Community members used our social media to discuss what TDOV means to them, and this allowed us to platform 4 voices across our social media across 29th, 30th, and 31st March 2025. Thank you to everyone who shared their voices, who platformed trans people, and who stay working for trans equality year-round.



May 2025 - Trans Rights Convening

In May, we attended and participated in the international Trans Rights Convening hosted by the International Network of Civil Liberties Organisations. The Trans Rights Convening brings together civil rights workers and trans rights workers from across the world to strategise, mobilise and build capacity together.

The 2025 Convening was held in Budapest, and was an invigorating opportunity to connect with trans rights workers globally, and with local activists pushing back on Hungarian state repression. The Convening participants continue to work together across decriminalisation, policing, and anti-trans repression, and our work in Ireland is strengthened by their insights.



June 2025 - Pride

Pride was a monumental occasion last year, as it was 10 years of the Marriage Equality Act and Gender Recognition Act in Ireland.

We attended 10 prides: Dublin Pride, Dublin Trans Pride, Longford Pride, Waterford Pride, Midlands Pride, Galway Pride, Navan Pride, Kerry Pride, Limerick Trans Pride, and Derry Pride.

It was an amazing time to celebrate how we have progressed since 2015 and to focus on what we need to do for the community going forward.





August 2025 - All Together Now

PriAn absolute highlight of 2025 was attending All Together Now courtesy of our best friend*, international pop star, and bisexual icon CMAT. We had a really gorgeous weekend chatting to festivalgoers about trans rights in Ireland, collecting messages of support for our community, and getting the word out there about what we can all do to make Ireland a better, fairer and more equal place for everyone. A huge thank you and shoutout to everyone who came by the stand, wrote a message, donated, or shared their stories.

We were also so delighted and proud to collaborate with CMAT on the 'The T in CMAT stands for Trans Rights' tee, which sold out at All Together Now on the very first day, and drove our merch sales through the roof. Thanks to CMAT and to everyone who bought a t-shirt, we raised €18,000 for trans rights in Ireland!

Delighted to confirm that CMAT x trans rights fans are the best!



September 2025 - Anniversary of the Gender Recognition Act

Happy birthday, GRA!

2025 marked the 10th anniversary of the Gender Recognition Act 2015. The law was one of the first to adopt a self-determination model for trans men and women and is still recognised internationally as an example of good practice.

To celebrate this milestone for the community, in October TENI hosted a sold-out conference, bringing together campaigners, activists, and allies to honour the work that went into securing legal gender recognition in Ireland, while also examining the challenges that remain.



The event featured speakers from the campaign leading up to the 2015 Act:

- **Dr Lydia Foy**, pioneer of trans rights in Ireland and successful complainant against the State;
- **Michael Farrell**, civil rights activist and Dr Foy's lawyer during her decades-long cases against the State;
- **Broden Giambrone**, Executive Director of TENI during the campaign;
- **Sara Phillips**, Chair of the Board of TENI during the campaign;
- **Ben Power**, gender recognition campaigner and TENI staff member;
- **Tanya Ni Mhuirthile**, intersex and transgender legal scholar and educator;
- **Ailbhe Smyth**, feminist and LGBTQ+ activist, campaigner, and powerhouse.

We also took the opportunity to highlight the remaining gaps in gender recognition in Ireland, namely in the lack of access for young people, for non-binary people, and for Irish people born in Northern Ireland.

The panel included representatives from across those communities, and Cianán Russell, Senior Policy Officer at ILGA-Europe, to share recent developments in EU law expanding and strengthening legal recognition of transgender and non-binary people.

This was also the occasion to announce some big news...the appointment of our new Executive Director!



October 2025 - The GALAS Awards

We were honoured that our Sports Inclusion Officer was shortlisted for the LGBTQ+ GALAS Sports Award in October 2025.

Having the sports project only for one year and to be recognised nationally for the impact it has for the trans community is a huge achievement and we are proud to be doing this important work.

A big congratulations to Fionn Collins and Pink Ladies+ Hockey on their nominations and to Cork Frontrunners & Briskwalkers for winning their award!



October 2025 - Family Residential

Our annual family residential is a highlight of TENI's year, and 2025 was a landmark year as it was our 10th annual residential. This year's residential was supported by the Toy Show Appeal, which ensured that the weekend was accessible to every child and family that needed it. The Toy Show funding paid for all of the hotel costs, including an evening dinner for all guests on the Saturday night, as well as paying for accommodation for several families and our wonderful volunteers.

As the residential took place on Halloween weekend, we started the festivities with a family-friendly Halloween movie on Friday evening.

