



ISSUE 5 - JULY 2022

PRIDE FESTIVAL IS BACK

Putting
Rural
Ireland on
the Map

CELEBRATING
PRIDE

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Meet the team



Robert O'Brien

— Treasurer and Grants Officer

Robert O'Brien is well known as the manager of the Roadhouse Cafe and has been working there for the last 25 years. Robert is currently the treasurer of Carlow Pride Festival and is responsible for all grant activations, applications and liaising with private and public sector bodies.

He says it has been a joy to do this work and also a new adventure to go on. Robert is a strong believer if we work together anything is achievable. Developing a strong working relationship is something he firmly believes in.

Since March 2020, due to the Covid-19 pandemic – Robert took up new employment as a laboratory assistant and co-ordinator for Enfer Scientific on the Covid-19 support team. This laboratory plays a huge role on the national fight against the virus.

In July 2020, Robert received an award from Enfer Scientific for his role against the national response to the pandemic.

Outside of work, Robert loves to travel and work out in his local gym. He most is always found spending quality time with his family and friends.

John Paul Payne – Chairperson

John Paul has a long history of LGBT+ advocacy in Ireland and abroad. He has been acting chairperson for the festival since its inception in 2019 when he worked as a reporter and co-host for a national television show in North America, covering all current affairs LGBT+ stories. There he realised that LGBT+ people

from Carlow, and rural Ireland, sometimes didn't have a voice.

He flew home in 2015 with a camera crew to document his journey to vote in the Marriage Equality referendum as a two part report. The first part was for "Be My Yes" campaign in North America for ex-pats who couldn't fly home to vote. He is also the editor of the local

LGBT+ magazine The Out Mag.

John Paul works as a makeup artist and has his own studio in Dublin Street, Carlow. He launched his own cosmetics line in 2019.

He won the Volunteer Ireland Award for Arts, Culture & Media in 2019.

Tom Brown Lawlor

— Policies & Protection Officer

Tom works with young people as a Social Care Worker. He studied in the IT Carlow for four years and has an honours degree in Applied Social Studies. He is an ally of the LGBTQI+ community and a member of the Carlow Pride committee. One of his main roles on the committee is working on our child protec-

tion policies, vulnerable adults policies and procedures. He also does the risk assessments in regards to the safe guarding and protection of young people and vulnerable adults at our events.

He is very proud of the work that the Carlow Pride has done over the last year and he is honoured to be part of

it. He joined the Carlow Pride committee as he believes everyone is equal and no one should be discriminated against due to their beliefs, race, culture or sexuality. He believes Carlow Pride festival promotes this by bringing everyone in the community together to promote inclusiveness".

Sally McDonald

— Community Outreach Officer

Born in 1944 and qualified as a PE teacher in 1965. Married Larry McDonald, in 1966 and had six children. She now has fifteen wonderful grandchildren! Sally was a member of Carlow Little Theatre Society and acted in many plays with them. She was involved in a lot of community work, on a voluntary basis throughout the years. Sally was also a member of CMAC (now Accord) and organised Easter Fun Week, for primary school children, for many years, helped by wonderful volunteers.

Sally was a well known teacher in the Traveller Training Centre on Cox's Lane for ten years. She was also on both St Leo's College and the Presentation College's Parents Associations and both schools Board of Management.

Sally was also on the Board of Management of St Catherine's Community Services Centre and draws a lot of her experience from working in these roles. She did substitute teaching in various schools which led her to be involved in many successful Carlow Community Games for many years.

Sally is part of our community outreach team, and got involved with the Carlow LGBT group and the Carlow Pride Festival Committee in 2018. Sally brings her incredible work ethic and her ability to find new ways to create resources to help many people.

Ciaran Rea – Secretary (He/Him)

Ciaran is the secretary of Carlow Pride Festival and also the festivals set list producer. He is well known for working in Carpenters for the past two and a half years. Being a part of Carlow Pride Festival has taught him a lot about himself, and he feels in the past year and half he has personally achieved so much in such a short space of time.

Ciaran also was co-host alongside Irelands

Got Talent drag act Robyn Diamonds at Carlow's very first LGBT+ night. At last year's Pride, he was the set list producer of the main stage show in the town park. Looking after all of the musicians, on stage talent and working closely with the stage and sound engineers.

He really looks forward to producing and organising Carlow Pride Festival in the future!

Alex Hayes

- Social Media Manager

Alex is our new social media manager and he is one of a kind! Coming with tons and tons of experience, drive and passion, he will be the person on the day showcasing Carlow to the world via social media. From graphics to designs he has got it all!



