We are pleased to present the 2021 InterPride Annual Report. Our volunteer Board and Committees are vital to the organization’s continued success, they drive the work of InterPride. Our Global Advisory Committee as well as our partnerships with Regional Pride Organizations around the globe play a vital role in the success of InterPride and their work has been paramount to the outreach of our organization. We invite you to read their reports to learn more about their work and the work of our organization.

There have been many achievements over the past twelve months that you will read about in the next pages, however we will use this space to highlight just a couple of them. Copenhagen 2021 was a success. Despite the challenges of COVID-19, members came from around the globe to be part of WorldPride, to participate in one of the largest Human Rights Conferences, and to be present at many of the 1,006 events offered. We congratulate Copenhagen and Malmö for a successful WorldPride.

One of our other highlights is that InterPride has hired subcontractors to help us with our growth and demand for success. We brought on a Stakeholder Engagement Consultant, a Fund Development Project Manager and a Communications and Administration Project Manager. Their work has excelled with the successful growth of InterPride and our rising international status, especially among Pride Organizations across the world. Having “staff” has given a breath of fresh air to our organization. This is a stepping stone for InterPride to bring on much-needed support for our growth and that of our Pride membership. The need to move towards hired staff has become imminent.

Staying connected has been a mainstay with InterPride. Remote monthly meetings and weekly check-ins have been a norm for the global organization. However, each year we look forward to an in-person meeting and networking with one another at our Annual General Meeting & World Conference. Sadly, with COVID-19 still holding its grip on us globally, we will not meet together again this year. However, we will utilize the power of technology and hold many informative and educational workshops, caucus meetings, and continue the governance of our organization.

The Co-Presidents report gives an overview of the extraordinary work that goes into a volunteer-run organization along with the Project Managers. Without our members who join the Executive Board and committees, this work cannot get done. We invite you to close ranks and to join a committee to be part of this progress.

We welcome all our new members, and we congratulate all Pride delegates for the impact they make and the change they yield.
# Table of Contents

## Governing Reports
- Corporate Governance 4
- Co-Presidents Report 6
- Secretary 9
- Project Manager, Communications & Technology 10
- Project Manager, Fund Development & Partnerships 11
- Brand Partners 12
- Member Benefit Partners 13
- Our Supporters 14
- Member Services 15
- VPs, Global Outreach & Partnership Management 16

## Regional Reports
- Region Map 18
- Submitted Region Reports 19
- EPOA 29
- Fierté Canada Pride 30
- USAP 31

## Committee Reports
- Alumni 32
- Communications 33
- Conference Structure & Integrity 34
- Finance 35
- Governance 38
- Hiring 39
- Human Rights & Diversity 40
- Member Services 42
- Methods & Standards 43
- Scholarship 44
- Solidarity 45
- Strategic planning 46
- WorldPride 48

## Member Lists
- Members by Region 52
- Members List (Alphabetical) 54

Reports contained within this Annual Report are the words, personal accounts and opinions of the authors involved and do not necessarily reflect the views of InterPride as an organization. InterPride accepts no responsibility for the accuracy or completeness of material contained within. InterPride may be contacted via info@interpride.org or our website: www.interpride.org. © 2021 InterPride Inc.

Information in this Annual Report is known to be correct at the time of production October 28, 2021. This Annual Report is designed & edited by Jeff Prystajko with additional editing by Diane Minnis. Covers: WorldPride at City Hall, Copenhagen 2021; photos by Karina Nielsen.
InterPride is managed by a Board, Committee Co-Chairs and the Global Advisory Council made up of regional representatives.

**EXECUTIVE COMMITTEE**

**Hadi Damien**
Co-President
Beirut, Lebanon

**Julian Sanjivan**
Co-President
New York City, NY, USA

**Robyn Kennedy**
VP, Global Outreach & Partnership Management
Sydney, NSW, Australia

**Emmanuel Temores**
VP, Global Outreach & Partnership Management
Guadalajara, Jalisco, Mexico

**Alan Reiff**
Secretary
New York City, NY, USA

**Linda DeMarco**
Co-President
Boston, MA, USA

**Debbie Brixey**
Vice President, Member Services
Oxford, Oxfordshire, UK

**Marsha H. Levine**
VP, Global Outreach & Partnership Management
San Francisco, CA, USA

**Natalie Thompson**
VP, Global Outreach & Partnership Management
San Francisco, CA, USA

**Dave Wait**
Treasurer
Detroit, MI, USA

**INTERPRIDE ORGANIZATIONAL STRUCTURE**

InterPride Members are Pride Organizations from around the globe.

Individuals from Member Organizations volunteer as part of InterPride Leadership Team who report on projects and activity to the Board.

Board Members are elected by InterPride Members.
<table>
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<th>Region 1</th>
<th><a href="mailto:region01directors@interpride.org">region01directors@interpride.org</a></th>
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<tbody>
<tr>
<td>Jorge Solorio††</td>
<td>Las Vegas, NV, USA</td>
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<tr>
<td>Michael Goodnow</td>
<td>Bremerton, WA, USA</td>
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<tr>
<td>Esteban Herevia</td>
<td>Spokane, WA, USA</td>
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<tr>
<td>Jordan Braxton</td>
<td>St. Louis, MO, USA</td>
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<tr>
<td>Eve Keller</td>
<td>Indianapolis, IN, USA</td>
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<tr>
<td>Miik Martorell</td>
<td>Ft. Lauderdale, FL, USA</td>
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<tr>
<td>Marcy Carr</td>
<td>Staten Island, NY, USA</td>
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<tr>
<td>Tiffany Lyn Royster</td>
<td>Washington D.C., USA</td>
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<tr>
<td>Julia Maciocha</td>
<td>Warsaw, Poland</td>
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<tr>
<td>Tom Bílí</td>
<td>Prague, Czech Republic</td>
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<tr>
<td>Rudolph Hanamji</td>
<td>Port-of-Spain, Trinidad &amp; Tobago</td>
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<tr>
<td>Javier Umana Rivera</td>
<td>San Jose, Costa Rica</td>
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<tr>
<td>Andy Train</td>
<td>Kingston upon Hull, England</td>
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<tr>
<td>Morgan Queeney</td>
<td>Kerry, Republic of Ireland</td>
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<tr>
<td>Uwe Hörner††</td>
<td>Ludwigshafen, Germany</td>
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<tr>
<td>David Reichlin</td>
<td>Zurich, Switzerland</td>
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<tr>
<td>Patrick van der Pas</td>
<td>Amsterdam, Netherlands</td>
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<tr>
<td>Erykah Werner</td>
<td>Bordeaux, France</td>
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<tr>
<td>Juan Carlos Alonso Reguero</td>
<td>Madrid, Spain</td>
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<tr>
<td>Valerio Colomasi Battaglia</td>
<td>Rome, Italy</td>
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<tr>
<td>Marko Mihailović</td>
<td>Belgrade, Serbia</td>
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<tr>
<td>Matthew van As††</td>
<td>Capetown, South Africa</td>
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<tr>
<td>Diane Rodriguez</td>
<td>Guayaquil, Ecuador</td>
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<tr>
<td>Welton Trindade</td>
<td>São Paulo, Brazil</td>
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<tr>
<td>Jannat Ali</td>
<td>Lahore, Pakistan</td>
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<tr>
<td>Georgi Tabagari</td>
<td>Tbilisi, Georgia</td>
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<tr>
<td>Darien Chen</td>
<td>Hong Kong</td>
</tr>
<tr>
<td>Rahul Upadhyay††</td>
<td>Gandhinagar, Gujarat, India</td>
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<tr>
<td>Diane Minnis</td>
<td>Sydney, NSW, Australia</td>
</tr>
<tr>
<td>Russell Weston††</td>
<td>Sydney, NSW, Australia</td>
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Member Pride Organizations in 20 world regions nominate and elect Regional Representatives to the Global Advisory Council (GAC). The members nominate and elect six delegates to represent the Global Advisory Council on the Board of Directors. They serve as Board members†† with full voting rights.
The three Co-Presidents work collaboratively to represent the leadership team and the organization. Since the 2020 GM&WC we have implemented various activities and changes to ensure InterPride continuously evolves and serves all our members and partners worldwide. This has been exceptionally challenging given the pandemic and the inability for us to meet each other for yet another year. An essential part of our work has been to prioritize teamwork, sustainability, advocacy, transparency and engagement.

As you review our report below, we highlight that these elements have been paramount in our approach. Implementing various strategies to encourage the leadership team to be more informed and involved has been ongoing. We achieved our goals to help InterPride move into the next phase of growth with the support and collaboration from the rest of the leadership team.

**IMPROVING COMMUNICATIONS WITH INTERNAL AND EXTERNAL STAKEHOLDERS**

*Responsibility: Shared by the three Co-Presidents*  
*Measure: Feedback from the Leadership Team*  
*Status: Ongoing*

We maintained the following to help address the gaps in communication, increase involvement in decision-making and engagement, improve processes and produce better results as a team:

- Co-Presidents — Weekly huddles on Wednesdays
- Consultants and Co-Presidents — Meet once a week with Julian and once a month with everyone
- Board Meetings - Once a month
- Leadership Team Mixers — Once a month
- Committee Meeting Minutes or Reports — Once a month
- Committee Chairs and Co-Presidents - Check-ins once every quarter
- Regional Representatives & Co-Presidents — Check-ins once every quarter
- Mid-Year Meeting — We developed the mid-year meeting plan based on feedback received from the leadership team. It was spread out over two weekends to reduce “Zoom fatigue.”

- Annual Work Plan — Board, Co-Chairs, and Global Advisory Council submitted at the beginning of the year
- Annual Report — Board, Consultants, Co-Chairs, and Global Advisory Council submitted in September
- Membership Update — Board, Consultants, Co-Chairs and Global Advisory Council provide updates to the membership during the General Meeting plenaries

**ENSURING DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY**

*Responsibility: Shared by the three Co-Presidents*  
*Measure: Feedback from the Membership and the Leadership Team*  
*Status: Ongoing*

a. Leadership Training — Together with the Governance Co-Chairs, we selected and planned the ongoing training sessions that will cover racism, inclusion and diversity

b. Racism and Oppression Awareness Program (ROAP) — Julian is working with several leadership team members to launch a series of programs as part of ROAP. These include partnerships and donations received from the Human Rights Campaign (HRC).

c. Recruiting new GAC members — Hadi brought Giorgi Tabagari from Tbilisi Pride and Jannat Ali from TrackT to join the Global Advisory Council

d. Diversity of the Committee Co-Chairs — This year, we went out of our way to select the Committee Chairs through a series of individual interviews with 42 individuals after shortlisting them from the over 60 applications we received. We also added mentors for select committees to guide new Committee Chairs.

In summary, this is the breakdown of some key demographics of our Co-Chairs this year:

- Regions: 18 US (46%), 7 Canada (18%), 5 Europe (13%), 5 Asia (13%), 2 Australia (5%), 1 Mexico (2.5%), 1 Africa (2.5%)
- Gender Identity: 21 Cisgender Male (54%), 13 Cisgender Female (33%), 5 Nonbinary (13%), 2 Trans-identifying (5%)
- BIPOC: 13 (33%)

**IMPROVING MEMBER EXPERIENCE**

*Responsibility: Shared by the three Co-Presidents*  
*Measure: Feedback from the Membership*  
*Status: Ongoing*

a. Member Benefits Program — Julian worked together with Madonna, Debbie and Rick to develop the Member Benefits Program (Affinity Marketing Program) to create a plan that would help bring more partner organizations interested in providing benefits to our members at a discounted rate that will also entitle InterPride to a small percentage of a referral fee. To date, we have signed up five new partners.
b. Pride Calendar — Julian worked together with Debbie, Jeff and Ryan to help develop the calendar of Prides from around the world that is now available on our website: https://interpride.org/pride-calendar.html

c. Fee Waivers — We recognize that COVID has made it more difficult for our members to pay our membership fee. Together with Debbie and the Board, we have made it easier for anyone interested in becoming a member to waive their fees if they need them.

d. Membership Awards — Julian and Ryan worked together to develop and launch our first membership awards this year. We want to make this an annual practice.

e. InterPride’s WorldPride Booth — We encouraged several of our member organizations to participate and showcase their work during WorldPride this year in Copenhagen

f. Sharing of statements and updates on our members — Julian and Ryan worked to ensure we helped promote our members’ events and advocated and highlighted the challenges our members faced

DEVELOPING INTERPRIDE’S LEADERSHIP AND GOVERNANCE

Responsibility: Shared by the three Co-Presidents
Measure: Feedback from the Leadership Team
Status: Ongoing

a. 2021 Committee Co-Chairs — All committees and their Co-Chairs were finalized by December 2020

b. Annual Goal Setting — For the first time, the entire leadership team worked together on a goal-setting exercise earlier in the year to help ensure we aligned on the objectives we all wanted to achieve in 2021

c. Legal Counsel — Jessie was confirmed to continue as our Legal Counsel for 2021

d. New Board Members — We worked with the Board and Governance Committee to finalize new Board members for several vacant positions

e. Project Managers — Together with the Hiring Committee Co-Chairs and several leadership team members, we conducted interviews and hired three contractors to help InterPride with the next growth phase: Madonna, Peter and Ryan. Although all three of us are involved with their supervision, Julian plays a more direct role in onboarding and daily management.

