InterPride Board and Committees
Mid-Year Report
2016 Mid-Year Report

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Mid-Year Meeting
April 22 - 24, 2016
Montpellier
Languedoc-Roussillon Region
France

Fierté
MONTPPELLIER
Pride

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Co-Presidents’ Report
By Sue Doster and Brett Hayhoe

Committee List: Both Co-Presidents are members of all committees and work to attend as many Committee meetings as possible. This year, both Co-Presidents are working collaboratively on all committees.

Regional Conferences attended:
This year Sue attended NERP (Region 6). Brett recorded a video welcome for the Fierté Canada Pride (FCP) Conference, which was played at the opening plenary.

Report:
Leading an organization, the geographical size of InterPride, presents logistical challenges. Each of us, living in two almost opposite time zones has proven an advantage in many ways but has also forced us to navigate some fundamental challenges of global collaboration and communication. The work we have done to overcome those obstacles is a microcosm of the larger work which InterPride must do as an organization to continue to grow and effectively serve our members around the globe.

As we gear up towards WorldPride 2017 in Madrid, Spain, for what will undoubtedly be an amazing event, our next important administrative duty was with NYCPride to finalize the agreement for WorldPride 2019 / Stonewall 50 to be held in New York City, which was awarded at the 2015 AGM and World Conference in Las Vegas, Nevada, USA. This has now been completed.

Another focus for the Co-Presidents, working with the Communications Co-Chairs was to revitalize InterPride’s relationship with PrideLife, InterPride’s largest sponsor and the publishers of PrideLife Magazine - the official magazine of InterPride. Since the conference in Las Vegas, The two organizations have worked much more closely together to produce a great magazine. Currently in the final stages of production, we are looking to ship the finished product earlier than ever before, so more Member Prides can take advantage of it. We look forward to continuing a mutually beneficial partnership well in to the future.

We, as an organization, would be much less effective without our Pride Partners: Fierté Canada Pride (FCP) and the European Pride Organisers Association (EPOA). Both partnerships are very much on track and at this Mid-Year Meeting, further to Brett’s previous conversations with both the past and current Presidents’ of EPOA, we will be asking the Board to take these relationships to a new, improved level. You would have already noticed the inclusion of all three logos on all graphics designed by Brett for the organization. Although a small gesture, this has been a first for InterPride and one that has been appreciated by both of our Pride Partners.
Further to a suggestion from Sue to the Human Rights Committee, early April saw the holding of the Inaugural InterPride Human Rights Webinar. Over an hour online attendees were taken on a world tour and educated on ways all Prides do, and can, play their part in Human Rights through Pride events. We would like to sincerely thank Frank van Dalen and Michele Irimia-Bernabe for their hard work in bringing this together and look forward to the webinar concept playing a permanent role in our annual communications strategies.

We look forward to seeing you at the 2016 Annual General Meeting and World Conference in Montpellier, France in October.

Sue and Brett want to sincerely and wholeheartedly thank all of you for your amazing work with InterPride and the Global Pride Movement.

Without you, we could not do what we do.
Secretary’s Report
By Ron deHarte

Committees Served on: Fulfilling one of the duties of Secretary, I proudly serve as Co-Chair of the Scholarship Committee which administers the Pamela O’Brien Scholarship Fund.

Report:
Having completed the first full year of my term as Secretary, I’ve had nearly perfect attendance at all board meetings missing only one meeting. I enjoy fulfilling the duties of Secretary which are intertwined with several other officers.

I work closely with the Co-Presidents to record and distribute minutes of the AGM and meetings of the board and I maintain the board and committee chair roster for attendance and recording of board activity.

Each month, minutes are distributed and then archived to Google Drive.

I do my best to respond to all inquiries received at info@interpride.org in a timely manner. In most cases inquiries are handled within 24 hours by either Co-President Hayhoe or myself. With each of us located in different hemispheres there is little to no lag time in responding to inquiries received from around the world.

Several duties noted in the Method & Standards as the responsibility of the Secretary are handled by other officers. The Co-Presidents send out meeting notices and the Vice President of Member Services maintains the organization’s membership database.

Attendance at Pride Events:
In addition to participating in the Annual General Meeting (AGM) in Las Vegas, Nevada, October 14-18, 2015, I attended the combined Region 1, 2 & 3 (CAPI) conference February 25-28, in El Paso, Texas, and the Mid-Year board meeting April 21-24 in Montpellier, France.

I volunteered at Phoenix Pride, March 30 – April 3, in Phoenix, Arizona and will attend several Pride events including Long Beach, Los Angeles, San Diego and San Francisco.

It’s with great satisfaction that I can contribute to the Pride movement through service as the Secretary of InterPride.
Committees Served On List: Member Services, Methods and Standards, Scholarship, Finance (Chair).

Report:
The overall financial picture for InterPride is positive.

The past fiscal year of 2015 for InterPride worked out of 2 bank accounts. We chose First Commonwealth to do our domestic banking and we maintain our relationship with Bank of America to maintain our international banking needs. In addition to our Bank accounts, the Finance Committee manages an Investment account with Calvert Investments.

At the time of this writing for our mid-year report, the cash on hand for InterPride is:

- First Commonwealth: $19,871.48
- Bank of America: $28,989.25
- Calvert Investments: $154,474.15

At the Annual General Meeting (AGM) in Las Vegas, the membership approved the budget presented for fiscal year 2016.

