



THE RAINBOW BADGE INITIATIVE

PROMOTING INCLUSION ACROSS THE HEALTH SERVICE

Enhanced Community Care

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WHAT IS THE HSE RAINBOW BADGE INITIATIVE (RBI)?

- ❑ The HSE Rainbow badge is an initiative developed to actively break down barriers which LGBTQIA+ people may face within the HSE. This valuable resource is based on an NHS initiative brought to our CAMHS service by Mike Healy and his team in Linn Dara for use in youth mental health services in 2019. This project aims to engage staff across all healthcare settings in DSKWW (ChO7) in a meaningful way with this valuable resource.
- ❑ It aims to foster an inclusive, tolerant and supportive environment for both staff and service users. It enables HSE staff to show that they are aware of the issues that LGBTQIA+ people can face when accessing healthcare.
- ❑ The initiative highlights that the HSE services offer open, non-judgemental and inclusive care for all who identify as LGBTQIA+. It further serves as a springboard for services to identify how they can be more LGBTQIA+ inclusive at a local level, and implement capacity building initiatives in this area.

WHAT DID WE DO?

- ❑ Funding was sought from Health and Wellbeing Dublin South Kildare West Wicklow (DSKWW) to run a pilot scheme in the DSKWW area .
- ❑ Primary Health Care Centres, Acute Hospital Settings and Community settings in the DSKWW area were invited to take part.
- ❑ HSELand LGBT Plus Awareness and Inclusion: The Basics' online training was selected for this pilot. We now also recommend completion of the Transgender Awareness in Healthcare HSELand Module.
- ❑ Completion of this training and submission of certification was mandatory to ensure that those wearing the badges would be familiar with appropriate terms and supports available and would be committed to the ethos of the badge.
- ❑ Participants were sent a link to the online training and asked to submit their certificates.
- ❑ HSE rainbow badges were awarded to all who took part and a pledge was signed by all participants for display in public areas.

Stage 1
Completion of HSELand online modules - LGBT+ Awareness & Inclusion
Training: The Basics & Transgender Awareness in Healthcare

Stage 2
Participate in in-person training
Developed by DSKWW staff

Stage 3
Sign a pledge which serves as a visual reminder that both the site and participants actively promote a culture of tolerance and inclusion