f. Bookkeeper — Due to the growth that we are seeing, we had several discussions with the Treasurer to start the recruitment process of a part-time bookkeeper

REFINING FINANCIAL PROCESSES AND RAISING MORE FUNDS

Responsibility: Julian and Linda
Measure: Annual revenue
Status: Ongoing

a. Confirmed over $200,000 in the first half of 2021 — Julian worked on finalizing Happy Socks, Skagen, Human Rights Campaign and several other partners

b. Pride365 — Julian and Linda confirmed the Pride365 partnership which secured an annual revenue of $30,000 with an additional profit-sharing agreement

c. Revry — Julian confirmed the Revry partnership which would allow us to earn revenue by broadcasting our content. This partnership was extended to WorldPride Copenhagen.

d. Merchandising — Julian, Madonna and Ryan are sourcing a new vendor to reinvigorate our merchandise sales

e. Ongoing Fund Development and Future Planning — Julian, Madonna and Ryan are working on ongoing fundraising initiatives, including developing new revenue streams and planning a three-year revenue forecasting

f. New Magazine — Linda and Julian are working on finalizing a new Pride magazine for InterPride as an additional source of income

g. Financial Policy — Linda and Julian are working with Dave to develop the new financial policies for InterPride

ENSURING INTERPRIDE STAYS RELEVANT AND SENSITIVE TO THE NEEDS OF OUR EXTERNAL STAKEHOLDERS

Responsibility: Shared by the three Co-Presidents
Measure: Feedback from the Membership and Leadership Team; Social media metrics
Status: Ongoing

a. European Pride Organisers Association (EPOA) Membership AGM — Julian participated in this virtual session organized by EPOA in October 2020

b. UK Pride Organisers Network (UKPON) Membership AGM — Julian participated in this virtual session organized by UKPON in July this year

c. United States Association of Prides (USAP) Membership Meetings and Conference — Linda and Julian participated in several virtual sessions organized by USAP this year
d. Pride Alliance of New York City (PANYC) — Together with other Pride Organizers in New York City, Julian is part of an 11-member organization that supports and lifts each other through collaboration within the city. The group meets monthly, and different hosts organize the sessions.

e. COVID-19 Webinar Series — Julian and Ryan planned a series of webinars relevant to our members affected by the pandemic

f. WorldPride Committee — Linda is one of the Co-Chairs with Kevin and Rahul. The team implemented two sub-committees: The Copenhagen WorldPride Activations Working Group and the Standing Rules Review committee. We also successfully ensured the possibility of bids for two simultaneous years, 2025 and 2026.

g. Numerous media interviews — The Co-Presidents conducted numerous media interviews to help promote our work at InterPride

h. Global Pride Survey — We worked with the Global Pride Co-Chairs and Ryan to complete and distribute the survey. The results are out, and we plan to discuss the next steps with the leadership of EPOA.

i. The United Nations Economic and Social Council (ECOSOC) — InterPride has applied for a seat at the council. Julian represented InterPride to answer several questions in person about the work that we do. Andrew has worked hard to ensure all written questions are answered promptly. When selected, InterPride will be better able to advocate for our members on a global stage.

j. Podcast — Linda, Julian, Ryan and Andrew have worked together to finalize our host, Michelle Meow, to launch our monthly podcast

k. Added our name to several declarations, statements and petitions — We make an active effort to ensure InterPride adds our name to declarations, statements, and petitions that significantly impact the global LGBTQIA+ community.

l. WorldPride Copenhagen — Hadi took an active role in managing the relationship with the team at Copenhagen WorldPride and represented InterPride in person together with several people from InterPride’s leadership team. Hadi also recorded and facilitated several sessions for the Human Rights Conference on behalf of InterPride. We also prepared several speeches that Alan and Hadi delivered. We partnered with Sydney WorldPride and several other members to ensure we had one of the most well-represented InterPride booths we have had. Julian was also responsible for the contract management with Copenhagen WorldPride from May of this year.

m. Official Statements — Julian and Ryan worked together to issue several important statements approved by the Board that included statements for the Anti-LGBTQIA+ Bill in Ghana, the escalating violence faced by the LGBTQIA+ community in Europe, and several more. They can all be found on our Medium page: https://interpride.medium.com/.

n. Crisis Communication — We managed various matters arising related to the internal and external work of InterPride.

**IMPROVING INTERNAL PROCESSES AND PROCEDURES**

**Responsibility: Shared by the three Co-Presidents**

**Measure: Usage and feedback from the Leadership Team**

**Status: Ongoing**

a. Implemented the Volunteer IT Manager Role — Andrew is the volunteer IT Manager for InterPride this year

b. Technology Platforms — Julian, together with Ryan and Andrew, have implemented the following technology platforms to improve our internal processes:
   - Basecamp
   - Zoom
   - DeepL
   - Election Runner
   - MailChimp
   - Buffer
   - DocuSign
   - Sched

c. Strategic Planning Committee — Julian is one of the Co-Chairs and is currently working with Peter and Robyn to move the committee forward. The committee is currently working on creating a three-year strategic plan and has just completed the data collection process.

d. Reviewing the Solidarity Funds Program — Linda is working together with Alan, one of the Co-Chairs of the Solidarity Funds Committee, to review the current processes in order to improve and embark on a more effective way of managing the Solidarity Fund

e. InterPride Task Force Final Report (IPTF) Recommendations Implementation Working Group — Hadi is leading a working group to ensure the IPTF recommendations are successfully implemented over the next few months
As the Board Secretary, my function is to make sure that:

- Minutes are taken and shared at each Board Meeting
- The agenda and advisement goes out for such meetings in advance
- All reports for consent agenda are collected and included in these agendas
- I collaborate with the Co-Presidents and other InterPride leaders to disseminate information via emails or other media sources as instructed

**MAINTAIN UPDATED MINUTES TO EACH MONTHLY BOARD MEETING**

*Responsibility: Secretary*
*Measure: Updated uploads to the Google drive folder*
*Status: Ongoing*

I have done my best to make sure monthly meeting minutes are accurate and disseminated.

**COLLABORATE AS NEEDED WITH THE CO-PRESIDENTS AND INTERPRIDE LEADERS**

*Responsibility: Secretary*
*Measure: Positive feedback from all involved*
*Status: Ongoing*

Open lines of communication are constantly maintained.

**CREATE A MENTORING PROGRAM FOR FUTURE BOARD AND COMMITTEE SECRETARIES**

*Responsibility: Secretary*
*Measure: Whether Committees have secretaries and there are candidates to be the next Secretary at the next applicable voting cycle; Increased Board and volunteer recruitment for Prides in Region 6.*
*Status: Not started*

This sub-committee is planning to start in the Fall of 2021.
Over the last few months, we have transitioned multiple platforms, added new and exciting tools, and increased our social media presence to record levels. Over the next six months we will continue to expand our social media presence, add new platforms to help elevate Pride Organizers and continue our mission to empower Pride Organizations worldwide!

**UPDATE AND TRANSITION VARIOUS PLATFORMS**

**Responsibility:** Project Manager, Communications & Technology  
**Measure:** Successful transition and use of platforms  
**Status:** Completed  

Transition to Mailchimp has been completed. I am currently using Buffer for social media management and analytics tracking. I have implemented a new DocuSign e-signature procedure and completed the Zoom transition. A new platform for Instagram bio link (solo to) has been implemented. The new Medium platform has been successfully set up. Election Runner, the official ballot system, is being used; previously we used eBallot and this saves over $4,000 per year.

**DEVELOP A SOCIAL MEDIA STRATEGY**

**Responsibility:** Project Manager, Communications & Technology  
**Measure:** Analytics  
**Status:** Ongoing  

April 2021 - August 30, 2021:  
- Audience across all platforms increased from 16,550 to 27,940 (68% increase)  
- Total impressions across all platforms increased from 33,874 to 283,326 (736% increase)  
- Total engagement across all platforms increased from 3,504 to 11,435 (226% increase)  
- Monthly goals for 2022:  
  a. Total audience across all platforms: 40,000+  
  b. Total impressions across all platforms: 400,000+  
  c. Total engagement across all platforms: 5,000+

**IMPLEMENT INTERPOD BY INTERPRIDE PODCAST**

**Responsibility:** Project Manager, Communications & Technology and Project Manager, Fund Development & Partnerships  
**Measure:** Successful launch and ongoing management, distribution and marketing of the podcast  
**Status:** Ongoing  

InterPod by InterPride was officially launched with the first episode in August 2021. Michelle Meow is our producer and host. We will publish at least four more podcast episodes this year and post at least twelve next year.

**PROVIDE TECHNOLOGICAL SUPPORT FOR THE 2021 GM&WC**

**Responsibility:** Project Manager, Communications & Technology  
**Measure:** Successful technological support of the GM&WC  
**Status:** In process  

The 2021 Annual GM&WC will be hosted in November. Eventbrite is the primary registration platform with Sched as the delivery system.

**SET UP AN INTERPRIDE TECH HELP CENTER**

**Responsibility:** Project Manager, Communications & Technology  
**Measure:** Set up an InterPride Help Center for tech support that is widely used throughout the organization  
**Status:** In process  

Develop and set up an internal tech support website that provides InterPride members with quick access and resources for DocuSign, Zoom, Dashlane, Google Groups, Slack and Basecamp.
My goals include increasing the support from global partnerships, increasing visibility of our work and maximizing efficiency in the organization.

To this end, we have increased partnership outreach, added the InterPod podcast and are working with artists to highlight funding programs and outreach. We aim to double our revenue budget from the previous year.

**KICK-OFF A ROBUST INDIVIDUAL GIVING PROGRAM**

*Responsibility: Project Manager, Fund Development & Partnerships*

*Measure: Track donations and interest*

*Status: In process*

Individual donors can be a great source of revenue without being dependent solely on other larger revenue streams. We would like to kick-off an individual giving program in 2022, including a Donor Spotlight in our newsletter and stories of our donors and why they give. Our team is working together to put the systems in place for the program.

**IMPROVE DONOR RECORDS AND TRACKING**

*Responsibility: Project Manager, Fund Development & Partnerships and staff*

*Measure: Customer Relationship Management (CRM) tools are used by many non-profits and are the most efficient and effective way to manage donor relationships*

*Status: Ongoing*

Project Managers and staff have been assessing multiple software platforms to better track all connections including donors, sponsors, other partners, affiliates and membership. Prior to this, the Board and staff have been working from spreadsheets which has become more difficult to track as the organization grows. The success of any non-profit includes the proper tracking and stewardship of those who support them. This will be a continued growth area. We are comparing pricing, service and functionality in order to complete this by start of the 4th quarter.

**DIVERSIFYING FUND DEVELOPMENT**

*Responsibility: Project Manager, Fund Development & Partnerships*

*Measure: The goal here is to create multiple revenue sources for the organization. To date, we have added InterPod and created a more robust donor program for specific initiatives. We will work with our affiliate partners as well to create better benefits for members and communicate those to our members.*

*Status: Ongoing*

We currently track through spreadsheets and will continue to do that once we get QuickBooks and our new CRM integrated. We continue to update our budget to include new fund development initiatives.
During Pride month, Snapchat teamed together with Pride Basics to support InterPride. When customers ordered Pride flags, InterPride received $2 from each purchase.

This year Happy Socks is making a direct impact to support the LGBTQIA+ community rather than creating a catchy and colorful Pride campaign. InterPride will receive 10% of the profits from all products in the Happy Socks Pride Collection sold throughout 2021.

Since 1989 we’ve been inspired by Skagen City and the Danish coastline. We embraced Danish minimalism, creating slim styles and color combinations that reflect a quiet, coastal living. It’s a style that’s still authentic to us today. Denmark has much to celebrate. As we honor our heritage, we’re designing for the future.

Marcella’s inspiration is to bring timeless, practical, and accessible designer fashion to every wardrobe, all the while working to secure women and girls a voice at every table. Marcella has launched a Pride t-shirt series where $5 from every t-shirt sold will be donated to InterPride.

Digital Realty and Interxion, a Digital Realty company, celebrate Pride 2021 with a donation to InterPride and the launch of Digital Pride — an employee resource group created to provide community, connectivity and learning opportunities for employees and allies of the LGBTQIA+ community.

Hanne’s inspiration is to bring timeless, practical, and accessible designer fashion to every wardrobe, all the while working to secure women and girls a voice at every table. Marcella has launched a Pride t-shirt series where $5 from every t-shirt sold will be donated to InterPride.

Sweatcoin is a health and fitness app trying to make the world more active. They reward and celebrate positive behavior change by providing users with the opportunity to earn sweatcoins through the steps they take.

The Human Rights Campaign (HRC) is America’s largest civil rights organization working for LGBTQIA+ equality. We envision a world where every member of the LGBTQIA+ family has the freedom to live their truth without fear and with equality under the law. HRC is proud to partner with InterPride, advancing human rights for all LGBTQIA+ members around the world.

Hobbii has launched a Pride Color Pack to celebrate Pride by inspiring their yarn community to engage in colorful rainbow projects and create awareness about LGBTQIA+ issues. For every Pride Color Pack sold, Hobbii will donate 8% of sales to InterPride’s Solidarity Fund.