At the AGM, the membership pledged $19,480 towards restricted funds. Scholarship, $6,950. Solidarity, $12,530. Of these pledges, we have received 85% payment, we anticipated to receive 100% payment. In addition, Scholarship received $7,710 in additional funds from a silent auction.

Working with former Co-Chair of Finance, Gary Van Horn, we established a line of credit of $50,000. This line of credit is secured against our Calvert Investment funds. This line of credit is part of InterPride future strategy of growth.

I have worked closely with our Co-Presidents throughout the year to ensure transparency in any transfers of funds.

Our CPA Julia A. Siska, has completed and filed our taxes for 2014. The 2015 files are in review to be ready for transfer to our accountant for processing and filings of taxes.
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Vice President of Operations Report
By Frank van Dalen
(Vice President Operations – Male Identified – Non U.S.)

Report:
As Vice President Operations, my focus lays on the geographical areas of Europe, Africa, Middle East and Asia next to Human Rights in general. On a monthly base InterPride is discussed from an operational - strategic point together with the other Vice Presidents’ of Operations to strengthen the organization further. The regional conferences of NERP (2 workshops delivered) and InterPride Region 12 (key-note delivered) have been visited this year. Later this year a visit is planned to EuroPride and the ILGA World Conference. A strategic membership analyses based on annual reports was made and presented to membership services. A European version was presented to the Board of EPOA. In collaboration with the Communications Committee (and for Germany with Regional Director, Uwe Hörner) articles about InterPride’s work from the perspective of LGBTI Human Rights and Pride have been presented to PrideLife Magazine, Boston Pride Magazine and German Pride magazines.

Progress on Goals:
Goal: Region 14 rationalization
Responsibility: Frank van Dalen
Measure: Decision at AGM
Status: In Process
Update/Notes: Region 14 includes the South of Europa and Latin America. The size of the region is, from the perspective of a Regional Director, not manageable. The Regional Director's involved, the Vice Presidents’ of Operations and EPOA are now aligned to rationalize Region 14. A proposal is due to be released to the Board.

Goal: Global LGBTI human rights collaborations
Responsibility: Frank van Dalen
Measure: Launching event
Status: Ongoing
Update/Notes: In recent months, contacts with LGBTI-officers of relevant international operation bodies have been established. This includes the UN (UN Free and Equal), USAid Africa and Asia, USAid International and the LGBTI-advisor of the USA administration. Building mutual understanding and exploring opportunities need to lead to collaboration between InterPride and relevant global operating bodies.

Goal: Build strong Human Rights Program
Responsibility: Co-Chairing the Human Rights Committee together with Michele Irimia-Bernabe
Measure: see specific Human Rights Mid-Year report.
Status: Ongoing

Goal: Membership Development
Responsibility: together with Regional Directors
Measure: number of new members in the next two years
Status: Ongoing

Update/Notes: A plan will be presented and discussed with the Board of EPOA and InterPride’s Regional Director’s in Europe to launch a membership marketing campaign using EuroPride 2016, WorldPride 2017 and EPOA/InterPride AGM and World Conference 2016. The next step is to develop marketing materials together with the Communications and Member Services Committees. In the Middle-East, only Israel gives opportunities for membership growth. Communication about the pro’s and con’s of an InterPride membership has just started with one of the local pride organizers and needs follow-up. An Africa Pride Platform (see Mid-Year Human Rights Committee report) should structure InterPride Region 16. In Asia, Regional Director’s are absent and establishing relationships with pride organizers is a priority for the next two years.

Vice President of Operations Report
By Dallas Barnes
(Vice President Operations - Female Identified – Non U.S.)

Committees Served: Communications, Human Rights, Solidarity (Co-Chair), WorldPride (Co-Chair).

Report:
As Vice President of Operations, I set out with two specific goals in mind for the year ahead: assist in creating a more diverse representation of our community on the board, and to create a more widespread of understanding as to who InterPride is, and what we can create.

As Co-Chair of the Solidarity Fund, I have created steps in achieving these goals. The Solidarity Fund has doubled in size this year. Our donations totaled up to $25,000 almost double what they had been the year before. Our applicants totaled 101, double what they were the year before. We also created the application in four languages, allowing more countries to actively participate in the grant making process.

Although new to the World Pride Committee this year, I have been a part of both Madrid’s preparation for World Pride 2017 and part of the organizing of the contract signing for NYC 2019.

Last year I was instrumental in organizing and rallying support for the passing of the first round of the vote for a Trans-identified Vice President Operations position. It passed and will be up for a final vote at the Montpelier AGM and World Conference in October. I will continue to fight for the passing of this
initiative, as it is crucial to InterPride’s dedication to the LGBTQ community. Everybody deserves a voice at the table.

As an active member of the Communications Committee, I am in charge of the InterPride Twitter account. We have an active following of 4500.

I had the pleasure and privilege of attending the Fierté Canada Pride conference (Region 7) in London, Ontario, and was a facilitator of the workshop on Women’s Issues in the Pride Movement. I was so impressed with the caliber and deliverance of the conference. The workshops were thorough, relevant, and pushed the necessary boundaries needed at this time in the North American queer movement. We had the pleasure of listening to the Premier of Ontario, Kathleen Wynne, who is also the first out member of Ontario’s government talk about her life as a queer politician. This garnered national attention. It is unique being a part of this conference as a member of InterPride. I was able to network with members of FCP, and give a better understanding of what InterPride is and how their role is so important in it.

