



# Equality, Diversity & Inclusion

Law Society Library Resource Pack

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## Books

### Equality

Andersen, Heidi R. *Diversity Intelligence: How to Create a Culture of Inclusion for your Business* (New York: John Wiley & Sons, 2021)

Belavusau, Uladzislau. *EU Anti-Discrimination Law Beyond Gender* (Oxford: Hart Publishing, 2018)

Bolger, Marguerite. et al. *Employment Equality Law* (Dublin: Round Hall Thomson Reuters, 2022)

George, David F. *Unconscious Bias. Diversity and Inclusion in Organizations. Equality and Equity* (US, 2021)

Harris, Neville. *Education, Law and Diversity: Schooling for One and All?* (Oxford: Hart Publishing, 2020) (eBook)

Malone, Tony. *Equality, Diversity & Inclusion: The Practical Guide: The Essential Handbook for Terminology and Communicating Inclusion with Dignity* (2021)

May, Helen. *Everyone Included: How to Improve Belonging, Diversity and Inclusion in Your Team* (London: Pearson Business, 2022)

Peer, Soo Bong. *The Essential Diversity Mindset: How to Cultivate a More Inclusive Culture and Environment* (New Jersey: Career Press, 2021)

Purdy, Alastair. *Equality Law in the Workplace* (Dublin: Bloomsbury Professional, 2015)

Willers, M. et al. *Gypsy and Traveller Law* (London: Legal Action Group, 2020)

## Marriage Equality

Boele-Woelki, Katharina. *Legal Recognition of Same-Sex Relationships in Europe: National Cross-Border and European Perspectives* (Cambridge: Intersentia, 2012)

Hamilton, Frances. *Same-Sex Relationships, Law and Social Change* (Oxon: Routledge, 2020) (eBook)

Harper, Mark. *Same Sex Marriage and Civil Partnerships: the New Law* (Bristol: Jordan Publishing, 2014)

Heaphy, Brian. *Same-Sex Marriages: New Generations, New Relationships* (Hampshire: Palgrave Macmillan, 2013) (eBook)

Hoy, Aaron. *The Social Science of Same-Sex Marriage: LGBT People and Their Relationships in the Era of Marriage Equality* (Oxon: Routledge, 2022) (eBook)

Koffeman, Nelleke. *Morally Sensitive Issues and Cross-Border Movement in the EU: the Cases of Reproductive Matters and Legal Recognition of Same-Sex Relationships* (Cambridge: Intersentia, 2015)

Neary, Aoife. *LGBT-Q Teachers, Civil Partnership and Same-Sex Marriage: The Ambivalences of Legitimacy* (Oxon: Routledge, 2017) (eBook)

Tiernan, Sonja. *The History of Marriage Equality in Ireland: A Social Revolution Begins* (Manchester: Manchester University Press, 2020) (eBook)

Tobin, Brian. *The Legal Recognition of Same-Sex Relationships: Emerging Families in Ireland and Beyond* (Dublin: Hart Publishing, 2024)

Winter, Bronwyn. *Global Perspectives on Same-Sex Marriage: a Neo-Institutional Approach* (Cham: Palgrave Macmillan, 2017) (eBook)

## Sexual Identity

Rodgers, Gerard. *Being Gay in Ireland: Resisting Stigma in the Evolving Present* (London: Lexington Books, 2018) (eBook)

## Same-Sex Parenting

Bracken, Lydia. *Same-Sex Parenting and the Best Interests Principle* (Cambridge: Cambridge University Press, 2020)

## Recent Journal Articles

### Civil Partnership

Bivens, G. et al. (2012) '**Out of the shadow of the Constitution: civil partnership, cohabitation and the constitutional family (Legislative Comment)**' *Irish Jurist* 48, 201-248. **Keywords:** Constitutional law; Family law; Civil partnerships; Constitutional rights; Ireland; Same sex partners; Unmarried couples

Dunne, P. (2015) '**Civil partnership in an Ireland of equal marriage rights**' *Irish Jurist* 53, 77-99. **Keywords:** Family law; Constitutional law; Human rights; Civil partnerships; Constitutionality; Discrimination; Ireland; Marriage; Right to respect for private and family life; Same sex partners