Pride NOTCH Collection — mix’n’match your NOTCH Charms, add them to a NOTCH Bracelet, Loop or Tale, and 10% of every sale all year is donated to InterPride. Celebrating equality, inclusivity and helping to empower PRIDE worldwide.

Sweatcoin is a health and fitness app trying to make the world more active. They reward and celebrate positive behavior change by providing users with the opportunity to earn sweatcoins through the steps they take.
PrideLife is the world’s first LGBTQIA+ certified registrar, offering domain name sales & services, marketing for diverse domains and initiatives that connect diverse communities. Visit pridelife.lgbt and get your .lgbt domain today! Use coupon code PRIDE10 for a 10% discount.

DreamlandXR is a world leader in XR technology integration including Virtual Reality (VR), Artificial Reality (AR) and Holograms. Our tentpole event at CES 2021 was the #1 most well attended virtual event of its kind in the world. InterPride members are provided special member pricing for any VR services such as the PrideXR virtual experience.

Pride Labs is the world leader in LGBTQIA+ mobile apps, delivering daily content to over 300,000 individuals on mobile devices around the world. Pride Labs is the official mobile apps provider for InterPride and is sponsoring LGBTQIA+ Prides around the globe with next generation apps that cost organizers nothing to build and can generate significant new revenues.

At Unicorns.LIVE, we are thrilled to support Pride Organizers in producing authentic, unfiltered video content to share their voice, perspective and passion. We are dedicated to leading positive change and curating inclusive events, experiences and programming that bring people together. InterPride members save a minimum of 30% off of our standard fees.

Solo.to offers one bio link for everything — share and cross promote your links, music, videos, social media and more on one page. Solo makes it easy for your followers to find your important links, social media, and latest content by having it all on one page. Use our referral link at interpride.org/member-benefits.html for a 10% discount!

Through our certification program, we have led corporate giants like Hilton, Nissan and others on a path of incremental improvements throughout their entire business structure, along with ensuring they pledge to create trackable and meaningful commitments to the LGBTQIA+ communities both within their organizations and in society.

For more than 30 years, the Casswood Agency has diligently worked to meet the needs of the LGBTQIA+ community throughout the United States. InterPride has a block policy with Casswood Insurance which saves on insurance expenses for US member organizations.

ShowClix takes event ticketing software to the next level. We are a full service ticketing company that helps event organizers provide the best possible experience for their attendees. ShowClix will waive all fees associated with setting up a ticketing account for InterPride Members (up to a $1,200 value).
CONFERENCE PARTNERS

CONFERENCE SILVER PARTNER
KAOHSIUNG CITY PRIDE
2025 WorldPride Bidder

CONFERENCE SILVER PARTNER
CAPITAL PRIDE ALLIANCE, DC
2025 WorldPride Bidder

CONFERENCE BRONZE PARTNER
PRIDE. AMSTERDAM
2026 WorldPride Bidder

CONFERENCE BRONZE PARTNER
COME OUT WITH PRIDE, ORLANDO
2026 WorldPride Bidder

CONFERENCE CRYSTAL PARTNER
PRIDE WINNIPEG

DONORS

Richard Brethour-Bell
Maria Casanova
Nathaniel Clawson
Karen Cooney
Gilbert David
Danielle Devery
Findley Fitzpatrick
Chris Healy
Esteban Herevia
Moheman Ibraheem
Mazz Image
Dennis Kummerfeldt
GW Leenderts
Marsha H. Levine
Philip Lipson
Kärt Pöldsam
Nicolas Rodriguez
Peter Ruhnke
Tapestry Unitarian Universalist Church - Houston
Michael Villalon
Peeranut Visetsuth
Dave Wait
Russell Weston
Ernest Yuen
This has been my first year as VP of Member Services and a challenging one in many ways. The global pandemic saw no in-person events for most Pride Organizations and many of our member Prides were struggling to keep going.

Attending online regional meetings in my own Region 10 (and as many other regions as I could) gave me the opportunity to understand how Prides were coping and finding ways to engage with their communities. Gaining a better understanding of our members and their unique circumstances has been very important.

It was also an opportunity to evaluate our membership platform, member benefits and to look at ways we could offer more. I also took the opportunity to attend other Committee meetings to get a better understanding of the work they do and how that related to the needs of our members.

In my own region, many Prides re-scheduled to later in the year as Covid figures continued to increase. Many held virtual events on a variety of platforms providing a steep learning curve for organizers on everything from copyright to bandwidth and a few things in between.

Prior to Covid, I would have been at a Pride almost every weekend from May to September. However in 2021, my first in-person Pride (since 2019) was in August and the first Pride March was in September!

I look forward to using the knowledge we gained to offer more to our members as we enter a new year.

DEVELOP A MEMBERSHIP DATABASE
Responsibility: Member Services Committee
Measure: Selection and implementation of a membership database
Status: Ongoing
A thorough evaluation of the Member Services process (based in part on the recommendations of the IP Task Force) and the database showed many areas for improvement. Working with other committees and partner organizations we realized that a new platform was essential. New customer relationship management software for Member Services will be operational within the next few months. It will offer more functionality and a better user experience for members.

INTRODUCE NEW MEMBER BENEFITS
Responsibility: Member Services and Fund Development Committees
Measure: Update existing agreements and have new agreements in place
Status: Ongoing
Existing agreements on our website and in our records needed to be updated so benefits were known to members.

IMPROVE ACCESS TO MEMBER RESOURCES
Responsibility: Member Services Committee
Measure: Member resources easy to access
Status: Ongoing
Resources for Pride Organizers should be available via the Member Portal on the InterPride website. While they are available, they are not complete or easy to access. Member Services will be making these a priority when the new platform is available.

INTRODUCE AN INTERPRIDE MEMBERS PAGE ON FACEBOOK
Responsibility: Member Services Committee
Measure: InterPride Members page created on Facebook
Status: Completed
An InterPride Members page on Facebook was created as a place for members to share information, chat and socialize. The page is live and currently has over 200 members. We hope to expand on this over the next year.
Our roles as Vice Presidents of Global Outreach and Partnership (VPGOPs) are to:

- Liaise with our assigned regions
- Assist the Global Advisory Council (GAC) Regional Representatives with outreach within their regions
- Manage the Regional Google Group email lists in conjunction with GAC representatives
- Support Regions that are underrepresented

We fulfill our role through attending and resourcing Regional meetings, general check-ins with GAC representatives, support to individual members in under-represented regions and attending regional conferences (if any).

The frequency of this contact varies according to the needs of regions. The VPGOPs play an active role in filling vacancies on the Global Advisory Council as well as briefing new GAC members.

COVID-19 and its variants have affected most of our Prides, often causing cancellations and the advent of virtual events. Some Prides have experienced financial hardship, or sadly, have had to go into hiatus or dissolve. The presence of COVID-19 has also prevented the holding of many Regional Conferences.

During the pandemic, our monthly check-ins with the Co-Presidents could be set to occur bi-monthly or even quarterly, then increased as we return to more usual activity.
ROBYN KENNEDY

During the year, assistance was provided to support the appointment of Representatives to fill vacancies on the Global Advisory Council in Regions 15, 19 and 20. Region 20 has continued to grow and develop with monthly meetings attended by up to 30 representatives from countries throughout the region. Attendance at meetings of Region 19 has been uneven but it is hoped that this will improve over time as regional involvement in InterPride increases. Region 18 has only three members that do not share many commonalities. In the future, consideration could be given to incorporating Pakistan within Region 19 with Georgia and Lebanon brought into European regions. Region 15 has met only once as members have been focused on overt political hostility to Pride in eastern European countries. Region 12, which includes German speaking countries in Europe, is largely self-sufficient and has continued to hold Regional conferences.

MARSHA H. LEVINE

Region 3 lost its Representation and I am working on a member meeting to replace them, either before or at the GM&WC. Region 8 successfully met and elected Julia Maciocha and Tom Bíly to serve as Regional Representatives. Region 11 has not been able to successfully meet and elect representatives, nor does there appear to be any active full member organizations in that region.

EMMANUEL TEMORES

During this year the main focus in my position as Vice President has been on the development of the Orgullo Latinoamérica (OLA) regional platform. Although the idea began a few years ago, we began to develop it in a more formal way this year. The organization is not constituted but there is a plan to accomplish this. Earlier this year I supported members of Regions 13 and 14 to elect their Representatives. Currently out of the regions that I support there is only one vacant position in Region 7. In other news, Prides of the Midwest have agreed on a cool acronym for our Region’s Prides: POM. They will continue to stay connected via a newly formed Facebook group with a combination of support from InterPride, GAC and USAP Representatives.

NATALIE THOMPSON

Regions 4, 5, 6, 10, and 16 all have GAC representatives at this time. Assistance was provided to support the appointment of a Representative to fill one of the vacancies for Region 5. The focus this year was to support Regions that have no Representative(s) conduct elections, and to assist new Representatives with onboarding. Regions held regularly scheduled meetings and/or spent much of the year doing outreach and providing support for their Regional Pride members. Regions 4 and 5 have been meeting monthly to increase engagement and membership.
There have been many changes in the partnership with CAPI, USAP, and InterPride.

Our aim was to raise awareness of the advantages of Pride Organizations joining InterPride. We reached out to both members and non-members to make sure that they felt our presence and interest. Our regional conference was cancelled due to COVID-19 and unfortunately we were unable to hold a virtual conference.

Many changes were still able to be made with the Consolidated Association of Pride, Inc. (CAPI), United States Association of Prides (USAP) and InterPride work. The next regional conference in 2022 will be hosted by Las Vegas PRIDE. We will continue to expand our help and influence within our region and work on a new partnership within CAPI, USAP and InterPride.

This year, many organizations were forced to postpone or cancel their events. Thankfully others were able to bring their celebrations to the communities in virtual format, and a few were able to do it in person. Jorge has been assisting CAPI and USAP in keeping a list of all the organizations affected.

**ACTIVELY RE-ENGAGE WITH THE REGION TO INCREASE PARTICIPATION**

*Responsibility: Regional Representatives*

*Measure: To increase membership within the Region*

*Status: Ongoing*

As the virtual world expands, we will continue to extend help within the region.

**UPDATE REGIONAL WEBSITE**

*Responsibility: Work with the different Regional Representatives on the US West Coast to bring further awareness.*

*Measure: This will be an ongoing process for all of the Regional Representatives*

*Status: Ongoing*

Networking and support from other leaders and organizations has had the highest impact on the work happening in our region.

Over the last year, Pride organizations across Region 2 have continued to serve their communities in intentional, meaningful and safe ways.

Organizers in Anchorage, Alaska have centered the voices of BIPOC LGBTQIA2S+ people through strategic planning to influence the scope of their programming.

In the center of conservative Idaho, the city of Sandpoint celebrated their first Pride event with well over 1,000 attendees.

Our friends in Montana have developed a series of events and workshops dedicated to affirming their communities and celebrating identity through moments of solidarity, karaoke and storytelling.

Oregon has had targeted COVID response and influence on local movements for social and racial justice. Washington continues to uplift their LGBTQ+ community through targeted policy making and coalition/movement building. Wyoming maintains programming and visibility through their annual events.

Many organizations held their annual events and it was encouraging to see communities come together.

**ONGOING SUPPORT FOR ORGANIZATIONS AND THEIR LEADERSHIP**

*Responsibility: Shared within the region*

*Measure: Availability and willingness to engage*

*Status: Ongoing*

**ON-GOING MEETINGS WITH REGIONAL LEADERS**

*Responsibility: Regional Directors*

*Measure: Annual to Bi-monthly meetings*

*Status: Ongoing*
REGION 3

There are currently only four full member organizations in Region 3, although we have a list of about 13 Pride Organizations we know about in the region.

Region 3 currently has no representation but is looking forward to electing new representative either just before or during the Annual GM&WC.

**ELECT NEW REGIONAL REPRESENTATIVES**

*Responsibility:* If interested in the role, please email marsha.levine@interpride.org

*Measure:* Won’t know until our election

*Status:* In process

**GROW, ACTIVATE, AND ENGAGE PRIDES THE REGION**

*Responsibility:* Make sure all organizations know they can register at https://members.interpride.org/general/register_member_type.asp

*Measure:* Whether membership in Region 3 increases

*Status:* In process

REGION 4

In August 2021, Kansas City Pride Community Alliance was able to successfully reorganize with just five Board members and three motivated volunteers to hold its first in-person event: “Show-Me Kansas City Pride”.

We were so excited to support this new Midwest Pride and answer any and all questions they had during our virtual monthly meetings on the first Wednesday of every month.

The Region 4 conference was planned for St. Louis in April 2021 to make up for last year’s cancellation. Due to the pandemic, the in-person event was cancelled but we held a two-hour virtual conference on July 31, 2021 titled “Reconnecting with Pride”.

With Zoom fatigue a result of working from home and individual surge capacity overloaded, attendance was low. However, most attendees were new and excited to network with other Midwest Pride Organizations. Jordan Braxton from Pride St. Louis gave the keynote address, “Reconnecting with your Community through Diversity/Inclusion.”