Vice President of Operations Report
By Marsha H Levine
(Vice President Operations – Female Identified – U.S.)

It’s been a whirlwind six months since we met in Las Vegas and I was elected into the two-year position, along with Jaime Carrillo and Frank Van Dalen, and incumbent Dallas Barnes.

Right out of the gate, post AGM and World Conference, I had to - in my role as Governance Co-Chair - spend almost three months dealing with a very sensitive grievance issue within InterPride.

Nonetheless, I was still able to keep up with my commitments as Vice President Operations, have been present at all Board meetings scheduled, and I think possibly all but once Vice President meeting I missed due to miscalculating the time zone for a call. Oops!

I was able to attend the CAPI conference in El Paso in March, thanks in large part to San Francisco Pride, who footed the bill.

While there, I was able to meet in person with Michael Goodnow, Region 2 Director, about what steps could be taken to boost the region within InterPride.

The Vice Presidents have divided up the regions between them. In addition to being the liaison to Region 2, I am also liaison to Regions 6 and 20 (the latter of which has added new member organizations).
We also set a list of Vice President tasks/goals for the year, which included contacting Sherri [Dallas] about reviewing the survey results and contacting lapsed member organizations, to learn why they left/what would bring them back.

We also think we need to examine the dynamic between our relationship with EPOA and all the many European regions. Could we enfold all the European regions under EPOA and then just have one point of communication?

There are other items to consider, such as, should we be part of Fund Development and help raise funds? Should we be tasked with reviewing the Strategic Plan and making suggestions for changes?

We are a fluid work in progress, our team is working well together, and is very active compared to past years.

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**Member Service Committee Report**  
**By Sherri Rase and James Hermansen-Parker**  
*(Co-Chairs)*

**Committee Listing:**  
Active Committee Members List: Stefan Baier, Rocky Bowell, Linda DeMarco, Rhonda Fuller, Mickey Heller, Uwe Horner, Perin Hurewitz, Shawn Manning, Mark Monk (minutes-man), Mary Paradise, Thomas Wible, Sue Doster, Brett Hayhoe

**Report:**  
Immediately post-AGM in Las Vegas, the Member Services Committee worked toward benefit expansion and gaining more active members of the organization. Work began on data refinement and while it is on hold temporarily, we look forward to continuing the progress we’ve made. Our deep, heartfelt gratitude goes to Paul Sanders and Pride Center of Staten Island for donating the time of his intern to the task of data refinement. Carol Mae is a treasure! Further, collection of Member Prides’ event dates for incorporation into the master scrolling calendar is proceeding apace with Uwe Horner preparing a list of current EPOA Members’ pride dates for delivery to Member Services team.

**Progress on Goals:**  
Goal: Development of Guidelines for Member Services Data Use  
Responsibility: Sherri Rase, James Hermansen-Parker, Sue Doster  
Measure: Establish one-sheet for guidance purposes  
Status: In process
Update/Notes: Currently, Member Services works with the Communications Committee to release brand-appropriate messaging to approved target audience. Requests from member organizations to access data directly are fielded 2-3 times per quarter.

Goal: Dates of Pride Events  
Responsibility: Sherri Rase, James Hermansen-Parker  
Measure: Continue to monitor current membership vs available dates  
Status: In process  
Update/Notes: Member Services created list of current membership and determined outstanding dates to be added. Sherri Rase reached out via email to contacts without current dates on website.

Goal: Member Engagement  
Responsibility: Entire Committee  
Measure: Member Services Committee Members engage all members in benefit-specific conversation.  
Status: In process  
Update/Notes: Sherri Rase hosted Speed Networking to facilitate individual member engagement, discussed membership renewal and expansion with several attendees.

Goal: FootprintID  
Responsibility: Sherri Rase  
Measure: New Affiliate Member, new benefit for InterPride  
Status: Cultivated FootprintID, locked in new Affiliate Member and medical info access benefit  
Update/Notes: There is a new benefit for Members who travel – they can subscribe to FootprintID to access their basic medical profile wherever there is internet. Info like your Rx, allergies, etc. are uploaded into secure database by user. Android and iPhone apps make access easy on travel for greater safety, peace of mind and better emergency medical care.

Scholarship Committee  
By Ron deHarte and Shannon Lank  
(Co-Chairs)

Committee Listing:  
Active Committee Members List: Shannon Lank (Co-Chair), Ron deHarte (Co-Chair), Sue Doster (Co-President), Marsha H. Levine, Frank Leonzal, Stefan Baier.  

Others who expressed interest in the committee include Brett Hayhoe, Linda DeMarco, and Alan Reiff.

Report:  
The committee’s goal was to have the 2016 scholarship application posted on January 18 to allow for as much time as possible to promote scholarships and encourage participation. The application was activated and links from www.interpride.org were updated on January 19.
Two deadlines were confirmed for submission of application requests to the Pamela O’Brien Scholarship Fund. The first round will have a deadline of April 1 and the second round deadline will be July 1. Applications not approved in the first round will roll over to the second round for consideration.