Ryan, F. (2016) '**The rise and fall of civil partnership**' *Irish Journal of Family Law* 19(3), 50-62. **Keywords:** Family law; Civil partnerships; Ireland; Marriage; Same sex partners

### Constitutional Law

Bergin-Cross, C. (2015) '**The evolution of the definition of family and marriage under the Irish constitution**' *Irish Journal of Family Law* 18(2), 39-43. **Keywords:** Constitutional law; Family law; Family law; Ireland; Marriage; Public policy; Same sex partners; Women

Cahillane, L. (2022) **'Ireland - the use of citizen assemblies to achieve constitutional and legal change in Ireland'** *Public Law* Jul, 492-495. **Keywords:** Constitutional law; Family law; Constitutional reform; Gender; Marriage; Public participation; Same sex partners; Ireland

King, E. (2015) **'Marriage is not the measure of equality'** *Gazette of the Law Society Ireland* 109(4), 20-21. **Keywords:** Constitutional law; Family law; Human rights; Ireland; Legal rights; Marriage; Referendums; Reproduction; Same sex partners

Mulligan, A. (2024). **'Constitutional rights in assisted human reproduction: charting the contemporary impact of marital privacy'** *Dublin University Law Journal* 44(1), 229-250. **Keywords:** Constitutional law; Family law; Health; Assisted reproduction; Constitutional rights; Contraception; Ireland; Privacy; Same sex partners; Spouses

O'Higgins, K. (2015) **'Taking a stand for equality'** *Gazette of the Law Society Ireland* 109(4), 1. **Keywords:** Constitutional law; Family law; Constitutional rights; Equal treatment; Ireland; Law Society of Ireland; Marriage; Same sex partners

Walls, M. and M. Dunne (2015) **'The meaning of marriage - past, present and future'** *Gazette of the Law Society Ireland* 109(4), 22-23. **Keywords:** Constitutional law; Family law; Civil marriages; Ireland; Marriage; Referendums; Same sex partners

## Discrimination

Ahdar, R. (2021) **'The Supreme Courts' icing on the trans-atlantic cakes'** *Oxford Journal of Law and Religion* 10(1), 155-171. **Keywords:** Human rights; Jurisprudence; Legal systems; Belief discrimination; Comparative law; Food sales; Freedom of thought conscience and religion; Jurisprudence; Northern Ireland; Religion or belief; Same sex partners; Sexual orientation discrimination; Ireland; United States

## Discrimination - Employment

Angel, R. (2025) **'Driver harassed at work over sexuality awarded EUR 12,000'** *Industrial Relations News* 16, Internet. **Keywords:** Employment; Compensation; Constructive dismissal; Harassment; Ireland; Sexual orientation discrimination; Victimisation

Angel, R. (2023) **'Sales manager subjected to offensive comments awarded EUR 25,000'** *Industrial Relations News* 38, Internet. **Keywords:** Employment; Bullying; Compensation; Employers' powers and duties; Harassment; Ireland; Sexual orientation discrimination

Brady, S. (2022) **'A case of unfinished business? How NH v Associazione Avvocatura per i diritti LGBTI - Rete Lenford exposes shortcomings in the CJEU's interpretation of Directive 2000/78/EC'** *Hibernian Law Journal* 21, 151-162. **Keywords:** Employment; European Union; Human rights; EU law; Employers' powers and duties; Freedom of expression; Recruitment; Sexual orientation discrimination

Fitzgerald, K. (2016) **'Former Trinity lecturer's same-sex pension rights claim upheld by CJEU'** *Industrial Relations News* 26, 28-29. **Keywords:** Employment; European Union; Pensions; Age discrimination; Civil partners; EU law; Indirect discrimination; Ireland; Occupational pensions; Same sex partners; Sexual orientation discrimination; Surviving spouses

Gillick, S. (2017) **'Last straw for defined benefit schemes?'** *Gazette of the Law Society Ireland* 111(6), 24-25. **Keywords:** Pensions; Defined benefit schemes; Equal treatment; Ireland; Pension protection; Same sex partners

Higgins, C. (2017) **'Employer pension debt proposal dropped for now - but to return in autumn'** *Industrial Relations News* 27, 21-22. **Keywords:** Pensions; Employment; Civil partners; Defined benefit schemes; Employers' contributions; Employers' powers and duties; Ireland; Pension deficits; Same sex partners; Winding-up