Pride St. Louis held a smaller “Celebration” this year that was well received by those who attended. Many were grateful for the chance to be with ‘family’ and continue showing the world that “Pride Is Alive” in St. Louis. Other successful and safely organized Pride events included Pride St. Charles, Fort Wayne Pride, Milwaukee Summerfest and the Spencer Pride Festival. Indy Pride completed a full day of virtual programming as a safe and inclusive alternative to a large Pride festival this year.

In other news of note, we finally agreed on a cool acronym for our Region’s Prides: POM — Prides of the Midwest! We all continue to stay connected via our newly formed Facebook group with a combination of support from InterPride, GAC and USAP representatives.

**BUILD MORE ENGAGEMENT FROM PRIDES IN OUR REGION**

*Responsibility:* Regional Representatives

*Measure:* Add ten more Midwest Pride Organizations to Region 4

*Status:* Ongoing

More Prides have been added and are staying connected via our newly formed Facebook group with a combination of support from InterPride, GAC and USAP representatives.

**HELP PRIDES BE MORE DIVERSE AND MORE INCLUSIVE**

*Responsibility:* Regional Representatives and Pride Organizations

*Measure:* Increased diversity and inclusion within Pride Organizations

*Status:* Ongoing

Jordan Braxton offered education in this area through her Virtual Conference keynote address, “Reconnecting with your Community through Diversity/Inclusion.”
**IMPROVE BOARD AND VOLUNTEER RECRUITMENT AND EDUCATION FOR PRIDES IN REGION 4**  
*Responsibility: Regional Representatives*  
*Measure: Increased Board and volunteer recruitment for Prides in Region 4*  
*Status: Ongoing*

Since beginning monthly meetings in April 2021, we have discussed learning and engaging around Board recruitment, volunteer engagement and support.

**REGION 5**

Pride Organizations in Region 5 represent some of the world’s largest and smallest Pride Organizations. This makes it much more important for us to find ways to collaborate and interact with each other. Our monthly zoom meetings had an average of 24 participants from both large and small organizations. This allowed for the free exchange of knowledge that is needed to help us grow.

While the global LGBTQ+ community has faced significant challenges over the past year with the pandemic, we have used this time to focus our energy on creating a stronger organization. Region 5 has seen one of our most productive years yet. We expanded our interactions between Pride Organizations through monthly zoom meetings where member organizations and non-member organizations learned from and empowered each other to serve their LGBTQIA+ communities. Our region saw one of the first in-person Pride events in the US as we began to emerge from the pandemic: Tampa Pride was able to safely and successfully hold their Pride in May 2021.

**EXPAND THE INTERACTIONS BETWEEN PRIDE ORGANIZATIONS**  
*Responsibility: Committee*  
*Measure: Through member engagement, non-member participation and new member recruitment*  
*Status: Ongoing*

Region 5 has the largest number of members in the USA and we have seen an average engagement of 24 people for each of our monthly meetings.

**ACKNOWLEDGE AND ADDRESS INEQUITIES FACED BY LGBTQIA+ MEMBERS IN REGION 5**  
*Responsibility: Committee*  
*Measure: Increased participation and leadership from communities not traditionally represented in membership or leadership roles*  
*Status: Ongoing*

Region 5 has had ongoing conversations on racial equity, as well as accessibility for smaller Pride Organizations with financial challenges. Ongoing conversations include discussions on relations between law enforcement agencies and the LGBTQIA+ community.

**IDENTIFY AND RECRUIT NEW PRIDE ORGANIZATIONS INTO MEMBERSHIP**  
*Responsibility: Committee*  
*Measure: Our success will be measured by the number of organizations we identify, the number that become members and the retention rate of current and new members*  
*Status: Ongoing*

We are currently working on increasing our visibility with LGBTQIA+ Pride Organizations in Region 5. While some Pride Organizations have closed due to the global pandemic, we are encouraged by the growth of new organizations, especially in smaller and rural communities across the Southeastern USA.

**EMPOWER LEADERSHIP FROM PRIDE ORGANIZERS**  
*Responsibility: Committee*  
*Measure: Active increase in the number of Pride Organization representatives taking committee or other leadership roles in USAP or InterPride*  
*Status: Ongoing*

Region 5 directors are actively working to encourage and empower representatives of Pride Organizations to take active leadership roles in committees of USAP and InterPride. As one of the most ethnically, linguistically, economically and religiously diverse regions of the U.S., we feel it is important to ensure broad representation of our members.

**INCREASE ACCESS REGARDLESS OF INCOME**  
*Responsibility: Committee*  
*Status: Ongoing*

Region 5 is actively pursuing strategies to financially support lower-income Pride Organizations and who would like to become members or actively participate in conferences or other events.
Under the tutelage of Alan Reiff we have begun our North East Regional Prides (NERP) mentorship program to create future leaders in the region.

Despite the pandemic we are on track to grow the Region as per our membership goal. Region 6 members are supporting one another and reaching out to non-member Prides while offering support and friendship.

We continue to build our social media presence. The team we have is so different but that is what makes our Region so beautiful.

We would like to extend a huge thank you to Alan Reiff for his time, dedication and love to NERP. Over the years he has given so much to us and we’d be remiss to not acknowledge the work he has put in to make our region phenomenal! Alan has been an integral part of our new mentorship program for NERP.

EMBARK ON A MEMBERSHIP DRIVE
Responsibility: Regional Representatives
Measure: An increase of a minimum of five Pride Organizations by NERP 2022
Status: In process
Increase of three new members since NERP virtual meeting in April 2021

FURTHER OUTREACH TO PRIDES IN REGION 6
Responsibility: Both Regional Representatives to attend 4-5 Pride events in the Region besides their own. Each member organization to have representation at one other Pride event.
Measure: Number of committees and events that Regional Representatives and members attend
Status: Ongoing
COVID-19 has led to many Pride events being cancelled or postponed and we are looking forward to 2022.

IMPROVE ELECTRONIC VISIBILITY OF INTERPRIDE IN REGION 6
Responsibility: Marcy Carr: Website, Tiffany Royster and Marcy Carr: Facebook
Measure: Current up-to-date status of website and Facebook page
Status: Ongoing

The nerp.co website lost its home and we are currently looking for a new host domain. The Facebook page will continue to be kept current with InterPride and USAP information.

DEVELOP FUTURE REGIONAL LEADERS
Responsibility: Both Regional Representatives and specific individuals in the Region
Measure: Number of future members stepping up to leadership
Status: In process
Two meetings have already occurred. We continue to seek to empower young Black, Indigenous and People of Color (BIPOC) members to apply for and fill leadership roles throughout both InterPride and USAP as well as regionally.

INCREASE THE FUNDS IN THE NERP SCHOLARSHIP FUND
Responsibility: Both Regional Representatives and member organizations
Measure: Increase in funds available in the Scholarship Fund by NERP2022
Status: Ongoing
Spotlight and emphasis will be put on the growth of the NERP Scholarship Fund. This fund will be used to assist member organizations to send delegates to the GM&WC and as a member benefit. Funds collected will be held by the InterPride Treasurer. A regional donations campaign will be started and 2022 will be a year for better organization and a more–timely advisement plan for recipients.

REGION 8
There were no representatives of Region 8 on the Global Advisory Council (GAC) of InterPride in the last year and no activities under InterPride were held in the region. In September 2021 however, Julia Machioca from Poland and Tom Bily from the Czech Republic were elected to represent Region 8.

The overall situation of LGBTQIA+ people in the region is not good and they are facing human rights violations on a daily basis. Recent political escalation in some of the countries (e.g. Poland, Hungary, Belarus) doesn’t help to improve the quality of life for LGBTQIA+ people living in Region 8. The situation should be monitored further, with help of the local stakeholders and human rights defenders.
The main mission of the new GAC representatives is to get as many regional LGBTQIA+ organizations and groups together as possible, to ignite effective networking and cooperation among them, and to make them heard at the international level and among others on the GAC network as well. This cooperation should lead to improved communication, better understanding of the situation in the region and empowerment for the whole community. Any organizations willing to engage in improving the lives of LGBTQIA+ people in the region are invited to contact the new GAC representatives at region08directors@interpride.org.

**REGION 10**

Maintaining links between Prides and our communities continues to be a challenge but being adaptive and creative is helping us to reach out and look towards a brighter future.

Region 10 has over 200 Prides with many more towns, cities and counties hoping to develop a Pride event. A gathering that shines a spotlight on our LGBTQIA+ communities is needed more than ever.

The ongoing COVID-19 pandemic has prevented events and venues from operating as usual. We’ve really missed LGBTQIA+ visibility and opportunities to come together. The last quarter of 2021 has seen some rescheduled and planned events being held in person along with having to follow any local guidance and safety advice. The vast majority of Region 10 Prides have relied on some kind of online event during the year.

The UK Pride Organisers Network (UKPON) and newly formed Ireland Pride Network (IPN) have continued to provide links between Prides and meet regularly online. Pride Organizers from around the UK gathered for the first time since 2019 at the UKPON AGM in Cheltenham in October 2021 hosted by Pride in Gloucestershire.

We welcome Morgan who has joined Andy as our Regional Representative and wish Debbie Brixey well in her new role as Vice President Member Services. We look forward to UK Pride 2022 hosted by Northern Pride and UK Pride 2023 in Weston-Super-Mare.

**ATTEND AND SUPPORT THE UKPON ANNUAL CONFERENCE**

*Responsibility: InterPride Ambassadorial role by Andy Train
Measure: Evidence of attendance and ongoing relationships
Status: Ongoing*

The postponed in-person UKPON conference was held in October at Cheltenham Race Course and hosted by Pride in Gloucestershire. Prides have been encouraged to book places via a well organized system offering a delegate package which includes accommodation and conference admission. This is our first in-person UKPON membership opportunity since 2019 so understandably we are very excited.
SUPPORT THE IRELAND PRIDE NETWORK TO CONTINUE TO GROW AND DEVELOP

Responsibility: Regional Representatives
Measure: Increases in membership and UKPON and IPN Board positions filled
Status: Ongoing

Despite the pandemic, regular online meetings have allowed for nominations and elections of a functioning Board. Thanks to Steve Taylor and Andy Train for their support and advice. Congratulations to all those elected and we look forward to seeing the network’s membership grow and develop in Ireland.

PROMOTE MEMBERSHIP OF INTERPRIDE

Responsibility: Member Services supported locally by regional representatives
Measure: Number of members retained, increase in membership
Status: Ongoing

Not being able to hold events and fundraise has challenged members’ ability to pay their membership fees. The European Pride Organisers Association (EPOA) offers an established opportunity to join both them and InterPride as part of the deal. Accessing our wider Pride family for support, encouragement and solidarity has never been more essential.

REGION 11

Not much happened in Region 11 due to the COVID-19 pandemic — many Prides cancelled or were virtual. Regional meetings were impossible to execute for the same reason, although we did have a short, small online meeting in February 2021. A regional meeting is planned for February 2022, hosted by West Pride in Gothenburg, Sweden. Despite the above, a successful WorldPride was held this past summer in Copenhagen, Denmark and Malmö, Sweden which provided an opportunity for those in Region 11 (as well as many other regions) to gather for the first time in more than a year, both in person and online.

REGION 12

Since the pandemic began we have offered regular online meetings roughly every two to three months, each with around 20 Prides attending. In these meetings Uwe and David informed attendees of all upcoming dates of international conferences (InterPride and EPOA), WorldPrides and EuroPrides and LGBTQIA+ sporting events including the Gay Games, EuroGames and OutGames. As result, there was a big representation of German Prides and Zurich Pride Festival at WorldPride 2021 in Copenhagen/Malmö. We all enjoyed the mask-free parade and open-air festival. A big thank you to the team of WorldPride and Eurogames 2021 for their amazing and great work! Moreover the result of networking German and Swiss Prides was visible in the exchanging of ideas and support and in the very first German CSD newspaper.

Since the last GM&WC in 2020 we had several online meetings organized by CSD Deutschland e.V. In total, 28 German Prides participated as well as Zurich Pride Festival from Switzerland and HOSI Wien from Austria. In Switzerland the first online Pride roundtable took place on March 13, 2021. Seven Prides attended and Uwe reported on EPOA and InterPride.
Due to the ongoing global pandemic the Pride 2021 season was a special one. Most of the German and Swiss Prides moved their events from June to late summer and autumn. Most Prides were able to be visible on the streets and in some cases it was even possible to hold a festival with strict COVID-19 restrictions.

On the political level in Region 12, Switzerland will have a public vote on September 26 for equal marriage. First pre-vote polls are showing a two thirds majority for equal marriage. In the run-up to the national elections in Germany, a nationwide Prides Action Day will take place on September 19 with the focus on the demand to supplement Article 3 of the German constitution in order to manifest the rights of LGBTQIA+.

The next Regional Conference is scheduled for October 29-31, 2021 at Rostock on the Baltic sea and will be run by CSD Rostock. Due to the pandemic we had been forced to cancel a prior scheduled conference in March 2021 and replace it with an online meeting.

**REGION 16**

We have successfully created another United Prides of Africa which has unified a lot of African countries, and brought visibility to many that are detrimental to the Queer community.