Outreach to member organizations in underrepresented areas continues to be a committee priority. It was discussed and decided that first time recipients from 2015 who do not apply in the first round will be contacted after April 1. This is being done to provide encouragement to first time attendees and offer any support they may require to navigate the application process. It’s also our hope that recipients will continue their support of InterPride and reach out to other Pride organizers in their region.

A press announcement was prepared and submitted to the Communications Committee to help raise awareness of the scholarship availability.

The form created for the 2015 AGM to encourage delegate participation in workshops and plenary sessions will be used again in 2016. Delegates are asked to make very brief notes as to what they learned at the workshops they attended. Delegates need to introduce themselves to presenters at workshops or board members at plenary sessions. The presenter or board member is asked to sign the form to acknowledge the delegate’s participation.

Eighteen applications were submitted by the April 1, 2016 deadline. This is up from twelve applications received during the same period in 2015. Of the eighteen applications submitted, seven were received from countries and territories in Africa. Two applications were received from Mexico and one each from Slovenia and Greece. Three applications each came in from Canada and the USA.

All applications will go through a vetting process and then the committee will determine if scholarship awards will be granted.

WorldPride Committee Report
By Alan Reiff and Dallas Barnes
(Co-Chairs)

Committee Listing:
Active Committee Members: Alan Reiff, Dallas Barnes, David Schneider, Carlos Sanchez, Juan Carlos Alonzo Reguero, Brett Hayhoe, Sue Doster, Michele Irimia-Bernabe, James Hermansen-Parker, Mark Smith, Stefan Baier, and Nenette Agulto,

Report:
Since the 2015 AGM and World Conference in Las Vegas the following has happened:

Goal 1: a Madrid site inspection was scheduled for November.
Alan Reiff went to Madrid to meet with the municipal and regional government officials along with the organizers of WorldPride Madrid 2017. Along with the meetings, a site visit of the proposed location for the Human Rights Conference was made. A tentative schedule of workshops, speakers, and social gatherings for this conference was created as well. Key volunteers and community partners and sponsors were introduced and secured for the overall event as well.

Measure: All parties involved were extremely satisfied with this visit.
Status: Ongoing negotiations will take place and will be reported back to the committee.
Update/Notes: minutes and pictures from the November site inspection were submitted immediately after the visit.

Goal 2: 1 year prior Madrid site inspection as per signed contract
As per the signed agreement between InterPride and Madrid Pride, at one year prior to WorldPride 2017 the two Co-Presidents and the two Co-Chairs of the WorldPride Committee will be brought to Madrid to see the structure of 2016 Pride. This visit is being sponsored by the municipal government of Madrid.
Measure: The visit has been scheduled for June 28 – July 4 2016.
Status: airfare and hotel and meetings will be arranged by Madrid tourist board.
Update/Notes: A full report will be filed jointly by all in attendance.
**all scheduled payments have been made on time to InterPride.

Additional Information:
Madrid Pride has maintained a global marketing presence to promote WorldPride Madrid 2017. A full listing of locations and events can be requested from Madrid Pride.
The partnership between Madrid Pride and Madrid Tourist Office remains strong and they are a major sponsor in the upcoming world pride event.

The following is a list of some of the promotional events and an update from Madrid Pride:

Global Publicity:
- Participated in the International Tourism Fair of Madrid (FITUR)
- Delegation sent to the Rainbowball in Vienna, Austria
- Attended the ITB in Berlin, Germany
- Participating in the IGLTA Convention (Capetown, South Africa) April 14-16

Municipal Publicity:
- Lucrative agreement signed with Madrid City Hall and Regional Government of Madrid to increase their promote of WorldPride 2017
- A countdown to WorldPride 2017 clock will be placed in the main square (Puerta del Sol) counting down to the opening ceremony on June 23, 2017. The clock will start at the inauguration of Madrid Pride 2016.

**Cultural Events Partnerships:**
- Creation of a Culture Committee
- Tom of Finland Exhibition (May -July 2017)
- 40 Years of the Spanish LGBT Movement (May-July 2017)
- Creation of a team to select LGBT theatrical events and plays

**Human Rights Conference Update:**
- Intention of E.U. Minister Ulrike Lunacek of the LGBT party of the European Parliament to participate has been received.
- On-going contacts with speakers and presenters
- On-going meetings with various groups inside and outside the host University involved in the organization of the conference.

**WorldPride Park Logistical Production meetings:**

a) Sports: Meetings with the sports team that are already organizing different partner sports activities (coordinated by AEGAL).

b) Specific dates/locations of events

**Festival:**
- Production meetings are ongoing
- First contacts with international artists' management has commenced.

**Goal 3: finalizing and signing of the Stonewall 50/WorldPride 2019 contract**
Responsibility: Co-Presidents, Committee Co-Chairs, NYCPride Co-Chairs, Stonewall 50 Director.
Status: the contract has been finalized and signed by all parties
Update/Notes: 1st scheduled payment has been made to InterPride accordingly.

**Additional Information:**

NYCPride/Stonewall 50 has begun a marketing presence to promote WorldPride 2019/Stonewall 50. A full listing of locations and events can be requested from the Stonewall 50 Committee. In addition, it has been decided by the Stonewall 50 Committee, that NYU will be the location for the Human Rights Conference at the start of the event. The following is a list of some the promotional events Stonewall 50 presented at or will present at:

- The Out and Equal Conference in October 2015 in Dallas, Texas
- Creating Change in Chicago, Ill, in January 2016.
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- Sponsored the opening reception at the 2016 NERP Conference in Staten Island, N.Y. in March 2016.
- 2016 Pride season promotional events planned at the larger Prides in the U.S. Northeast and in Amsterdam in Aug 2016 at EuroPride.