Ryan Shannon

— Inclusion Officer (He/Him)

Ryan was born and raised in Carlow town. He joined Carlow Pride because he wanted to be part of the change in Carlow, to help make it a more welcoming place for members of the LGBT+ community. Ryan himself identifies as bisexual. His mission is to break down the stigma and barriers that bisexual people face.

When he is not working with Carlow Pride, Ryan enjoys participating in local

theatre groups and playing music. He has recently finished a degree in Applied Social Studies from Carlow College St Patricks and he is looking forward to what the future holds.

Ryan represents Carlow Pride Festival on the committee of the Ireland Pride Network, which is a network of pride organisers from around Ireland currently facilitated by the European Pride Organisers Association.

The struggles facing Neurodivergent people in Ireland - Alex Hayes

Neurodiversity is a term that covers a large number of neurological differences such as Autism, Bipolar, Dyspraxia, Dyslexia, OCD and more. While progress has been made in Ireland to understand and normalise those who are neurodiverse there are still many societal and systemic issues facing the community. In order to get a better understanding of these struggles I reached out to Joana Hermann and Nem Kearns, two of the founders of Neuro Pride Ireland.

"If we start listing them all, we'll be here all day!" says Joana. "It starts with not knowing that you are Neurodivergent in the first place. Not knowing means you go through life without access to supports, without your neuro-community and with a damaged

sense of self. You think you are defective when you are just different. Children have to wait years to be assessed and there is virtually no way to get an adult diagnosis of, say, Autism or ADHD unless you go private and many of us can't afford that. If

you're lucky to get diagnosed there is very little support afterwards. It's mostly just "Here's your diagnosis - good luck!". "One of the biggest issues, however, is the widespread use of Applied Behavioural Analysis (ABA), its cousin Positive Behavioural Support (PBS) and all other forms of behaviourist interventions. ABA was created by the same person who invented gay conversion 'therapy' and it still relies on those same principles even if it's been made 'gentler'. That says it all really. It's abusive compliance training, plain and simple, which has been shown to result in a more than 85% increased risk of developing

c-PTSD and a much greater likelihood of suicide afterwards, and we subject our children and our most vulnerable adults to it on a daily basis. Let's not even get into the deeply flawed and inhumane psychiatric system and history of institutionalisation in Ireland." So what can we as members of the general public do to be allies? "The motto of the wider Disabled community is 'Nothing About Us Without Us.' Listen to and learn from Neurodivergent people. Don't talk over us. In general, be respectful and inclusive. If someone discloses their neurodivergence to you, that's a vulnerable moment. It's almost similar to coming out.

Don't react with disbelief or some platitude about how 'we are all a little autistic'. Just hold space. Ask them what it means to them and ask how you can support them. Don't assume every person has the same strengths and needs. "Presume Competence." says Nem "If someone doesn't speak using their mouth, it doesn't mean they don't understand. Someone might speak using a device like a tablet or picture cards. Or use gestures. Respect all communication." The second Neuro Pride Festival is happening online this year from the 4th - 8th of August, there will be a variety of zoom meet-ups around crafts, games,

parenting, activism, mental health and more. "We also host an LGBTQ+ meet. There is a huge crossover between the Neurodivergent and LGBTQIA+ communities. More than two-thirds of Neurodivergent people surveyed identify as LGBTQ+ and we're a large part of the trans community. It is great to see our communities come together to advocate for all our rights and stand up against those who seek to exclude us, we will work together to build communities that embrace and uplift us all." says Joana Hermann and Nem Kearns of Neuro Pride Ireland. To learn more visit neuropride.ie



EVENT INFORMATION

- CARLOW COLLEGE & TOWN PARK ARE SMOKE FREE ZONES
- BE MINDFUL OF THE FLOWERS, WILDLIFE AND TREES. THIS IS THEIR HOME.
- PLEASE DO NOT LITTER
- BE MINDFUL OF OTHER PEOPLE USING THE COLLEGE OR PARK
- NO LIFE GUARD ON DUTY AT THE CARLOW TOWN PARK, DANGER DEEP WATER
- PLEASE SUPERVISE CHILDREN AT ALL TIMES
- BE SAFE, HAVE FUN, DANCE AND MAKE FRIENDS!

SUNDAY JULY 10th - CARLOW PRIDE FESTIVAL

Tribute Acts, Dance Troups, Solo Singers, Cartoon Characters, Hair Braiding, Food Trucks, Ice Creams and Drags Queens! Come by and be entertained!



BE IN WITH A CHANCE TO WIN A CARLOW PRIDE FESTIVAL PLAQUE!