Communication has been an ongoing goal for Region 16. Creating a support mechanism for Prides and Pride-like organizations has been a top priority for the the region. We have successfully completed a United Prides of Africa for a second year running, supported various organizations via visibility and pursued letters to various countries with anti-LGBTQIA+ rhetoric. We are aiming to increase membership over the next 12 months and hopefully will gain momentum around February. COVID has hit Africa extremely hard — especially with donors to various organizations. This has been to the detriment of many LGBTQIA+ organizations over the African continent.

**GAIN NEW MEMBERS IN REGION 12 AND CONVINCE THEM TO COLLABORATE AND DEVELOP THE GLOBAL PRIDE ORGANIZERS PLATFORM**

*Responsibility: Regional Representatives*

*Measure: The number of Prides in Region 12 which are members of EPOA and InterPride*

*Status: Ongoing*

Our main target for 2022 will be to restart the movement if the pandemic will allow.

**IMPROVE NETWORKING BETWEEN GERMAN PRIDES**

*Responsibility: Uwe Hörner*

*Measure: Number of participating German Prides*

*Status: In process*

The next regional German conference is planned to take place at Rostock, Germany from October 29-31, 2021.

**IMPROVE NETWORKING BETWEEN SWISS PRIDES**

*Responsibility: David Reichlin*

*Measure: Number of participating Swiss Prides*

*Status: In process*

In Switzerland the next Pride roundtable will take place on December 4, 2021.

**INCREASE MEMBERSHIP**

*Responsibility: Regional Rep/VPGO/OUTReach*

*Measure: When we have at least 10 members on the African continent*

*Status: In Process*

**INCREASE VISIBILITY**

*Responsibility: Rep/Communication Committee*

*Measure: When more folks are aware of what is happening on the African continent*

*Status: Ongoing*
Region 18

Beirut Pride has been making progress on the decriminalization of LGBTQIA+ status in Lebanon through its political and institutional involvement on the local and international stages. In response to the economic meltdown the country has been going through, organizers continue gathering support for LGBTQIA+ individuals in need. As the only Pride in the Arab World, Beirut Pride coordinated for the second consecutive year the participation of LGBTQIA+ people and organizations from the Arab World in international events such as the LGBTQIA+ People Of Color Global Summit. Beirut Pride organizers have also spoken in webinars, political gatherings and Pride events while continuing their involvement in published academic research and media features.

Tbilisi Pride Week took place July 1-6 and consisted of the public screening of March for Dignity, a documentary that depicts the events around the first Tbilisi Pride in 2019, drawing queer community members, allies, diplomatic representations and media. 2,000 people attended Queer Fest and enjoyed some of the major local musicians, queer artists and drag performers. The closing event “Pride March for Solidarity” was met with unprecedented violence by radical groups. Tbilisi Pride Organisers were chased all around the city, the office destroyed and journalists beaten up. Due to the scale of violence, organisers had to call off the March that day. In response to this violence, around 7,000 people showed up in front of the Parliament building in Tbilisi on July 6 expressing their solidarity to queer people. Tbilisi Pride has also been working with parents of LGBTQIA+ persons and supporting the community with food, rental and medical expenses due to the pandemic and its challenges.

Track-T aims to increase Trans visibility in Pakistan through social media shows such as “Journey with Jannat” on YouTube and Instagram, the foundation of an LGTBQIA+ Asian Pride and community outreach. Jannat was the first Trans opening speaker and Committee Co-Chair at a WorldPride Human Rights Conference. She also joined the Women’s Peace Council in Pakistan that includes many government officials. Track-T fosters spaces for “Artivists” (activism through performance art and other mediums) and works to increase communications amongst Pride organizations to promote trans rights and decrease transphobia.

**INCREASE TRANS VISIBILITY, ONLINE AND WITHIN PRIDE ORGANIZATIONS**

*Responsibility: Regional Representatives*

*Measure: Feedback, engagement, and number of views*

*Status: Ongoing*

**PARTICIPATE IN COPENHAGEN 2020**

*Responsibility: Member Organizations*

*Measure: Increased networking to leverage global connections that help address local challenges*

*Status: Completed*

**SET UP AN LGTBQIA+ ASIAN PRIDE PLATFORM**

*Responsibility: Regional Representatives, with the help of other GAC representatives*

*Measure: The number of Prides joining the platform*

*Status: In process*
Region 19

The number of Pride Organizations and their participation in regional meetings has increased. New regional representatives were appointed to reach out to more organizations and report regional issues and updates to the organization. We encouraged and assisted the first regional organization to submit a bid to host WorldPride.

Region 19 consists mainly of countries where homosexuality is criminalized, hence we have been trying to reach out to Pride Organizations in all these countries and have been successful in getting five Pride Organizations on board. One important future project is organizing a Regional Conference in 2022.

Currently we are conducting regular monthly meetings and getting updates from Pride Organizations. Every month, one Pride Organization gives a short presentation about their organization and the work they do.

We also assisted with KH Pride’s application for WorldPride 2025, marking it as the first time an Asian country put forth a bid. Along the way we gathered support from Japan, Korea, Thailand, Singapore and Hong Kong’s largest LGBTQIA+ organizations, which are not members yet but are all prospective members.

Regional human rights progress includes:

- Taiwan’s court rulings securing transgender rights and rights for cross-national same-sex couples
- Japan’s constitutional court ruling on same-sex marriage, the success of Pride House Tokyo extending after the Olympics and its regional governments’ adaptation for a same-sex couple registry
- China is facing a major shift which further limits the recognition of the LGBTQIA+ community and even of male artists who are deemed feminine
- Malaysia is adopting stricter laws restricting sexual minorities

Organize an Online Regional Conference in 2022

Responsibility: Regional Representatives with support from InterPride
Measure: Conducting the conference
Status: Not started

We plan to have plenary sessions and workshops on different topics with activists and social workers from Region 19. Key political figures will be invited for speeches. The conference will have a closing ceremony and we will also circulate survey forms to get feedback on the conference. We will need technical support from InterPride for organizing the conference.

Get 50 Pride Organizations in Region 19 to Join InterPride

Responsibility: Regional Representatives
Measure: Getting 50 Pride Organizations in Region 19 as members of InterPride
Status: Ongoing

We aim to grow our current membership from 15 to 50 in 2022. Both representatives will reach out to 14 countries respectively and seek more awareness and involvement for InterPride. We believe it is a great time to reach out to Pride Organizations because of the pandemic and how experience sharing regarding turning physical events online is more valuable.

Hold Annual LGBTQIA+ Cultural Web-Fair

Responsibility: Regional Representatives and member Prides
Measure: By page views visited and votes for favorite pieces
Status: Not started

With the help from our members we plan to curate the LGBTQIA+ output from Region 19 including music, videos from pop culture, artwork and literature from queer artists in a web-based exposition. This will be not only for Region 19 to further understand our vast and diverse cultural offerings, but also for other InterPride members to showcase LGBTQIA+ cultural creations from Asia. We will give three awards for different categories of entries.

Improve Social Media Engagement

Responsibility: Regional Representatives and member Prides
Measure: The increased number of posts, comments and interactions we have on our Facebook group
Status: In process

We plan to use social media — currently the Region 19 Facebook group — to post LGBTQIA+ related news, future meeting dates and links and meeting summaries. We will encourage members to engage and socialize on the platform.
Region 20 Representatives, along with our Vice President of Global Outreach and Partnerships (VPGOP), have worked as a team over the last year to grow InterPride within the Oceania Region. Since July 2020 we have been meeting monthly with attendance by Pride Organizers within Australia, New Zealand and the Pacific Island nations.

Region 20 meetings always have updates on the global organization but the highlights of every meeting are presentations by members.

Oceania Pride is reaching out to Pacific Island Prides to encourage them to be more active and to ensure that we have effective representation from all 23 counties in the Region. It is important that we support Pacific Island Prides to grow Pride within their countries given that seven countries and one territory still criminalise homosexuality. There are also legislative threats to our rights in Australia and other countries.

The Covid pandemic and associated socio-economic effects have impacted all countries and Pride Organizations and celebrations in our region — but particularly so in the Pacific Island counties.

Region 20 has a range of Indigenous peoples who have suffered from racism and colonialism and we strive to support their representation within our Region.

Over the last year, Region 20 Representatives and our VPGOP have built up a contact list of Prides in the Oceania region and have extended our outreach to Prides in regional Australia and Pacific Island Prides.

Participation of Indigenous LGBTQIA+ Prides and Indigenous representatives of other Prides has increased.

Region 20 Representatives have introduced a minute’s silence at the start of each meeting to acknowledge murdered LGBTQIA+ people in our Region and in other Regions.

**IMPROVE COMMUNICATIONS WITH PRIDES IN REGION 20**

*Responsibility: Regional Representatives*

*Measure: Number of calls and emails to Prides in Region 20*

*Status: Ongoing*

Region 20 representatives contact representatives of Prides in the region by phone and Zoom on an irregular basis. All Prides on our list receive at least two emails a month with information and links to Zoom meetings. We hold a Zoom meeting every month, except during the end of year holiday period.

**INTRODUCE SPEAKERS FROM THE INTERPRIDE BOARD AND OTHER REGIONS TO REGION 20 MEETINGS**

*Responsibility: Regional Representatives and VPGOP*

*Measure: Number of IP Board and other Region attendees*

*Status: Ongoing*

Given the isolation of Region 20, we think it is important to introduce speakers and attendees from other regions to our meetings. During the year attendees at Region 20 meetings have included Strategic Planning Consultant Peter Irungu, Co-President Julian Sanjivan and Vice-President of Member Services Debbie Brixey.

**SIGN UP 10 NEW INTERPRIDE MEMBERS BY THE END OF THE YEAR**

*Responsibility: Regional Representatives*

*Measure: The number of new contacts and members*

*Status: Ongoing*

Region 20 representatives have added five new Prides to our contact list to participate in meetings during the year, but they are not yet InterPride members.

**ENSURE DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY WITHIN REGION 20**

*Responsibility: Region 20 representatives, VPGOP*

*Measure: Annually assess via discussion with members and attendees*

*Status: Ongoing*

Region 20 promotes a culture of non-discrimination and acceptance, emphasising that LGBTQIA+ and Indigenous rights are human rights. We have a zero-tolerance policy towards homophobic, biphobic and transphobic comments and bullying.

Region 20 strives for gender equality and has a zero-tolerance policy towards violence against women and sexual harassment and we seek to address the particular issues faced by Indigenous lesbian and trans women.
Whilst some Prides in Europe returned to the streets in 2021, our joy at retaking public space for our LGBTQIA+ advocacy and celebrations came with shocking levels of violence against our community not seen in Europe for many years.

Some Prides faced legal and technical challenges such as in Kaunas, Lithuania. Others faced enormous counter-protests from the far right and nationalists such as in Tbilisi, Georgia where a journalist was killed during their Pride. In Poland, Hungary, Bulgaria and Ukraine we witnessed increasing intolerance to Pride and to the LGBTQIA+ community, and in countries including Spain and the UK, members of our community were killed for who they are and who they love.

As we came together at WorldPride in Copenhagen and Malmö, we heard strong and impassioned words from political and civil society leaders, but what we need now is action. EPOA finds itself in a very strong position to support our movement in 2022, and we will be applying pressure across Europe for our Prides and for our people to be given the protection they need and deserve.

Finally, we invite you to join us for EuroPride in Belgrade, Serbia next September. This will be an historic EuroPride in a city where Pride often descended into violence not many years ago. EuroPride in Belgrade will show the progress and change our movement can deliver.
Fierté Canada Pride (FCP) in Region 7 has been very busy this year despite the realities that COVID-19 has caused for so many of us.

Our year started off with hosting our annual conference — this year virtually — alongside Thunder Pride Society, one of our Member Prides in Thunder Bay, Ontario. Thanks to the support of the Government of Canada’s FedNor, we were able to successfully host a free virtual conference with mailed swag bags, full ASL/QSL interpretation for all events and door prizes donated by Air Canada.

Thanks to the support of the Government of Canada, FCP was also able to hire 4 project-based staff members to focus on supporting FCP’s internal capacity. This has allowed us to begin building a responsive Members’ Portal (to be launched soon), to expand our micro-grants program for our Members and to be undertaking an extensive strategic planning process.

We also continue to work hard to take direction from our four Leadership Councils that represent marginalized voices within the Pride movement. These Councils remain fundamental to the efforts we’re undertaking to be more representative of diverse communities across Canada.

Following the discovery in May of the remains of 215 Indigenous children in an unmarked grave at the Kamloops Indian Residential School in British Columbia, as well as the thousands more children who were victims of the residential school system in Canada, we began working with a Two-Spirit consultant to support us in learning how we can incorporate decolonization into our governance and operational practices.

Finally, we have been working alongside a coalition of other national 2SLGBTQ+ organizations to advocate and lobby our federal government for increased funding and resources for 2SLGBTQ+ communities and agencies across Canada.
The United States Association of Prides (USAP) was established at the InterPride GM&WC in Saskatoon, October 2018 and had a provisional Board of Directors charged with defining its mission. In September 2019, USAP incorporated and elected an Executive Committee of the Board of Directors and adopted the InterPride Regional Directors/Global Advisory Council to serve as District Vice Presidents (Districts now appoint members to Vice President positions).