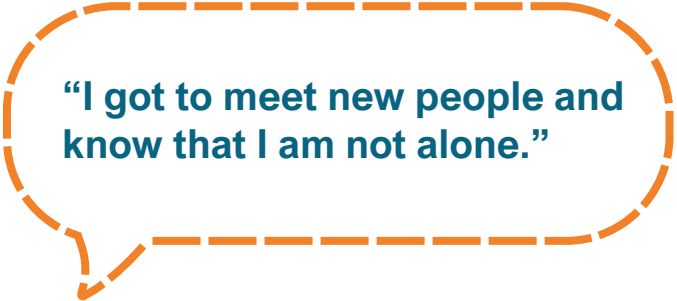
Saturday hosted all of the workshops which were divided into age groups.

The under 12s experienced an electronics workshop where they made robots and propeller cars. They also had art workshops, drama workshops and a swimming session.

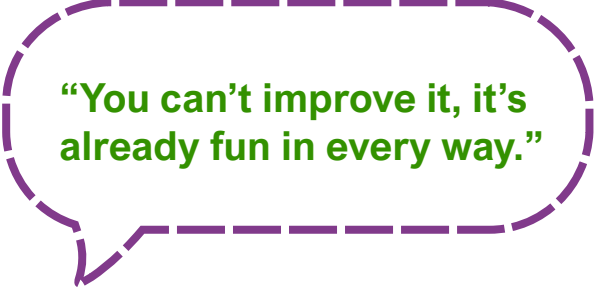
Feedback from this group:



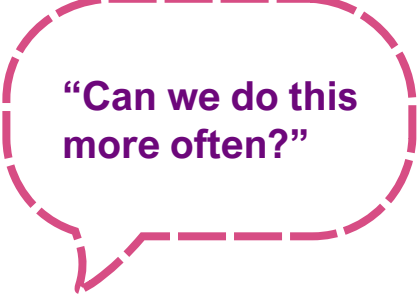
"The electronics was the best thing ever."



"I got to meet new people and know that I am not alone."



"You can't improve it, it's already fun in every way."



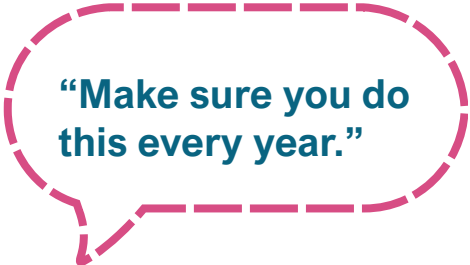
"Can we do this more often?"

The 13-16 yr olds took part in a Zine making workshop and then an Empowerment workshop designed to build self confidence and resilience. Later they had a creative workshop with the older group, making clay pots.

Feedback from this group:



"This is my first residential and I really enjoyed it and met a lot of new people."



"Make sure you do this every year."



"I enjoyed meeting other trans people."

The young adults also had the Empowerment workshop as well as a peer support session centering around college and workplace topics, and then they took part in the clay pot making.

Feedback from the group:



"I got lots of useful information from the peer support."



"The important thing about the residential is getting to be with other people like me."



"Sound company and helpful conversations are always the highlight and the residential always delivers."



"I get very few opportunities in the year to spend time with trans people like me in a relaxed environment so it means a lot."

Parents took part in a peer led discussion and panel discussion. They also heard from Dr Karl Neff who came to brief the parents on the creation of a new model of care. They then had workshops with The Hope and Courage Collective, and a Letter Writing workshop.

Feedback from parents:

“Great to meet other parents and families.”

“As a parent it is so important to have the space to have conversations.”

“It was positive and inspiring and makes the future feel like something to look forward to and be excited about.”

“Such an amazing event.”

“Our child has made some wonderful beautiful new friends.”

“You created the most relaxed atmosphere with a really large group which is hard to do.”

“The residential is so important to our whole family, thank you.”

We all had a wonderful gala dinner together on Saturday night and then a debrief on Sunday morning. The whole TENI team couldn't have wished for a better response from families. It is so heartwarming to see parents and young people connect and build friendships, to give them space to be themselves, and to see how everyone grows each year. The residential weekend is an absolute highlight of the year for our entire team, and we can't wait to get back together in 2026.

November 2025 - TDOR

Every year, on or around the 20th November, the trans community comes together worldwide to honour, mourn and remember those we have lost to transphobia on Trans Day of Remembrance. Across the world, our community gathers in spaces big and small, in community centres, in churches, in homes, or in our thoughts. In Dublin, we hold our annual ceremony in the beautiful Unitarian Church, offering space to gather, reflect, and be together. We are thankful to everyone who attended, everyone who spoke, and everyone who shared messages of support.



One particularly important message came from our President, an tUachtaráin Catherine Connolly, which she shared with us on the occasion of Trans Day of Remembrance, and which we have included here too.