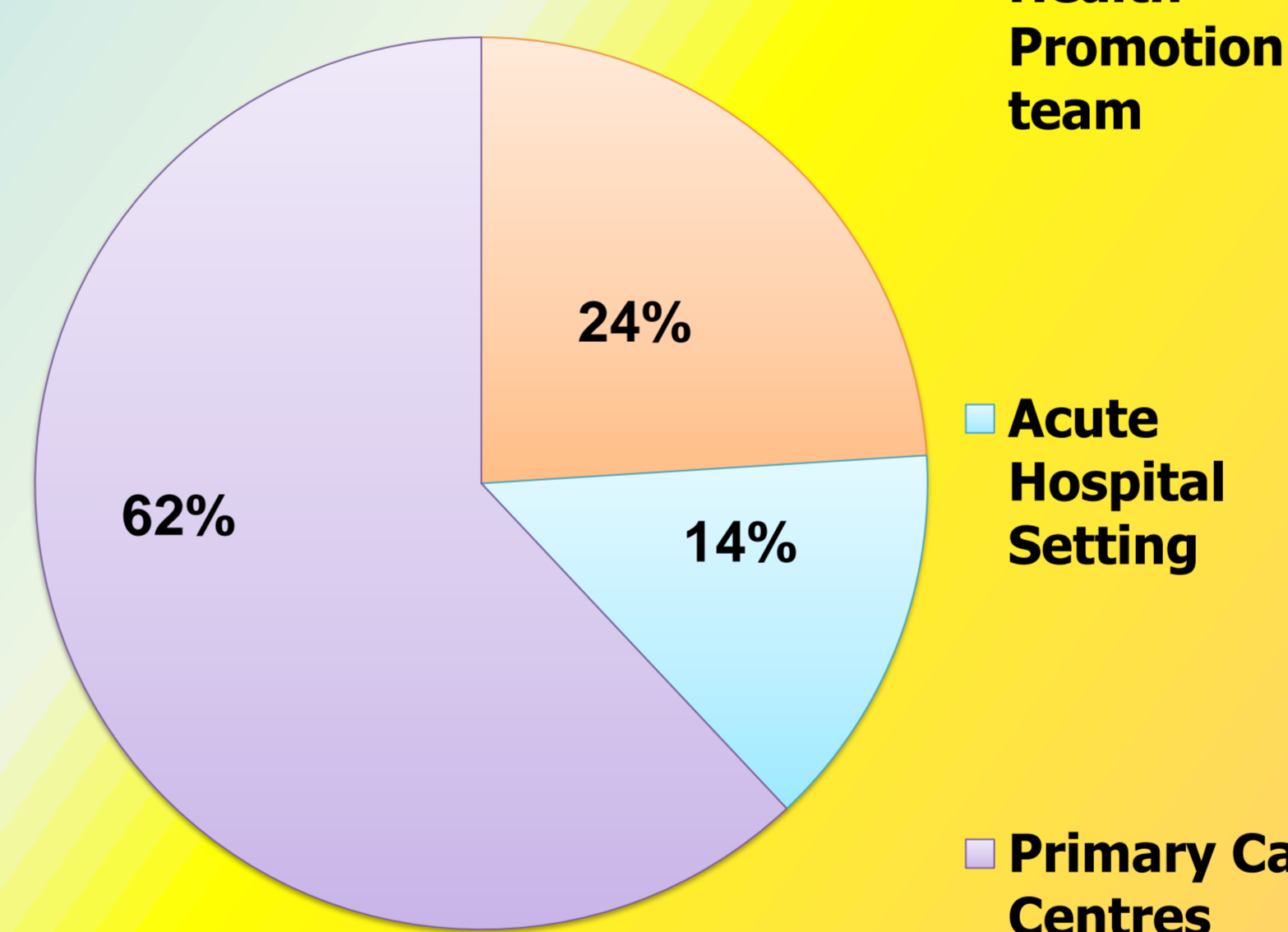
FINDINGS

- ❑ 135 people have completed the training and been presented their Rainbow Badges.
- ❑ Pledges have been signed and are on display across DSKWW HSE sites.
- ❑ Further training is required for staff in order to address any concerns / issues / questions for staff that may have arisen since completion
- ❑ The new iteration of the HSE Rainbow Badge is inclusive of the trans and intersex flags.
- ❑ Tangible changes have been implemented by staff in relation to improved practice having completed their training.
- ❑ These changes are evidenced in our 40 Years of Pride in Practice Event video presentation. [HSE Pride 2023 - YouTube](#)



❑ [Please use the QR Code to view the video](#)

Health Care Setting
Rainbow Badge Initiative Completion



THE SYMBOLISM BEHIND THE BADGE

- ❑ Mike Healy & Matt Swain (Linn Dara) sought the views and opinions of young people attending Linn Dara Schools about the HSE Rainbow Badge Initiative.
- ❑ The 2021 Intersex Inclusive flag was seen as the more accepted and most representative flag in their peer group.
- ❑ The HSE as an ally is represented by the positioning of the logo beside the flag.
- ❑ The new design was produced by Capiche design and launched at the 2nd "A Day of Rainbow's" Conference held in collaboration with Children's Health Ireland in June 2023".

WHAT NEXT?

- ❑ The RBI is evolving and as new learning becomes available, the education module underpinning the wearing of the badge continues to evolve and grow.
- ❑ When the initiative was first conceived, the level of education and knowledge around Trans and Intersex people was significantly less than it is now. With new awareness comes a need for new learning, learning that acknowledges the needs and experiences of Trans and Intersex people.
- ❑ We recommend those interested in implementing the RBI (or those who already wear a badge) complete the Transgender Awareness in Healthcare Module on HSELand.

DISCUSSION

- ❑ This training facilitated an understanding of core concepts related to health inequities experienced by LGBTQIA+ communities.
- ❑ As a result of this training, cross-sectoral discussions in relation to how public health and primary care can collaborate to reduce LGBTQIA+ health inequities have commenced.
- ❑ While there is further work to be done, this snapshot is representative of a foundational step towards building an inclusive and healthy HEALTH community for LGBTQIA+ people.



THE DSKWW Health Promotion & Improvement
Health & Wellbeing Team

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