USAP geographic territory includes the six InterPride regions in the United States. The primary purpose of USAP is to engage in activities to promote public education and awareness of the personal rights and civil liberties of lesbian, gay, bisexual, transgender and gender-nonconforming individuals.

Since last year, we’ve held quarterly general membership meetings, monthly Executive Committee meetings, bi-monthly Board of Directors meetings, various committee meetings and two virtual conferences. Plans are underway for an in-person conference January 27-30, 2022.

The COVID-19 pandemic has not held us back and organizations are serving their communities as best they can. USAP responded to the pandemic crisis quickly and established a Pride Operational Support Fund to aid vulnerable, at-risk Pride Organizations in the United States and territories.

USAP is a nonprofit charitable organization. Donations help the formative development of the first national association for Pride Organizers: https://www.usaprides.org/

The USAP operating account has $10,497.37. Our expenses for the year have been $480.85.

InterPride full members in the United States enjoy the added benefit of membership in USAP (and vice versa) as arranged by our partnership agreement, effectively a two-for-one deal. Those wishing to join or renew can become a member via application either through InterPride or the USAP websites. Members have access to the benefits offered by both organizations.
This year the Alumni Committee saw its role expand significantly, adding three new responsibilities — member socials, recognition for committees and other InterPride involvement and mentoring. This was in addition to its core responsibilities of tracking participation at the GM&WC and recognizing both organizational and individual attendance. It also faced challenges as the 2021 GM&WC will once again be held virtually, making participation more difficult to track.

For the first time, InterPride held virtual mid-year socials organized by members of the Alumni Committee and staff members. While attendance was on the lower side, we did see participation from North America, Europe (including from WorldPride Copenhagen), Africa and Australia — a reasonable start. We are now developing approaches that can increase participation and allow for multiple languages.

We have also started to address the oft-discussed issue of mentoring. Implementation has been difficult in the past. We have tried to establish a formal process pairing two Pride Organizations with one acting as a mentor and one as a mentee; in reality, that is rarely necessary. As has been with the UK Pride Organisers Network (UKPON), a more informal process can be much more successful. Work has started on establishing that process using existing InterPride resources. Stay tuned for additional announcements.

Finally, we are looking at recognizing individuals who have contributed to InterPride’s growth and continuing work, not just by attending annual conferences. This recognition will look at participation and work at the committee level and may include such things as press/newsletter articles, certificates or similar.
Through being organized, transparent, consistent and diligent in our work, the committee was able to achieve its goals and stay on target throughout the year.

The Communications Committee made 2020-2021 a decisive year to streamline and enhance processes. Breaking out the leadership of the committee to work on special projects was of great value, as was the addition of the Project Manager (Dr. Ryan A. Starzyk) which allowed for a tremendous amount of work to get completed on time and on target.

Members of the committee were also included in ongoing activities generating a sense of value to the committee and to the organization. In addition, our hard work in organizing and establishing a solid delivery of a social presence on various channels was a crowning achievement.

**IMPROVE INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY WITHIN INTERPRIDE**

Responsibility: Committee and other stakeholders within InterPride

Measure: Perceived improvements in inclusion, diversity, equity and accessibility

Status: Ongoing

Some parts were new such as the Translations Subcommittee, which was well-received and started to take off.

**IMPROVE INTERNAL PROCESSES AND PROCEDURES**

Responsibility: Committee

Measure: Processes are working and are being followed

Status: Completed

Creating the Work Request form allowed us to enhance and improve the delivery of a sustainable Communications Committee after many years of abandoned processes.

**IMPROVE INTERNAL AND EXTERNAL COMMUNICATIONS**

Responsibility: Committee

Measure: A few items remain outstanding under this goal, but as items are still in process we plan to achieve them as we get closer to the GM&WC

Status: Ongoing

The biggest challenges we faced were balancing our commitments to incoming requests from within InterPride while tackling additional work for campaigns where lead time was limited. We were able to address time commitments and work out processes as the term progressed.
The Conference Structure and Integrity Committee (CSIC) is typically responsible for assisting the member host of the annual General Meeting & World Conference (GM&WC), assisting the member host of the Board of Directors Mid-Year Meeting (MYM) and assisting with the bidding process for future GM&WC and MYM events. Amidst the global pandemic, this committee’s work has looked quite a bit different from previous years, though the ultimate goals of CSIC — to ensure impactful and well-organized meetings and conferences — have remained at the forefront of CSIC’s work and actions.

2020’s first-ever all-virtual GM&WC was hosted by Oslo Pride in close collaboration with CSIC and the InterPride Board of Directors. When it became clear that the global COVID-19 pandemic would not allow Oslo Pride to host the GM&WC in-person in 2020, they worked closely with CSIC to pivot to an all-virtual conference. Overall, this first all-virtual GM&WC was quite successful with over 500 registered participants and many meaningful workshops, plenaries and caucus meetings.

As the pandemic continued, CSIC worked with the Co-Presidents and the larger Board to determine that attending an in-person conference in Guadalajara in 2021 as previously planned would not be possible given the global public health concerns and the severity of the ongoing pandemic. Guadalajara Pride agreed to shift their in-person GM&WC by a year, and we look forward to working with them to create a successful, well-organized and meaningful in-person conference with virtual elements (a hybrid approach) in October 2022.

Building upon the success and lessons learned from 2020’s all-virtual GM&WC, CSIC was tasked by the Board with taking full ownership of the 2021 Virtual GM&WC. Working closely with the newly hired project managers and the Co-Presidents, CSIC has created an impactful and meaningful schedule of workshops, caucuses and regional meetings for November 2021.
The Finance Committee’s work has evolved as the organization’s assets and activities have grown substantially this year.

The Finance Committee is charged with reviewing the work of the Treasurer to ensure that InterPride is in a sound financial position. This year the Finance Committee has been working on the financial procedures of the organization as well as the role and responsibilities to add a Bookkeeper.

**REVIEW THE FINANCIAL STATEMENTS**
Responsibility: Treasurer and Committee
Measure: That quarterly reviews occur
Status: Ongoing

**FINALIZE INTERPRIDE’S ACCOUNTING PROCEDURES AND REVISE STANDING RULES**
Responsibility: Treasurer and Committee
Measure: Procedures adopted by the Board
Status: In process

**INVESTIGATE OTHER WAYS TO RECEIVE AND DISBURSE FUNDS**
Responsibility: Treasurer and committee members
Measure: Bill.com has been selected to process payments
Status: In process
The next step is to implement its use.

**WORK WITH TREASURERS OF OUR MEMBERSHIP PARTNERS TO STREAMLINE THE SHARING OF DATA BETWEEN OUR ORGANIZATIONS**
Responsibility: Treasurer and Member Services Committee
Measure: All partners are able to transfer information and payments on a set schedule
Status: In process

**REVIEW THE INVESTMENT STRATEGY WITH THE FINANCE COMMITTEE**
Responsibility: Treasurer
Measure: Review conducted
Status: Not started
This is on hold until the financial procedures have been finalized.
# Finance

## Budget vs. Actuals: Q3 2021

**January - September 30, 2021**

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<thead>
<tr>
<th>Total</th>
<th>Actual</th>
<th>Budget</th>
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<tbody>
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<td>200 Fund Development</td>
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<td>6000 Human Rights/Solidarity</td>
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<td>7000 WorldPride</td>
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<td><strong>Total Expenditures</strong></td>
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<td>400 Restricted</td>
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<td>601 Global Pride Income</td>
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<td><strong>Total Other Revenue</strong></td>
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<td><strong>Other Expenditures</strong></td>
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<td>600 Global Pride Expense</td>
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<td><strong>Net Revenue</strong></td>
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# Statement of Financial Position

**As of September 30, 2021**

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<thead>
<tr>
<th>Current Assets</th>
<th>Total</th>
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<tr>
<td><strong>Bank Accounts</strong></td>
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<td>1 BOA Checking</td>
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<td>11000 Accounts Receivable</td>
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<td><strong>Total Accounts Receivable</strong></td>
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<td><strong>Other Current Assets</strong></td>
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<td>12000 Undeposited Funds</td>
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<td><strong>Total Other Current Assets</strong></td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$679,141.89</strong></td>
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**Total Assets** | **$679,141.89**

## Liabilities and Equity

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>Total</th>
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<tbody>
<tr>
<td><strong>Total Liabilities</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Equity</th>
<th>Total</th>
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<tr>
<td>32000 Unrestricted Net Assets</td>
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<td><strong>Net Revenue</strong></td>
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<tr>
<td><strong>Total Equity</strong></td>
<td><strong>$679,141.89</strong></td>
</tr>
</tbody>
</table>

**Total Liabilities and Equity** | **$679,141.89**
This committee is responsible for the overall health of the Board in close association with the Co-Presidents. The Governance Committee is tasked with the following areas of specific responsibility and/or oversight:

- Board education programming: New Board member orientations and coordinating mentors for Board members
- Board member accountability: Board member and Committee Co-Chairs agreement and tracking Board compliance
- Develop open communication for education and two-way support with all Board members/Co-Chairs/GAC Representatives
- Communicate frequently, efficiently and positively with all members of the Governance Committee
- Encourage safe and confidential participation in each meeting

**DEVELOP A CONFLICT OF INTEREST POLICY**

*Responsibility: Committee*

*Measure: Policy developed*

*Status: Completed*

The aim was to draft a new policy connected to IPTF and to create a tracking form. To be reviewed in an ongoing process.

**DEVELOP A CODE OF CONDUCT POLICY**

*Responsibility: Committee*

*Measure: Policy developed*

*Status: Completed*

**UPDATE BYLAWS, STANDING RULES AND POLICIES**

*Responsibility: Committee*

*Measure: Complete tasks suggested in the InterPride Task Force Final Report (IPTF) of October 2020*

*Status: Completed*

The following standing rules and bylaw changes have been proposed:

- Creation of a Code of Conduct Policy
- Creation of a Conflict of Interest Policy
- Rules governing membership renewals for Board members, GAC and Co-Chairs
- Updating our Ombudsperson Policy
- Co-Chair Job Descriptions
- Regional Representative Job Descriptions
- Creating a Performance Evaluations process for Board members/GAC/Co-Chairs/Contractors

**DEVELOP POLICY AND RULES GOVERNING MEMBERSHIP RENEWALS FOR BOARD MEMBERS, GAC AND CO-CHAIRS**

*Responsibility: Governance, Methods and Standards*

*Measure: Policy and rules developed*

*Status: Created new policy, presented new standing rule to the Board and will propose new bylaw at the 2021 GM&WC*

These rules will be implemented in the next fiscal year.

**DEVELOP HUMAN RESOURCES, RECRUITMENT, TRAINING AND SUCCESSION PLANS**

*Responsibility: Committee*

*Measure: Completed folder with all checklists and document in one place, checklist with confirmation of training completed*

*Status: Ongoing*

This will be an ongoing process.
The Hiring Committee recruited for the following roles:

- Strategic Planning and Implementation Consultant, who is supporting the Co-Chairs of the Strategic Planning Committee
- Project Manager, Fund Development & Partnerships
- Project Manager, Communications & Technology

**RECRUIT A STRATEGIC PLANNING AND IMPLEMENTATION CONSULTANT**

*Responsibility: Committee*

*Measures: Drafting Job description, reviewing applications, conducting interviews and candidate onboarding of Peter Irungu*

*Status: Completed*

The Hiring Committee recruited a Strategic Planning and Implementation Consultant (Peter Irungu) who is supporting the Co-Chairs of the Strategic Planning Committee in the research, completion and implementation of tasks as defined by that Committee.

**DEVELOP COMMITTEE ROLES AND RESPONSIBILITIES**

*Responsibility: Committee*

*Measures: Standing Rule completed*

*Status: Completed*

**DEVELOP HUMAN RESOURCE/HIRING GUIDELINES**

*Responsibility: Committee*

*Measures: Guidelines completed*

*Status: In process*

We will be working on this when hiring commences for a new position.

**RESOLVE INTERPERSONAL AND INTRA-INTERPRIDE COMMUNICATION ISSUES**

*Responsibility: Committee*

*Measures: Guidelines completed*

*Status: In process*

Upcoming Board training tools should help resolve this issue.

**RECRUIT PROJECT MANAGERS – FUND DEVELOPMENT AND PROJECT MANAGER – TECHNOLOGY AND ADMINISTRATION**

*Responsibility: Committee*

*Measures: Drafting Job description, reviewing applications, conducting interviews and candidate onboarding of Madonna Cacciatore and Dr. Ryan A. Starzyk*

*Status: Completed*

During this recruitment exercise the Committee established a pool of potential applicants for possible upcoming positions.

**WHAT INTERPRIDE NEEDS – VIA STRATEGIC PLANNING & IMPLEMENTATION**

*Responsibility: Committee*

*Status: Ongoing*

**DEVELOP A BOARD AND STAFF SELF-ASSESSMENT TOOL**

*Responsibility: Committee*

*Measures: Tool completed*

*Status: In process*

A Proposed form has been sent to the Governance Committee.