Again this year, Carlow pride festival will be holding a Window display competition to see which business in Carlow or Kilkenny has the best PRIDE INSPIRED window display. This is a chance for all to really put an effort in to make the town bright and colourful for the main event on July 10th.

There will be two winners announced. The first will be best overall window display, and the second will be best display in a workplace. The second award is designed for those businesses that don't have a window to display the Pride items but maybe can use an alternative area in order for them to design a Pride inspired display.

If you feel like you want to get involved all you have to do is have your pride display in your windows or work place for the entire week starting the 4th of July 2022. And email us an image of your display to editor.theoutmag@gmail.com

Winners will be selected by Carlow Pride Festival on the 9th of July and awards will be given the week after.

Previous winners were Carlow Regional Youth Services and Tully's Bar Carlow.



CARLOW GETS ITS FIRST RAINBOW CROSSING

It was recently announced that Carlow will get its very first pride pedestrian crossing. This was approved by Carlow County Council and the newly elected Lord Mayor Fintan Phelan. The motion was approved by the municipal district and the pride crossing will be in place for Carlow's pride festival on July 10th.

The pride crosswalk is a visible link of support to people in the LGBT+ community and their friends and families. This is a massive step forward for our local council to give a clear message of support for everyone who lives in our community. People who left Ireland because they were afraid to come out or live in fear in Carlow now can look back and see the remarkable changes that have been made.

Carlow Pride Festival would like to thank Lord Mayor Fintan Phelan and all of the elected officials who voted this project forward. This will also brighten up Dublin St, which is part of this year's parade route.



YOUR PRIDE QUEENS

Onya Becks

My name is Onya Becks, I have been working as a Drag Queen for 10 years. I am based in a Belfast and have 4 resident nights in Belfast, Thursdays and Saturdays in Maverick, Sundays in Libertine and Fridays at Gallahers bar. I have taken my cabaret showgirl extravaganza show across the country, from Galway, Carlow, Drogheda, Dublin, Cork, Derry, Spain and also parts of England. I have had the honour to work with such artists as Kylie Minogue, Alan Carr and multiple respected Drag Artists and performers in Ireland and beyond. I love Bette Midler, Liza Minnelli, Kylie Minogue, Disney and musicals! I am a showgirl through and through! I can style my own wigs, I make my own outfits and am a fully trained make up artist. I honestly cannot wait to join you to celebrate Carlow pride and hope to make it extra special for you all!



Miz Tasty

Hey guys! My name is Miz Tasty and I'm so excited to be doing pride with you this year! This is my second Carlow pride and I can't wait to do it all over again I've been doing drag nearly 5 years! I'm a dancing diva and I'm always ready to bring the show stopping stunting magic to my audiences! I'm known in Belfast as the body-ody-ody queen and they're not lying! I've travelled up and down Ireland with the girls and Carlow pride will be one to remember! So make sure you get your glad rags on and come out to show your support! Covid stopped us having the full pride experience for the last 2 years and pride is and always will be so, so important for our community, see you there!!
Miz T xo



Scarlett Mugler

Well hello gorgeous, my name is Scarlett Mugler!! I am so excited to be doing Carlow Pride again with my best gal pals Miz Tasty and Onya Becks.

I've been lucky enough to tour Ireland with Tasty and Onya several times and share our death dropping, high kicking show all over the country.

I first got into drag with makeup and fell in love with the makeup side and then Miz Tasty told me to get dolled up for a night out with her and the rest they say is history!!



Kildare Pride

hosted a pride event on June 10th
in Clancy's Bar Athy

Kildare Pride hosted a pride event on June 10th in Clancy's Bar Athy in order to raise funds for a pride parade and event in the near future. Due to covid pandemic, Kildare Pride have had to postpone plans for their usual pride events and have missed out on key Festival grants that would have helped create a ripple effect of great LGBT events in the local area.

Julie Buckley who is the chairperson of Kildare Pride, has been hoping to hold a parade in Athy in the near future so that Athy can be a visible place and a beacon in Kildare for LGBT+ people. She says there is lots of LGBT+ people in Athy and it would mean so much to her if the very first main pride event was in Athy for Kildare. After that the sky is the limit and bigger towns and villages can come into the fold.



Mary Woods, Jessica Cooke, Julie Buckley, Elena Snoddy

The event in Clancy's was packed to capacity with a great raffle and all funds on the evening going towards the next big pride event in Kildare.



Emma O'Brien (Clancy's owner), Celtic Tigress, Cllr. Mark Leigh and Julie Buckley

Clancy bar was filled to the brim with colour, smiles and laughter and even the staff got into the swing of things by showcasing special pride sashes, pride bottle openers and straws that really set off the festival mood in the back bar.