UACHTARÁN NA hÉIREANN
PRESIDENT OF IRELAND

Message from President Catherine Connolly
Transgender Day of Remembrance Service
22 November 2025

A chairde,

Ba mhaith liom mo mhórmheas a chur in iúl do phobal trasinscneach, dá dteaghlaigh agus dá gcairde, agus sibh ag bailiú tráthnóna inniu do Lá Cuimhneacháin Trasinscneach na bliana seo.

I would like to extend my warmest wishes to all in the transgender community, your families and friends, as you gather this evening for this year's Transgender Day of Remembrance.

Today we pause to honour those whose lives have been cut short by horrific acts of violence or hatred. Their memory calls on each of us to challenge prejudice wherever it arises and to build a society rooted in respect and understanding.

This year's gathering carries particular significance too as we mark the tenth anniversary of Ireland's Gender Recognition Act. That milestone stands as a testament to the courage and perseverance of transgender people and their allies who worked tirelessly for recognition, equality, and the simple affirmation of identity. Yet it also reminds us that the work of safeguarding dignity and ensuring genuine inclusion remains ongoing.

Aithnímis arís dár gcuid féin go léir ár ndícheall a dhéanamh chun sochaí a chothú ina féidir le gach duine maireachtáil saor ó eagla, sochaí a thugann barróg don ilchineálacht, agus ina meastar gach aon saol ina iomláine.

Ar dheis Dé go raibh a n-anamacha dílse.

Catherine Connolly
Uachtarán na hÉireann

December 2025 - Launch of Know Your Rights: A Guide for Trans and Non-Binary People

Between 2024 and 2025, we worked with the Irish Council for Civil Liberties and ShoutOut to develop *Know Your Rights: A Guide for Trans and Non-Binary People*, and in December it was finally time to share it!

We gathered at the Macro Community Centre for the launch, and heard from Liam Herrick, Chief Commissioner at IHREC, all three organisations working on the Guide, and a panel of trans and non-binary community members. Thank you to everyone who attended, shared their expertise, and has shared the Guide far and wide since.



Publications

LGBTQI+ Inclusivity in Irish Football

We were delighted to work alongside Bohemian's F.C. on the publication of their LGBTQI+ Inclusivity in Irish Football study.

The report examined the experiences of LGBTQI+ people in relation to participation, openness, discrimination and harassment, barriers and positive protective factors in football settings.

You can find their report on the Bohemian's website, bohemians.ie



Sports Policy Guide

On the 23rd of October, we launched our Transgender & Intersex Sports Inclusion Policy Guide.

This guide was created following international best practice, research from around the world, and in consultation with the trans, intersex and sporting communities in Ireland.

We held a launch event and took the opportunity to hear from an amazing panel of trans and non-binary athletes and allies talking about the importance of including trans and intersex people in sports.

A big thank you to the panelists and everyone who engaged with our community consultation on creating such a vital resource.

You can find the policy guide on the TENI website, teni.ie/resources/sports/



Know Your Rights: A Guide for Trans and Non-Binary People

Together with the Irish Council for Civil Liberties (ICCL) and ShoutOut, in December we launched “Know Your Rights: A Guide for Trans and Non-Binary People”, funded by the Irish Human Rights and Equality Commission.

A first of its kind in Ireland, the resource sets out the rights of trans and non-binary adults and young people, with information on areas including legal gender recognition, family life, healthcare, safety and protection from harm, education, protections in the workplace, access to goods and services, interactions with law enforcement, prison and sports.

Developed with the support of legal experts and building on consultations with trans and non-binary people, the guide aims to empower trans and non-binary people to understand, claim and vindicate their rights in Ireland. It also supports professionals working with trans and non-binary people in ensuring their rights are vindicated through their work, and is useful for family members and allies of trans and non-binary people.

We are indebted to the trans community members who gave their time and expertise to engage in the consultations to inform the content of the Guide, to review the draft content, and to speak at the launch in December.

You can find the Guide on our website,
teni.ie/know-your-rights-a-guide-for-trans-and-non-binary-people/.



Thank You

Thank you to our wonderful, beautiful and diverse transgender and non-binary communities, and to our families, friends and loved ones who have been with us every step of the way. Thank you to our members, for your time, your investment, your feedback, and your guidance on our work.

Thank you to our funders and partners, who share the vision of an Ireland that is more equal, more inclusive, and safer for everyone, regardless of gender identity or expression. Your funding makes a direct and meaningful impact in the lives of transgender and gender-diverse young people, adults, and our families, and contributes to effecting progressive social change in Ireland.

Thank you to everyone who has given time, worked with us pro bono, lent us your expertise, or swapped knowledge and learning. Thank you to everyone who has donated, booked a training session, bought a t-shirt, hung up a trans pride flag, advocated for trans rights, or supported us and our communities in some other way.

We really and truly couldn't do it without you all!





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