General Information:

- The WorldPride committee meets at regular intervals: approximately every 4 – 6 weeks.
- After the 2016 AGM and World Conference in Montpellier monthly meeting will begin to finalize and assist Madrid with their event.
- Stonewall 50/WorldPride 2019 will continue to be a focus however, the direction and energy will be targeted on Madrid to help them.

Both Co-Chairs of the WorldPride Committee have indicated their desire to remain in their current positions until after WorldPride Madrid in June 2017.

Methods and Standards Committee Report

By James Hermansen-Parker and Dustin Brookshire
(Co-Chairs)

Committee Listing:
Active Committee Members List: James Hermansen-Parker, Dustin Brookshire, Sue Doster, Brett Hayhoe, Linda DeMarco, Sylvain Bruni, Jessie DeStefano, Jaime Carrillo, Frank van Dalen, Caryl Dolinko, Sherri Rase, Chris Morehead

Report:
The committee worked on reviewing the Bylaw changes that were voted on and passed on to a second vote to be held in Montpellier, France at the AGM and World Conference in October of 2016.

They are:

- Addition of a Vice President Operations, Trans Identified
- Requiring all Vice Presidents’ of Operations to Chair/Co-Chair a committee/sub-committee
- Change how Bylaw amendments are presented
- Allow for Nominations for Officer positions to be open before the AGM
- Remove 1 Regional Director from each region from the Board of Directors
Discussion was held on how to implement changes to the Bylaws going forward. A recommended change to the Bylaws will be presented to the Board from this committee to require an implementation plan either be part of bylaw changes or that the committee makes a recommendation for implementation for Board approval when reviewing Bylaws.

With a potential change to the number of Regional Directors, the committee will present a change to the bylaws to allow regions to elect 2 Alternate Regional Directors to serve. Language to plan for succession of the Alternates and the Regional Director is in progress currently.

**Progress on Goals:**

**Goal:** Review Bylaw changes voted on and passed at the Las Vegas 2015 AGM for presentation at the Montpellier 2016 AGM and World Conference.

**Progress:** Complete

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**Communications Committee Report**

*By Brice Field and Sylvain Bruni (Co-Chairs)*

**Committee Listing (in alphabetical order)**
Dallas Barnes (Calgary Pride), Sylvain Bruni (Boston Pride), Jessie DeStefano (Boston Pride), Sue Doster (Co-President InterPride), Brice Field (Saskatoon Diversity Network), Mitchell Hammonds (Charleston Pride), Heather Hay (Muskoka Pride), Brett Hayhoe (Co-President InterPride), Dominique Lavergne (Fierté Montreal), Mark Monk (Halifax Pride), Jack Shepler (Indy Pride)

**Progress on Goals:**

**Goal:** Create a list of important LGBT dates around the world
Responsibility: Sylvain Bruni and Brett Hayhoe
Measure: List of dates is available
Status: Completed
Update/notes: The list will shortly be placed on the website for usage by the whole organization (esp. by the communications committee).

**Goal:** PrideLife magazine
Responsibility: Sylvain Bruni, Brett Hayhoe and Sue Doster
Measure: All information submitted to PrideLife and PrideLife returns as a sponsor
Status: Ongoing
Update/notes: A lot of the content has been submitted to PrideLife, a few items are outstanding but will be submitted. We need to continue and push our members to order the magazine online.
Goal: Revise the information architecture of the InterPride website  
Responsibility: Jake Shepler and Sylvain Bruni  
Measure: A new Information Architecture (IA) is produced for InterPride.org  
Status: In progress  
Update/notes: Jake and his team have initiated the process of building a new information architecture (IA) for the website. We are on target for delivery of a first draft in the summer.

Goal: Conduct a communications review  
Responsibility: Brice Field  
Measure: A report will be created to be delivered at the 2016 AGM & World Conference reviewing the effectiveness of current methods of communication and new ways to improve.  
Status: Ongoing  
Update/notes: A sub-committee has been created to work on this goal. Since the Las Vegas AGM InterPride’s Instagram is once again active. Jessie DeStefano has provided the Pride pictures submitted for the slideshow at the 2015 AGM & World Conference as base content for Instagram.

Goal: Improve content creation  
Responsibility: Brice Field and Brett Hayoe  
Measure: 2015/2016 original content creation vs 2014/2015  
Status: Ongoing  
Update/notes: 2 original content articles have been created and distributed to InterPride’s contacts. The first solely through the InterPride newsletter and the 2nd through the newsletter with a link directing readers to InterPride’s website. The goal is to produce and distribute 2 original articles per month between now and the AGM in Montpellier. These articles will all be posted on InterPride’s website.

Goal: Create social media posting policy and guidelines  
Responsibility: Brice Field, Dallas Barnes and Jessie DeStefano  
Measure: A clear and precise document will be created in multiple languages by the 2017 AGM & World Conference  
Status: Ongoing  
Update/notes: A committee has been formed to create this document.