**RECRUIT A BOOKKEEPER**

*Responsibility: Committee*

*Measures: Recruitment completed*

*Status: In process*
We are helping to bring more attention on the marginalized within our organization. We strongly feel that it isn’t enough to not be racist — we must be anti-racist and be willing to put in the work to dismantle systemic racism.

The Human Rights and Diversity Committee is very proud of the work we did with WorldPride, making sure that there was InterPride representation at the event in Copenhagen. Richard Brethour-Bell was able to interact with many people at our InterPride booth about what the committee was about and the goals we have. Both Co-Chairs provided presentations on the importance of counteracting bias.

We will focus on refugees, police brutality, and those working in hostile environments. Our goal is to provide more support, education, focus and information on the issues that our community and organization encounters on a daily basis and to be called on when we are counteracting bias. We hope to bring speakers from various Regions and aid with their travel.

We have created a partnership with the Racism and Oppression Awareness Program (ROAP) with the goal of providing more in depth conversations about racism, bias, privilege and white fragility. The hope is that with deeper understanding and compassion, we can help the organization to grow and take the lead in bringing an end to the toxic phobias, attacks and killings that so many in our community suffer.
SET UP A HUMAN RIGHTS AND DIVERSITY TENT AT LARGE PRIDES

Responsibility: Committee
Measure: Establish a Human Rights and Diversity tent at the next GM&WC and upcoming WorldPrides
Status: In process
We want to be able to send members of the HR&D Committee to large Prides, GM&WCs and WorldPrides. We want to provide a safe space for refugees and those in hostile environments to come and discuss the challenges that they are facing. We know that there are LGBTQIA+ refugees who don’t have a country — they have escaped the difficult situation of being queer in their home countries only to find that they are not necessarily accepted in their new environment. We want to create a safe space for them to be able to talk about the challenges that they are facing.

PROVIDE FUNDS FOR SPEAKERS AND PANELISTS

Responsibility: Committee
Measure: Number of speakers supported to tell their stories at large Prides and GM&WCs
Status: Not started
We want to be able to have speakers come and tell their stories at large Prides and GM&WCs. This will entail providing room and board for speakers as well as a speaking fee. We believe it is important to hear their stories.

PROVIDE FUNDS FOR MEMBERS IN HOSTILE COUNTRIES TO ATTEND CONFERENCES

Responsibility: Committee
Measure: An increase in members from hostile environments attending conferences
Status: Not started
We want to make sure that our members, whether they are refugees or those in hostile environments, have the funds that they need to attend conferences. We know that scholarships are often provided to attend the InterPride GM&WC but the day-to-day costs are often not accounted for; we want to be able to provide funds that would help address this.

SPEAK OUT ON HUMAN RIGHTS VIOLATIONS

Responsibility: Committee
Measure: When those who are victims of harassment and persecution have more visibility
Status: Not started
We want to oppose human rights violations by speaking out and supporting communities with press conferences, protests and meetings to protest homophobia, transphobia and violence. Once a budget is approved, we will share the link so that LGBTQIA+ community members who are victims of harassment and persecution can apply for support.
Member Services has evaluated and chosen a new database that will allow us to streamline procedures and offer a more interactive experience to members. We have new benefits and have worked to either update or replace many resources that were no longer current.

2020-2021 was an opportunity to evaluate our membership platform, member benefits and to look at ways we could offer more. We also spent time looking at the resources offered to members and the ways which we can make these more accessible.

DEVELOP A NEW MEMBERSHIP DATABASE

Responsibility: Committee

Measure: Having cleaned up the existing database and explored what functions are available, Member Services looked at several replacements and what they could offer. A new database has been chosen.

Status: Ongoing

The new database allows members to log in and update their records easily, share resources and give a better user experience that will help both this organization and our members engage in a far more meaningful way.

DEVELOP WEBINARS TO HELP MEMBERS

Responsibility: Member Services Committee and InterPride members

Measure: Co-Chairs organized three COVID-19 related webinars to help members

Status: Ongoing

Three webinars were delivered:
- Planning In-Person Pride Events: How To Keep COVID-19 At Bay
- Thinking of Organizing a Virtual Event?
- Fundraising Successfully During the COVID-19 Pandemic

All are available to watch via our Facebook Members page.

DEVELOP A PRIDE CALENDAR

Responsibility: Member Services and Communications Committees

Measure: Member Services invited Prides to publish details to our website with over 200 around the globe responding

Status: Ongoing

The calendar is live on our website https://www.interpride.org/pride-calendar.html. We will continue to monitor this and hope to increase the number of listed Prides next year.

IMPROVE MEMBER BENEFITS

Responsibility: Member Services and Fund Development Committees

Measure: Existing agreements on our website and in our records needed to be updated so benefits were known to members. Working closely with Fund Development we now have updated these and have new agreements in place.

Status: Ongoing

A number of new benefits have now been added and a handbook of these will be available very soon. Benefits will be available globally.
The Methods and Standards Committee and related Subcommittees are tasked with maintaining, reviewing and providing recommendations regarding the organization’s bylaws, standing rules and other governing documents (including motions and resolutions).

With much of the previous Committee leadership gone from the organization and some of the updated documentation not passed forward, the current leadership has had to spend several months:

- Either trying to get documentation in process (in the hope of not needing to duplicate efforts already undertaken), or
- Failing to acquire such, redoing all the work that was supposed to have happened in 2019 and 2020.

This has unfortunately cost the organization valuable time, but we believe we’ve caught up! The proposed updates to all existing standing rules will be approved at the October Board meeting. The proposed bylaw amendments will be proposed at the Annual GM&WC this coming November.

We’re hoping the soon-to-be approved standing rules with all their updates and the upcoming bylaw changes will clarify a lot of confusion.

**UPDATE AND CLARIFY STANDING RULES**

*Responsibility: Committee*

*Measure: The Board passing the updated standing rules*

*Status: Ongoing*

**AMEND BYLAWS**

*Responsibility: Committee*

*Measure: The Annual GM&WC this November passing the bylaw amendments*

*Status: Ongoing*
This year was an unusual one for the Scholarship Committee as our role is normally to support people attending the GM&WC in person. As such, our attention was instead directed to setting the Committee up to be able to have a larger positive impact in the future. We decided to focus our energy on growing the connections between Scholarship and other committees as well as increasing awareness within and outside of InterPride of our role. The aim of this is to get more attendees to future conferences.

We also set a goal that is ongoing of updating our documents and increasing the number of languages that they are available in. Finally, we plan to develop media telling the story of the Scholarship Program and how it has helped former attendees connect with their international colleagues.

We look forward to bringing scholarship recipients to future GM&WCs as they begin to be held in person again.
The function of the Solidarity Fund Committee is to award grants to organizations for projects or programs that advance and education the LGBTQIA+ global community. The grants are focused on global east- and south-based organizations.

Funds are collected by organizational and individual donations. The committee collects completed applications and vets them. Once the applicant is vetted, grants are awarded based on funding available. Photographs or other archival evidence is requested (when available) post-event.

Due to the global COVID-19 pandemic, funding sources for the grants to date have been very limited if at all existent. The committee is currently on a “pause” to assess all procedures and practices to find more efficient and accurate ways to operate. In addition, we are looking at ways to increase funding. We hope to be up and running again before the end of 2021.

Since the fund was launched in 2013, grants have been awarded to help produce an LGBTQIA+ film festival in Macedonia; a mass LGBTQIA+ wedding in The Philippines; the first public Pride gatherings in Jinja, Uganda, Nassau, The Bahamas, and many other LGBTQIA+ events globally. We believe this fund is one of InterPride’s most valuable and impactful programs. We are confident that it will be up and running again very soon.

**AWARD GRANTS TO GLOBAL SOUTH AND EAST LGBTQIA+ ORGANIZATIONS**

**Responsibility:** Committee members and Co-Chairs, Board Treasurer  
**Measure:** Application publication in multiple languages, number of applications received, amount of grants awarded, continued sources of funding for the grant, improved structure and process for the entire process  
**Status:** Ongoing

The committee is currently on a pause to evaluate the entire procedure and process. We are also looking into alternative administrative options and funding sources.
The key activity for the Strategic Planning process has been stakeholder engagement. Consultations have been held with:

- Board members
- Committee Co-Chairs
- GAC Representatives
- Regional Pride platforms
- Questionnaire sent out to all committee members
- Survey sent to members

There has also been consultations with specific members who have reached out after the circulation of the consultation paper and who wanted to provide input to the process.

It is anticipated that the consultation provides input into key areas of InterPride’s strategic plan and framework on key areas including:

- Regional structures and representation
- Governance mechanisms
- InterPride value add within the LGBTQIA+ organizing and movement building
- InterPride’s operational, administrative and program management structures
- InterPride’s values, philosophy and organizational culture.

Those that have participated in the consultation process have expressed an appreciation of the process. The bottom-up approach has been well received by all. There is a feeling of “being included” within InterPride and high expectations of the output and outcome of the process by all.
GATHER INPUT AND VIEWS FROM INTERPRIDE STAKEHOLDERS TO SUPPORT DEVELOPMENT OF A STRATEGIC PLAN

*Responsibility:* Peter Irungu, Julian Sanjivan, Robyn Kennedy


*Status: Ongoing*

The stakeholder map was developed with input from Committee members and Co-Chairs and is now available. The stakeholder consultation tools and guides were developed with input from Committee members and Co-Chairs. The Communication Committee provided support with the layout of the consultation papers (in 4 languages).

As an emerging issue, a questionnaire was developed targeting Committee members and distributed through Co-Chairs. The response to the questionnaire was not as high as anticipated though has provided quality information essential for the strategic planning process.

Through support from Communications, the member survey was distributed and made accessible to members. The platform utilized for the distribution allows multiple language use. There have been some responses on this to date and the Committee, Co-Chairs and Consultant are still pushing the GAC Representatives to remind members in their Regions to complete it. Forty InterPride members have responded to the survey.

More than 50 hours of audio consultations were undertaken and transcribed into more than 100 pages of text. Currently, this text is being coded for analysis to identify themes, patterns, considerations and sentiment across the range of issues identified.

The consultation process is coming to a close as the process moves into data analysis and the development of a draft report. Specific groups will have an opportunity to input into the draft report for a final report to be presented during the annual GM&WC in November. With consensus on key implications and considerations for the strategic plan, the committee will then embark on the development of the strategic plan.

DEVELOP OUR THREE-YEAR STRATEGIC PLAN

*Responsibility: Committee members and Co-Chairs, Board Treasurer*

*Measure: Strategic Planning implications and considerations*

*Status: In process*

The achievement of the goal is dependent on data analysis and generation of a report from the stakeholder engagement process which is currently underway. There are some themes arising based on the consultation including:

- Rethink the membership structure, decision making process and role of the Board
- Rethink operational and administrative structures — specifically committee roles, functions, accountability and operational
- Organizational values, philosophy and culture of the organization
- InterPride’s value-add/proposition in an increasingly volatile globe
- Flexibility and/or responsiveness to niche regional, cultural and political contexts within which the members operate
- Vision and mission and creating common understanding across the globe — create harmony within the InterPride family
- Diversity, access, equity and inclusion in practical terms
The WorldPride Committee had a busy and productive year, including:

- Working with and receiving regular reports from current and future WorldPride hosts
- Working with the Co-Presidents and other Committees to plan InterPride’s presence at WorldPride 2021 in Copenhagen and Malmö
- Arranging retreats and seminars for members to receive information
- Managing the application process for WorldPride 2021 and working with bidders to ensure compliant bids
- Revising the WorldPride Applications and Licensure Standing Rule
- Preparing recommendations on the annualized WorldPride proposal referred to the Committee by the Board

The WorldPride Committee’s work has brought about:

- Improvements to the WorldPride bidding process
- Information sharing about WorldPride 2021 with other committees, the Board and the Membership
- The receipt of two compliant applications for WorldPride 2021 and membership approval for consideration of 2026 bids in 2022
- Increased interest from member Prides in hosting future WorldPrides
WORK WITH, AND IN SUPPORT OF, FUTURE WORLDPRIDE HOST CITIES

Responsibility: Committee

Measure: Information sessions about Copenhagen 2021 were held for members, quarterly reports were received from Copenhagen and Sydney, and InterPride delivered a successful presence in Copenhagen

Status: Completed

Despite the ongoing global pandemic, Copenhagen was able to deliver a successful WorldPride and InterPride was present to participate. Members were given the information they needed to participate either in person or virtually. Similar planning can now get underway in earnest for Sydney 2023.

REVISE STANDING RULE 07.01

Responsibility: Committee

Measures: The Board approved recommended changes to Standing Rule 07.01: WorldPride Application and Licensure

Status: Completed

Improvements have been made to Standing Rule 07.01 and approved by the Board. Nevertheless, the Committee’s experience this year suggests that further revisions will be needed.