Kildare Pride is a significant moment for Athy as many people would expect pride events to be held in larger towns. This just goes to show with a turnout like the one they had in Clancy's that evening, it makes a concrete and positive impact on the local community to say that LGBT+ are present and live there happily.

THE RAINBOW REVOLUTION

BY SALLY MCDONALD

An exciting new vision for our country's story and how we can experience it, has just been launched by the Local Authority Museums Network (LAMH). The new 2022-2926 strategy sees the LAMH embracing the communities that they serve, ensuring that the stories they tell, reflect the community as a whole and are accessible to all.

The Network also announced, as part of their ongoing partnership with the National Museum of Ireland, their plans to bring the Rainbow Revolutions exhibition throughout the country. This important exhibit, which was launched by the National Museum of Ireland, just before the Covid pandemic, uses objects, stories and poignant oral histories to paint a picture of the experiences of the LGBTI+ community in Ireland. This is the first time Carlow County Museum will hold such an exhibition. The museum currently has a copy of the original version of The Out Mag on permanent display, so this exhibition really brings to life and connect LGBTI+ life and Irish history.

The exhibition will be rolled out to Museums all over the country this summer and Carlow Museum will be advertising the dates when they will have this very important exhibition.



Carlow Pride Festival committee with an original printed version of The Out Mag



Minister Noonan at the Launch of LAMN.

FUNDRAISER RAISED €885.00

Thanks so much to Shannon Basso Gaule who recently held a fundraiser in aid of Carlow Pride Festival. We are really thrilled to have such a large amount raised to help this year. The money has gone on to secure precious portable toilets for this year's festival!

Also thanks to everyone who travelled from all over to attend (we even had someone from Canada in the audience!).

Also thanks so much to Tom Brown Lawlor, Brian Dooley (Scraggs Alley), Simon O'Keefe, Alex J Byrne, Allie O'Rourke, Brian O'Toole and Sinead Walsh for an amazing evening.



The event was represented on stage by many diverse performers from the LGBTI+ community and was something that has never been showcased before in Carlow.



What have MSD been doing across all the Irish sites?

Pride is a wonderful time of year. When it comes to championing our LGBTQ+ community of colleagues in MSD, Pride is our opportunity to take a step back and appreciate how far we've come and what we still have to do. MSD employs 2,800 people across six sites in Ireland. This not only includes a large number of LGBTQ+ colleagues but also parents, friends and allies of the gay community. Our teams perform their best when they can be their true selves at work, when they can share their stories in an open and accepting culture. These are our year-round beliefs – and we choose the month of June on all MSD sites to invite our LGBTQ+ colleagues and their allies to share their stories with us as we continue on our journey of diversity and inclusion. This year, we partnered with youth support charity *BelongTo* to provide a course for employees who wanted to become better allies to the LGBTQ+ community. Colleagues from all our sites joined the event to learn what each of the letters mean and how a more open society is finally creating a more tolerant place for people to speak up about who they are and how they are feeling. We have been celebrating Pride month across all our 6 sites which are located in Carlow, Brinny, Ballydine, Dunboyne, Swords and Leopardstown. The Pride flag has been proudly flying at our Carlow site since June 1st. In MSD Carlow we are proud to be al-

lies of our LGBTQ+ community. Pride is an important month to be celebrated and we have had great fun marking PRIDE month with lots of quizzes, competitions and prizes to be won. At MSD Carlow we pride ourselves on creating an environment where differences are understood and respected, for the month of June we have shown our support to the LGBTQ+ community in small meaningful ways by incorporating the rainbow into our e-signatures and Teams backgrounds. Here in MSD Carlow we have released specially commissioned Pride running tops which have been gifted to all members of the LGBTQ+ community and many allies on site.

In our site in Dunboyne Co Meath, we hosted an event where we invited a guest speaker to share their life story. Shared with the other MSD sites, we heard from a grandparent of one of our employees who has come out as Trans and offered to share their brave story with MSD staff.

In MSD Biotech Dublin, we setup an Allyship Library, offering information for parents, friends and colleagues on how to support their LGBTQ+ loved ones. We have upgraded our pedestrian walkways to include the pride flag, to ensure that colleagues and visitors know they are entering a welcoming and tolerant workplace where they can be themselves.

Outside of the month of June, MSD ensures our policies are LGBTQ+ friendly, from recruitment policies to parental leave policies, we strive to ensure our LGBTQ+ colleagues are treated equally. Likewise, MSD is proud to partner with organisations like MyGWork – not only supporting the LGBTQ+ community within MSD itself but outside our organisation too.