O'Connell, A. (2023) **'CJEU confirms right of self-employed persons not to be discriminated on the basis of sexual orientation'** *Irish Employment Law Journal* 20(1), 30. **Keywords:** Employment; European Union; Human rights; Contractors; EU law; Equal treatment; Freedom of contract; Self-employed workers; Sexual orientation discrimination

O'Mara, C. (2017) **'Court of Justice of the European Union (CJEU) favours legality of pension rules affecting survivor's pension to a same-sex partner'** *Irish Employment Law Journal* 14(1), 25-26. **Keywords:** Pensions; European Union; Human rights; Age discrimination; Civil partners; EU law; Ireland; Pensions; Same sex partners; Sexual orientation discrimination

Prendergast, A. (2016) **'No discrimination of former Trinity lecturer with pension terms'** *Industrial Relations News* 44, 10-11. **Keywords:** Employment; Pensions; Age discrimination; Civil partners; EU law; Indirect discrimination; Ireland; National legislation; Occupational pensions; Same sex partners; Sexual orientation discrimination; Surviving spouses

Prendergast, A. (2025) **'Misgendered supervisor fails to make discrimination claim'** *Industrial Relations News* 1/2, Internet. **Keywords:** Employment; Human rights; Constructive dismissal; Harassment; Mistake; Sexual orientation discrimination; Transgender identity

## Family Law

Bracken, L. (2013) **'Is there a case for same-sex adoption in Ireland?'** *Irish Journal of Family Law* 17(3), 79-88. **Keywords:** Family law; Human rights; Adoption; Children's rights; Civil partners; Discrimination; Ireland; Right to respect for private and family life; Same sex partners

Coulter, C. (2015) **'Editorial'** *Irish Journal of Family Law* 18(2), 25-26. **Keywords:** Family law; Ireland; Same sex partners; Surrogacy

Leonard Kane, M. (2010) **'Lesbian co-parenting and assisted reproduction: in an age of increasing alternative family forms, can Ireland continue to ignore the need for legislative boundaries to be placed on "fertile" ground?'** *Trinity College Law Review* 13, 5-32. **Keywords:** Family law; Health; Human rights; Assisted reproduction; Custody; Guardianship; Ireland; Parental rights; Right to respect for private and family life; Same sex partners; Surrogacy; Women

MacMahon, M. (2015) **'All changed, changed utterly: the marriage equality referendum and the Children and Family Relationships Act 2015'** *Irish Journal of Family Law* 18(4), 95-100. **Keywords:** Family law; Constitutional law; Access; Assisted reproduction; Children's rights; Custody; Enforcement; Fathers; Guardianship; Guardianship orders; Ireland; Maintenance; Marriage; Referendums; Right to be heard; Same sex partners

Mulligan, A. (2024). **'Constitutional rights in assisted human reproduction: charting the contemporary impact of marital privacy'** *Dublin University Law Journal* 44(1), 229-250. **Keywords:** Constitutional law; Family law; Health; Assisted reproduction; Constitutional rights; Contraception; Ireland; Privacy; Same sex partners; Spouses

Murray, C. (2012) **'Recognising the modern family: extending legislative guardianship rights in Ireland'** *Irish Journal of Family Law* 16(2), 39-48. **Keywords:** Family law; Civil partners; Guardianship; Ireland; Same sex partners; Step-parents

O'Mahony, C. (2015) **'The constitutionality of the Children and Family Relationships Bill'** *Irish Journal of Family Law* 18(1), 3-8. **Keywords:** Family law; Constitutional law; Children's welfare; Constitutionality; Ireland; Marriage; Parents; Same sex partners

Parkes, A. and S. McCaughren (2013) **'Viewing adoption through a children's rights lens: looking to the future of adoption law and practice in Ireland'** *Irish Journal of Family Law* 17(4), 99-111. **Keywords:** Family law; Adoption; Adoptive parents; Children's rights; Ireland; Same sex partners