MEMBERS

Gery Adelard Makoundou Ndela, Jannat Ali, Matt Akersten, Rick Andre, J. Andrew Baker, Richard Brethour-Bell, Parker Chapple, Tinesh Chopade, Hadi Damien, Jessie DeStefano, Jonathan Fouk, Brett Hayhoe, Lars Henriksen, Tommy Hom, Uwe Hörner, Mazz Image, Meredith Jones, Barry Karlenzig, Albert Kruger, Mark Liberson, Tracie Miller, Mark Monk, Brian Parker, Jeff Prystajko, Elliot Rae, Juan Carlos Alonso Reguero, Alan Reiff, Carlos Sánchez García-Plaza, Julian Sanjivan, Dr. Ryan A. Starzyk, Russell Weston, Kate Wickett
WORLDPRIDE & COPENHAGEN 2021

#YouAreIncluded / ANDREAS PAULSSON

InterPride Booth Global Visitor Map / PHOTO CREDIT

Opening Ceremony / ANDREAS PAULSSON

InterPride Reception / PHOTO CREDIT

LEGO Display / KARINA NIELSEN

Caption / ANDREAS PAULSSON

WorldPride House in Malmö / ANDREAS PAULSSON

Human Rights Conference Session / PHOTO CREDIT
## Members by Region

### REGION 1
- City of Cathedral City
- Diversity Desert Hot Springs
- ForoCuir
- Galaxy 1 Entertainment, LLC
- Greater Palm Springs Pride
- Guadalajara Pride
- LA Pride / Christopher Street West Association
- Long Beach Pride Inc.
- Marcha del Orgullo GDL
- Marcha del Orgullo LGBTI de la Ciudad de Mexico
- Northern Nevada Pride
- Phoenix Pride
- San Diego LGBT Pride
- San Francisco Pride
- Southern Nevada Association Of PRIDE, Inc.
- The Lavender Effect
- Tijuana GLBTI Pride Mexico
- Venice Pride

### REGION 2
- Battle Ground Pride
- Kitsap Pride Network
- Olympic Pride
- OutSpokane
- Pride Day Equality Project
- Renton LGBTQIA+ Community

### REGION 3
- El Paso Sun City Pride
- Huntsville Texas Pride
- Kaliff Insurance
- North Texas Pride Foundation
- Pride San Antonio

### REGION 4
- Columbus IN Pride
- Fort Wayne Pride
- Great Lakes Bay Pride Festival
- Indy Pride, Inc.
- Iowa City Pride
- Kansas City PRIDE Community Alliance
- Kenosha Pride, Inc.
- LGBTQ Northwest Indiana Inc.
- Milwaukee Pride, Inc.
- Motor City Pride

### REGION 5
- Atlanta Pride Committee
- Augusta Pride
- Caribbean PrideFest
- Central Alabama Pride Inc.
- Central Arkansas Pride
- Charlotte Pride
- Come Out St. Pete, Inc.
- Come Out With Pride, Inc.
- ENC Pride
- Hill City Pride
- Kentuckiana Pride Foundation, Inc.
- Little Rock Black Pride
- Miami Beach Pride
- Mid-South Pride
- Nashville Pride
- Northwest Arkansas Equality, Inc.
- Ozark Pride, Inc.
- Palm Beach Pride
- Pasco Pride Inc.
- Pride Fort Lauderdale
- Roanoke Pride, Inc.
- Salisbury Pride, Inc.
- Sarasota Pride, Inc.
- South Florida Afro Pride Federation, Inc.
- Space Coast Pride, Inc.
- St Pete Pride
- Tampa Pride, Inc.
- TransPride Fort Lauderdale
- Tri State Black Pride
- Virginia Pride

### REGION 6
- Boston Pride Committee
- Bradbury-Sullivan LGBT Community Center (Lehigh Valley Pride)
- Brooklyn Pride, Inc.
- Cape Cod Pride
- Capital Pride Alliance
- Caribbean Pride Alliance
- Caribbean Equality Project
- CNY Pride
- Delaware Pride, Inc.
- Doylestown Pride Festival
- Jersey Pride, Inc.
- New Hope Celebrates
- North Shore Pride, Inc.
- NW PA Pride Alliance, Inc.
- NYC Pride / Heritage of Pride, Inc.
- OUTBronx
- OutCT
- Pride Center of Staten Island - Staten Island PrideFest
- Queens Lesbian & Gay Pride Committee
- Quincy Pride

### REGION 7
- 2-Spirited People of Manitoba Inc.
- Alberni Valley Pride Society
- Alliance Arc-en-ciel de Quebec
- Borderland Pride
- Burnaby Pride
- Calgary Pride
- Capital Pride Festival (Pride Committee of Ottawa-Gatineau)
- Choeur Gai de Montreal
- Comic Sans Productions
- Edmonton 2 Spirit Society
- Edmonton Pride Festival / Capital Pride Edmonton
- Euphorie dans le genre
- Fernie Pride Society
- Fierté Fredericton Pride
- Fierté Littéraire
- Fierté Montreal
- Fierté Sudbury Pride
- Fierte Timmins Pride
- Fierté Trans Pride (Aide aux Trans du Québec)
- Fondation Émergence
- Fondation Massimadi
- Fruit Loop Society of Alberta
- Georgian Pride / Fierté Simcoe Pride
- Grand Falls-Windsor Pride Inc.
- Grey Bruce Pride / M’Wikwêdong Indigenous Friendship Centre
- Halifax Pride Society
- Kelowna Pride Society
- Kemptville Pride Inc.
- Le Rendez-vous de la fierté Acadie Love / Acadie Love
- Minden Pride
- Moncton’s Rider of Pride
- Moose Jaw Pride Inc.
- Muskoka Pride Community
- Nanaimo Pride Society
- North Bay Pride
- Oxford County Pride
- Pender Island Pride Society
- Pictou County Rainbow Community Association
- Positive Space Nunavut
- Pride London / Pride London Festival
- Pride North of 55 Inc.
- Pride PEI / PEI Pride
- Pride Society of the Comox Valley
- Pride Toronto
- Pride Winnipeg Festival Inc.
- Queen City Pride (Regina Pride Inc.)
- QueerTech
- Rainbow Collective of Thunder Bay
- Saskatoon Diversity Network
- Saskatoon Pride Festival
- South Okanagan Similkameen Society
- Thunder Pride Association
- TransSask Support Services
- Truro Pride Society
- Vancouver Pride Society
- White Rock Pride Society
- Yarmouth Pride Collective
- Yellowknife Pride
- Yorkton Pride

### REGION 8
- Alliance of LGBT and their Friends Mozaïka / Riga Pride
- Gender Z
Kosice Pride
Lithuania Gay League
Prague Pride
Pro Diversity Foundation
Sphere Women Association
NGO

REGION 9
OASIS
PRIDE SV - Marcha Por la Diversidad en El Salvador
PrideTT
Puerto Rico Pride-COA

REGION 10
Carlow Pride
Cork Pride
Cornwall Pride
Cumbria Pride
Doncaster Pride
Dublin LGBTQ+ Pride
Kingdom Pride
Lancaster Pride
LCR Pride Foundation / Liverpool Pride
Morecambe Pride
Newbury Pride
Northumberland Pride
Norwich Pride / Norfolk LGBT Project
Oxford Pride
Pink Saltire
Pride Cymru
Pride in Gloucestershire
Pride in Hull
Pride in London
Sligo Pride
The Outing Festival
TransPride Northern Ireland
Warwickshire Pride
Witney Pride

REGION 11
Aikmaar Pride
Arctic Pride / Tromsø Pride
Barents PRIDE
Bergen Pride
Copenhagen Pride
Helsinki Pride
Hinségin dagar / Reykjavik Pride
Malmö Pride / Malmoe Pride
Oslo Pride
Stockholm Pride
Svenska Pride
West Pride / Gothenburg

REGION 12
Berliner CSD e.V. / Berlin Pride
CSD Bielefeld - BIE Queer e.V.
CSD Braunschweig Pride / Sommertoch festival
CSD Deutschland
CSD Hannover / Andersraum e.V.
CSD in Konstanz e.V. / Konstanz Pride / CSD am See
CSD Magdeburg
CSD Mönchengladbach e.V.
CSD Munchen
CSD Nordwest / Oldenburg
CSD Rhein-Neckar / Mannheim Pride
CSD Rostock
Geneva Pride
Hamburg Pride
Hosi Wien / Vienna Pride - Regenbogenparade
KLUST / Cologne Pride
Zurich Pride Festival

REGION 13
Baham ARTS
CSD Frankfurt
Diversity Arts et Cultures (DAC)
Fierté Marseille / Lesbian and Gay Pride de Marseille
Fierté Montpellier Pride
Girofard / Le Girofard
Inter LGBT Paris / Paris Pride
Pride Toulouse
Roze Zaterdagen Nederland
Stichting Pride Amsterdam

REGION 14
ACEGAL / Barcelona Pride
Allied Rainbow Communities / Malta Pride
Arcigay Milano Pride
Ibiza Pride
ILGA Portugal
Lisbon APF / Algarve Pride
Lisbon Bear Pride
Madrid Pride / Aegal Madrid
Manilva Pride
Mariomeli Roma / Mario Mielni / Roma Pride
Pavia Pride
Torino Pride / Trino Pride LGBT
Umbria Pride / Omphalos LGBTI
Varese Pride

REGION 15
Athens PRIDE, Inc.
Skopje Pride / Subversive Front
Sofia Pride
Thessaloniki Pride

REGION 16
Oasis RDCongo
Pretoria Pride

REGION 17
Asociación Silueta X
Associação Café com Leite / Parada Iguape
Associação da Parada do Orgulho LGBT de Santos
Brasilia Orgulho
Marcha del Orgullo Lima

REGION 18
Beirut Pride
Tbilisi Pride
Track-T

REGION 19
APCOM Foundation
Bangladesh Queer Partnership Platform-EQUAL
Better Together Foundation
Chandigarh pride
China AIDS Walk
Gandhinagar Pride
Gay Harmony
Hong Kong Pride Parade Committee
Inclusive Bangladesh
Kaohsiung Pride
Les Corner Empowerment Association
Queer Chennai Chronicles
Queer Voices of Bhutan
ShanghaiPRIDE
SQCFOrg - Seoul Queer Culture Festival Organizing Committee
Sweekar – The Rainbow Parents
Taiwan Tongzhii (LGBTQ+) Hotline Association
TAPCPR - Taiwan Alliance to Promote Civil Partnership Rights
The Humsafar Trust
TheRedWhistle
Vietnam Youth Alliance

REGION 20
Ambassadors & Bridge Builders International
Australian Asexuals
Bi+ Visibility
BlAQ Aboriginal Corporation
Boutokaa Inaomataia ao Mauriia Binabinae Association (BIMBA)
First Mardi Gras Inc.
First Nations Rainbow Aboriginal And Torres Strait Islander Corporation
Goulburn Valley Pride Inc.
Hume Phoenix
National LGBTI Health Alliance
Rainbow Pride Auckland
Ruby Dance
Sydney Gay and Lesbian Mardi Gras
Sydney Pride Festival
Sydney Rangers FC
Sydney WorldPride
Team Rainbow Inc.
The Pollys Club
Top End Pride (NT) Inc.
Trans Pride Australia
Trikone Australasia Inc.
WIPP - Wellington International Pride Inc.

As of October 26, the membership list includes 302 full, provisional, associate and affiliate members.
<table>
<thead>
<tr>
<th>Organization</th>
<th>Location</th>
<th>Region</th>
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<tbody>
<tr>
<td>2-Spirited People of Manitoba Inc.</td>
<td>Winnipeg, Canada</td>
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<td>ACEGAL / Barcelona Pride</td>
<td>Barcelona, Catalunya, Spain</td>
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<td>Port Alberni, British Columbia, Canada</td>
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<td>Alliance Arc-en-ciel de Quebec</td>
<td>Quebec City, Quebec, Canada</td>
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<td>Alliance of LGBT and their Friends Mozaika / Riga Pride</td>
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<td>Boston Pride Committee</td>
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AS OF OCTOBER 26, THE MEMBERSHIP LIST INCLUDES 302 FULL, PROVISIONAL, ASSOCIATE AND AFFILIATE MEMBERS.

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<tr>
<th>Organization</th>
<th>Location</th>
<th>Region</th>
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<td>Boutokaan Inaomataia ao Mauriia Binabinae Association (BIMBA)</td>
<td>Tarawa, Republic of Kiribati</td>
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<td>Cape Cod Pride</td>
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<td>CSD Rhein-Neckar/ Mannheim Pride</td>
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As of October 26, the membership list includes 302 full, provisional, associate and affiliate members.

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<th>Organization</th>
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As of October 26, the membership list includes 302 full, provisional, associate and affiliate members.
<table>
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<tr>
<th>Organization</th>
<th>Location</th>
<th>Region</th>
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<tbody>
<tr>
<td>Olympic Pride</td>
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<td>Pride North of 55 Inc.</td>
<td>Thompson, Manitoba, Canada</td>
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</tbody>
</table>
As of October 26, the membership list includes 302 full, provisional, associate and affiliate members.

<table>
<thead>
<tr>
<th>Organization</th>
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<th>Region</th>
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<tbody>
<tr>
<td>Pride PEI / PEI Pride</td>
<td>Charlottetown, Prince Edward Island, Canada</td>
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<td>Courtenay, Canada</td>
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<td>Lake St. Louis, Missouri, USA</td>
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<td>PRIDE SV - Marcha Por la Diversidad en El Salvador</td>
<td>San Salvador, El Salvador</td>
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<td>Thimphu, NA, Bhutan</td>
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