**Other work:**

The Communications Committee has continued its work of posting relevant content to social media (Facebook, Twitter, and Instagram), and of supporting the issue of media releases under the direction of the Co-Presidents. The team has also produced newsletters, based on content provided by other components of the organization.

The Human Rights Committee, in particular, needs to be commended for their willingness to produce stories for InterPride. Significant focus over the last 6 months has been spent having InterPride communications translated into multiple languages. This will continue over the next 6 months.
Committee Listing:
Dave Wait, Ernie Yuen, Co-Chairs
Members who have been able to attend calls: Chris Morehead, James Hermansen-Parker, Sue Doster, Brett Hayhoe, Sylvain Bruni, Mark Monk, Perin Hurewitz.

Report:

- The committee reviewed the 2015 AGM and World Conference evaluation to offer suggestions for future conferences.
- The committee has received updates on the 2016 AGM and World Conference and offering our assistance as needed. The committee is also working with the host to coordinate the venue for the Mid-Year meeting.
- The committee has been revising the presenter submission form so a uniform form can be available each year.
- The committee will assist conference bidders with their proposals for the 2018 AGM and World Conference.
- The committee has also been checking-in with the host for the 2017 AGM and World Conference so that they are ready to give an update and registration information at the 2016 AGM and World Conference.

Progress on Goals:
Goal: To work with the 2016 AGM and World Conference host to hold a conference that meets the standards set by the Board while providing educational workshops and networking opportunities 18ft he18 members attending
Responsibility: Entire Committee
Measure: review the 2016 Conference Evaluation
Status: In Process

Goal: Develop a uniform Presenter Submission form, so each host committee does not have develop a new one each year.
Responsibility: Dave, Sue, Ernie, Chris
Measure: Completion of the form
Status: in the final editing stages
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Goal: 2016 AGM and World Conference Evaluation
Responsibility: Committee
Measure: Have the evaluation ready to be distributed at the close of the conference
Status: Not Started

Goal: Hold a web meeting with past conference hosts to discuss lessons learned from hosting an AGM.
Responsibility: Dave Wait, All committee members will be invited to participate.
Measure: Completion of the web meeting.
Status: The meeting will be held Saturday, May 7, 2016.

Human Rights Committee
By Frank van Dalen and Michele Irimia-Bernabe
(Co-Chairs)

Committee Listing:
Active Committee Members List:

Frank van Dalen  Bill Meehan  Mark Smith
Michele Irimia    Gary Virginia  Maryrose Bernabe
Patrick van der Pas  Caryl Dolinko  Juan Carlos Alonso Reguero
Susan Gapka      Andrea Gilbert  Rhonda Fuller
Sylvain Bruni    Devon Turner   Sarafina Scapicchio
Brett Hayhoe     Uwe Hörner     Mario Colamarino
Frank Leonzal    Dustin Brookshire  J. Andrew Baker
Nenette Agulto   Fernando Lopez  Kasha Nabagesera
Sue Doster       Michelle Meow    Dallas Barnes
Alan Reiff       Cain Williamson  Jessie DeStefano

Report:
The Human Rights Committee has met routinely over the first half of 2016 for the purpose of keeping members engaged and informed on the status of the committee's work. For that reason, the Co-Chairs have appointed a secretary to manage the internal operational processes within the committee. Primarily the committee will function as a red button for LGBTI Human Rights violations when it affects or is related to Pride. The committee advises on request when it comes to support requests in relation to Solidarity and/or Scholarship. The committee is actively reaching out to other organizations to contribute to their Human Rights programs. In this case specifically EuroPride Human Rights Conference in Amsterdam this summer and ILGA World Conference in Bangkok in December. The committee has started the conversation with fundraising to seek ways to collect funds for human rights projects. Key-projects are Pride Radar, Webinars and Africa Pride Platform.
Progress on Goals:
Goal: Pride Radar - finalization
Responsibility: Frank van Dalen
Measure: Final report due in September 2016
Status: Ongoing
Update/Notes: The Pride Radar team consist of Frank van Dalen, Michele Irimia-Bernabe, Sue Doster, Patrick van der Pas, Emmanuel Temores, Olivier Schulte Fischedick and Cain Williamson with exceptional support from Uwe Hörner, Mats Nördstrom and Sho Watanabe. Key objectives are: 1) Increase number of Prides with the focus on local infrastructure with the support of local activists (done so far: Mexico, Sweden, Israel, Japan, China, Germany) and expanding the global Pride Radar network; 2) Data-analyses – an additional survey will be run; 3) Collect case-studies and story-telling examples; 4) Present report to the UN – conversations are planned with the UN LGBTI-program officer.

Goal: Pride Platform Africa
Responsibility: Olivier Schulte Fischedick and Caryl Dolinko
Measure: Launching event
Status: In Process
Update/Notes: In line with the ambition of Vice President of Operations, Frank van Dalen it is the objective to build an African network of African Pride Organizers. Steps made so far: 1) Reaching out to pride organizers in Africa; 2) Explore opportunities for support. Next steps: 1) alignment with African Pride Organizers; 2) Write project proposal and get funding; 3) have a launching event.

Goal: Increase InterPrides visibility
Responsibility: All in collaboration with Communications Commitee
Measure: Published articles
Status: Ongoing
Update/Notes: On regular bases authentic content is created on behalf of InterPride and published in newsletters, website, facebookpage and external magazines. This is instrumental for showcasing the work of InterPride withing the LGBTI-community and strengthen the profile as a relevant organization.