Tobin, B. (2015) '**First comes love, then comes marriage - allaying reservations surrounding marriage equality and same-sex parenting in Ireland**' *Irish Journal of Family Law* 18(1) 9-13. **Keywords:** Family law; Children's welfare; Ireland; Marriage; Parents; Same sex partners

Tobin, B. (2012) '**Law, politics and the child-centric approach to marriage in Ireland (Case Comment)**' *Irish Jurist* 47, 210-225. **Keywords:** Family law; Constitutional law; Human rights; Children's welfare; Constitutional rights; Ireland; Right to marry; Same sex partners; Transsexuals

## Health

Rooney, J. (2024) '**McGee, Norris and the AIDS crisis**' *Dublin University Law Journal* 44(1), 207-227. **Keywords:** Jurisprudence; Health; AIDS; Civil disobedience; Contraception; Ireland; Natural law; Sexual orientation

## Immigration

Barrett, M. (2024) 'International protection as an LGBT applicant' *Law Society Ireland Gazette (Ire)* 118(9), 36-41. **Keywords:** Immigration; International protection; Sexual orientation

Jackson, E. (2022) '**Reforming the "credibility test" to better recognise LGBTQ+ asylum seekers**' *Irish Law Times* 40(16), 235-240. **Keywords:** Immigration; Human rights; Asylum seekers; Gender identity; Ireland; Sexual orientation

## Marriage Equality, Same-Sex Marriage

Geaney, E. (2012) '**Same-sex marriage**' *Hibernian Law Journal* 11, 181-202. **Keywords:** Family law; Constitutional law; Human rights; Civil partnerships; Constitutional rights; Ireland; Marriage; Right to marry; Right to respect for private and family life; Same sex partners; Treaty interpretation

Ní Shúilleabháin, M. (2019) '**Same-sex marriage and the conflict of laws - the unresolved cross-border dimension**' *Law Quarterly Review* 135(Jul), 374-379. **Keywords:** Conflict of laws; Family law; Legal systems; Canada; Civil partnerships; Comparative law; Conflict of laws; Ireland; Marriage; Same sex partners; Spouses



O'Connell, D. (2015) '**Ireland - marriage equality introduced by referendum**' *Public Law* Oct, 705-706. **Keywords:** Family law; Constitutional law; Human rights; Constitutional rights; Ireland; Referendums; Right to marry; Same sex partners

O'Connell, D. (2015) '**Ireland - marriage equality referendum in May**' *Public Law* Apr, 337-338. **Keywords:** Family law; Constitutional law; Constitutional reform; Ireland; Marriage; Referendums; Same sex partners

O'Mahony, C. (2012) '**Principled expediency: how the Irish courts can compromise on same-sex marriage**' *Dublin University Law Journal* 35, 199-228. **Keywords:** Family law; Constitutional law; Human rights; Jurisprudence; Civil partners; Constitutional rights; Ireland; Politics and law; Right to marry; Same sex partners

Quigley, F. (2015) '**Fourteenth amendment of the constitution of the United States - due process clause - equal protection clause - fundamental right to marry - same-sex marriage**' *Irish Journal of Family Law* 18(3), 77-79. **Keywords:** Family law; Constitutional law; Constitutions; Equality; Marriage; Same sex partners; United States

Ryan, F. (2018) '**Unfinished business? Equality and family diversity in the wake of the Irish marriage referendum**' *Irish Journal of Family Law* 21(3), 59-69. **Keywords:** Family law; Marriage; Same sex partners; Ireland

Tobin, B. (2016) '**Marriage equality in Ireland: the politico-legal context**' *International Journal of Law, Policy and the Family* 30(2), 115-130. **Keywords:** Family law; Constitutional law; Ireland; Marriage; Referendums; Same sex partners

Tobin, B. (2012) '**Same-sex marriage in Ireland: the rocky road to recognition**' *Irish Journal of Family Law* 16(4), 102-106. **Keywords:** Family law; Constitutional law; Civil partners; Constitutional rights; Ireland; Right to marry; Same sex partners

(2015) '**Editor's introduction - marriage equality - by legislature, popular ballot or judicial fiat?**' *Public Law* Oct, 703-705. **Keywords:** Family law; Constitutional law; Human rights; Constitutional rights; Ireland; Judicial review; Legislation; New Zealand; Referendums; Right to marry; Same sex partners; United States