Diversity & Inclusion are in our DNA and you can learn more our values at jobs.msd.com/ireland

We are very proud to be supporting this, the fourth edition of *OUT* mag & have been a proud supporter since the very first magazine & the first Carlow Pride Festival in 2019. We hope to have a big MSD presence at Carlow Pride Festival on July 22nd and would like to extend a huge congratulations to everyone involved & what they have achieved.



stand UP to bullies

FIRE CAN'T DAMPEN THE BURNING LOVE OF PRIDE

Recently in Ireland there has been an upsurge in antisocial behaviour especially towards LGBT+ Community. In Ballon last year a pride flag was burnt outside of Cafe de Mode.

How better to announce the placing of a new flag, by having a big drag queen tea party on the street! Local legend Lavender came out in force to fan the flames and save the day once more!



Carlow Pride Festival recently went out to Local secondary schools to promote the stand up to LGBT+ bullying, and the week itself is in conjunction with belongto. The first port of call for the committee was Tyndall College Carlow. This secondary school is above & beyond when it comes to progressive initiatives for young people. The school is decorated in vibrant colours which allow students To create art that represents themselves and their student body. Even though the school is modern and designed incredibly well, it's amazing to see such unique arts and hand work along its magnificent new walls.



The committee went to 8 classrooms And spoke about their time in school, their time growing up and how they overcame bullying. They also give information about what do you do if you see bullying, if you are being bullied, who can you talk to and who can you contact. Sometimes this information is new to teens, even though it seems like they already know where to find help, it's surprising the amount of times teenagers don't know who to turn to in a moment of crisis.

During the presentations it was incredible to see the engagement and the maturity of the students. Afterwards many students came up to the committee, head teachers and principal, to talk more about their own experiences and share their stories. It was a very moving moment for the committee. And we thank with warm hearts all the staff at Tyndall College Carlow for their incredible work and their safeguarding of children and their futures.



LEADING THE WAY IN IRELAND

It was another fantastic year for awards locally. Carlow pride festival won 2 major awards this year. The first award was from Carlow Volunteer Centre. This award recognises the hard work and dedication the Carlow Pride Festival puts into the community all year round. The committee give leadership opportunities to people through their amazing work with The Out Mag and also with the festival itself. The second award was a major county award. Carlow Pride Festival won the Chamber Business Award for the Spirit of Carlow. This award has previously been given to amazing and incredible community recipients. We are so honoured to be sharing this fantastic accolade with many of our

own peers. The festival was originally nominated in a different category but was selected as 'Spirit of Carlow' by a panel of judges and presented with this prestigious award. There are many amazing recipients that have been nominated in the awards that may not have received an award, but the work that they do goes beyond awards and recognition. It is at the heart of the community. Every day that someone volunteers or gives their time selflessly, the whole community wins. Thanks so much for the continued support to Carlow Volunteer Centre and all the businesses who supported our nominations including The Nationalist.

NOMINATIONS AND WINS

Awards and nominations Carlow Pride Festival is recognised for:

Carlow Business Award - Arts, Media & Culture 2019 (Nominee)
Carlow Business Award - Community Award 2020 & 2021 (Nominee)
Carlow Business Award - Spirit of Carlow 2020 & 2021 (Winner)
Carlow Volunteer Centre - Community Recognition 2021 (Winner)
Volunteer Ireland - Culture, Arts & Media Award 2019 (Winner)




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Best wishes to Carlow Pride Committee
from the
Team at Dacey Reillys



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LGBTI+

[INCLUSION]



CARLOW REGIONAL YOUTH SERVICE OFFERS A FUN SAFE SPACE FOR ALL YOUNG PEOPLE. MUI (MY UNIQUE INDIVIDUALITY) IS AN LGBTI+ YOUTH GROUP FOR ANYONE WHO IDENTIFIES AS LESBIAN, GAY, BISEXUAL, TRANSGENDER, INTERSEX OR OTHER. MUI OFFERS YOUNG PEOPLE A PLACE TO MEET NEW FRIENDS, HAVE FUN AND MAKE A DIFFERENCE.

CALL OR TEXT A YOUTH WORKER ON 085 2722379
OR 059 9133714 FOR MORE INFORMATION





At MSD diversity and inclusion is key. We encourage people to come to work as they are and take **pride** in who they are.

All of the team at MSD Carlow would like to wish the Carlow Pride Festival Committee continued success.

www.msd.ie

#IAmMeAtMSD

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