- Support for Pride from local authorities differ geographically (Frank van Dalen, published - English)
- Pride Radar - a growing number of Prides around the world! (Pride Radar team, published - English)
- Pride Radar – prides as a tool for emancipation (Frank van Dalen, distributed amongst German prides – English / German)
- Pride Radar - a growing number of Prides around the world! (Frank van Dalen, specifically for PrideLife, English)
- Emancipatory impact of Pride events (Frank van Dalen, not published yet – English)
- Pride Parade in Japan (Sho Watanabe, not published yet – English / Japanese)
- Uprise of Pride movement in Mexico (Emmanuel Temores, not published yet – English / Spanish)
- The popular kids are in charge, that’s ok they are nice (Mark Smith, published – English)
- Global trends within the Pride movement (Frank van Dalen, specifically for Boston Pride Magazine – English)
It is the ambition to publish articles in collaboration with the Communications Committee on the next platforms: @interpride.org in the news-section; @facebook-page in the memo-section; in the monthly newsletters and via twitter. Articles will also be offered to external media-platforms that are of interest.

Goal: Increase knowledge about human rights in pride environment
Responsibility: key-players within the Human Rights Committee a.o.
Measure: Number of trainings and presentations
Status: Ongoing
Update/Notes: Key-notes, workshops and webinars are tools to train those involved in the pride movement regarding Human Rights in relation to Pride.

- Workshops: @ 2x NERP (2016, USA) – Frank van Dalen
- Webinar: @ Online – first InterPride webinar ever – (2016, Michele Irimia-Bernabe and Frank van Dalen)

Key-notes: @ CSD Bundestreffens (2016, Germany) – Frank van Dalen; @CAPI (2015, USA) – Sue Doster; @FCP (2015, Canada) – Sue Doster; @NERP (2015, USA) – Sue Doster.

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Solidarity Fund Committee
By Dallas Barnes and Doug Kerr
(Co-Chairs)

**Report:**
This is the second year that both Dallas and Doug have Co-Chaired the Solidarity Committee. We came in to the year with a basic understanding of what we needed to do to continue to grow and strengthen the fund.

Our goals going into 2016 were as follows:

1. Research and execute search networks to locate and communicate with prides worldwide.
2. Communicate with pride organizations around the world to promote interpride and the Solidarity Fund.
3. Develop a database of pride organizations around the world we have contacted.
4. Double the fund dollars from the year previous.
5. Have the application translated in at least English, French, and Spanish.
Our results were as follows:

1 - This process has doubled since last year. In total we had 101 applications in. Unfortunately we were not able to create and research much in terms of search networks due to the enormity of the task at hand this year. With this amount of applications and little more outreach than last year, the size of the Solidarity Fund and what it needs to remain successful needs to be examined in 2017.

2 - We were able to reach out to numerous networks and organizations to promote the Solidarity Grant, including Pride Radar and InterPride’s social media network. Due to lack of time we were not able to reach out to as many folks and organizations as we would have liked. We were not prepared for the immense response to the grant this year, and hope to work on this situation for next year’s grant making process.

3 - We have recruited a member of the Solidarity Committee to act as an Admin person in order to facilitate the task of database management. This will be completed for the Year End Report.

4 - We were fortunate enough to double the funds for this year’s Solidarity Fund. We are sitting at a total of about $25,000.

5 - We were able to have the application translated into English, French, Spanish, and Portuguese. The total number of languages received were as follows: 26 Spanish, 2 French, 1 Portuguese - and the rest English.

Key Points from this year, so far:

1 - We received 101 applications.

2 - In terms of global regions: Africa 41, Central and South America 29, Asia/Pacific 13, Caribbean 8, Eastern Europe 7, USA 1.

3 - Languages: 26 Spanish, 2 French, 1 Portuguese — and the rest English.

4 - A large number of applications came in from Kenya (12), Uganda (8), Colombia (6) & South Africa (5). But we also received applications from places such as the Cook Islands, Capo Verde, Mauritius, Ethiopia and Kyrgyzstan.

5 - With 101 applications, our grant requests totaled $252,500.00.

6 - We are hoping to have all of the grants decided on and distributed by the end of May, 2016.
Governance Committee
By Marsha H Levine and Paul Sanders
(Co-Chairs)

Committee Listing:
Active Committee Members: Sylvain Bruni, Linda DeMarco, Jessie DeStefano, Caryl Dolinko, Sue Doster, Brett Hayhoe, Lars Henriksen, James Hermansen-Parker, Marsha H. Levine, Mark Monk, and Paul D. Sanders.

Report:
The Governance Committee is now in its first full year as an active committee of InterPride. We thank the original Co-Chairs of the committee: Dustin Brookshire and James Hermansen-Parker, for their leadership and nurturing of its initial stages.

After the 2015 AGM and World Conference in Las Vegas, we were both tapped to chair this committee for the next 12 months. Many tasks were placed before us - we also have many fine and talented individuals from InterPride to help build this committee and to assist in the work that we need to do. This has proven to be especially helpful, as one of the duties of this committee is to act as the body that responds to any formal grievances within the organization - and a grievance was already pending.

The first meeting of our committee was indeed a trial by fire as we had before us a large amount of information and questions that needed to be sorted and discussed. We met a few more times to discuss the finer points of the grievance and finally provide a suggested course of action to the Executive Committee for final disposition. While we believe that we handled the process extremely well and our committee put in a tremendous amount of time, effort, as well as thought to this process, we hope grievances will not become a frequent issue. The whole process is here for a reason, but we would obviously prefer and hope that our organization does not have to go to this step in the future. Mediation first will always be recommended.

We now continue our work on the other mandates of the committee, especially around Board development and onboarding; and the vetting process of potential candidates for the InterPride Board of Directors elections at the AGM. Marsha will Chair the sub-committee on the Board Candidate Vetting Process, working with Sylvain Bruni. Paul will Chair the sub-committee on Board Development and Onboarding, assisted by Sue Doster in the transition of documents previously handled by the Co-Presidents, and by Mark Monk on Orientation. This process has been slow to start, due to the grievance, but this is not a project that should be rushed through. The potential of future Boards and our existence could be shaped and impacted by the work of this committee in the present. As such, this committee would be happy to have more members, especially those with experience on other governance committees or long term Nonprofit board experience.

For more details, contact governance.chairs@interpride.org.
Report:

- CAPI Conference was held on February 25 to 28, hosted by Sun City El Paso Pride.
- 50 Registrations
- 24 Organizations
- 18 CAPI Members - Region 1
- 14 InterPRIDE Members - Region 1
- With Rhonda’s recovery we are still having a challenge meeting. Long Beach Pride is also in full planning mode, lots of Rhonda energy and time (which is limited) is focused with her board’s commitment

Progress on Goals:
Goal: To bring awareness to our 2016 CAPI Membership about InterPride, to create a Newsletter with information about InterPride and the importance of being members and getting involved
Responsibility: Ernie and Rhonda
Measure: 80% complete
Status: In Process

Goal: Membership reach out to CAPI members who are InterPride members and encourage membership to attended the 2016 InterPride AGM and World Conference. It is important to have a strong representation of Region 1
Responsibility: Ernie and Rhonda
Measure: 80% complete
Status: in Process

Goal: Reach out to past Region 1 InterPride Members and see why they did not renew 2016 membership
Responsibility: Ernie and Phonda
Measure: We still need to reach out the “Member Services Committee” for old 2014/2015 Region 1 membership listing
Status: Not Started
Region 3 Report (CAPI)
By Richard Brethour-Bell
(Regional Director)

Committee Listing:
Committees Served On List: Fund Development

Report:
We have had the opportunity to sit down with members of Region 3 and discuss concerns that we have with InterPride, and how we can help the organization to be more relevant and to grow. We are hoping to become more united, and to reach other Prides. We also have the goal of bringing back Prides who have left the organization. One of the goals is to meet with LA Black Pride to address their concerns.

Progress on Goals:
Goals: We have started a Region 3 Facebook closed page to address our concerns and to have a quicker exchange of information. I am meeting with Black L.A. Pride with the goal of them coming back to InterPride. Santa Fe Pride and Taos Pride are working together on their prospective upcoming pride to have a more cohesive and supportive region.
Responsibility: As Region 3 Director, it is my responsibility to both reach out to prides in our region to let them know that they have a home with InterPride. It is also my responsibility to make sure that our region is united and supportive of each other. We are also going to inform the region of the goings on of the InterPride board.
Measure: Communication with the Prides in the region will let us know if we are on the right track. New Prides coming to InterPride, and former members returning will measure our success.
Status: in Process

Region 4 Report
By Chris Morehead and Dave Wait
(Regional Directors)

Committee Listing:
Committees Served On List: Chris Morehead and Dave Wait - CSIC

Report:
I welcomed a second Regional Director, Dave Wait, with open arms this past October. We were both elected at the 2015 AGM and World Conference unanimously. We have enjoyed working together on
CSIC and look forward to continuing to work together to increase communication and participation in our region. Our region presents some geographical challenges we are working on successfully overcoming together. We have divided the region into two so that we can focus our energy in a more productive manner:

Dave Wait: Michigan, Ohio, North Dakota, South Dakota, Wisconsin

Chris Morehead: Illinois, Indiana, Iowa, Minnesota, Missouri, Nebraska

We have assembled a list of action items that we are actively working on as follows:

- Inventory of prides in Region 4: Who is a member, who is not, who has lapsed, and who are we missing
- Realistically, which prides can we attend in person and which can we lend support to for their festivals
- Communication of benefits: Do all of our members know what resources are at their fingertips
- Creation of a communication channel for our Region so that we can more easily exchange information and vet ideas, etc. (Facebook, Email, Drop Box, etc.)
- Formulate a plan of how we can help drive attendance at Pride events, locally, nationally and internationally (Festivals, Regional Conferences, etc.)
- Organize a Regional Meet Up / Gathering

We are very excited to continue to work on these initiatives together so that we can better our region as a whole.

Progress on Goals:
Goal: Successfully Plan and Host the 2017 InterPride AGM & World Conference
Responsibility: Conference Director - Chris Morehead
Measure: Consistent and constant contact with the CSIC Committee reporting conference updates and discussion of any roadblocks as they come up.
Status: Ongoing
Update/Notes: Conference planning is well under way and is already ahead of schedule. We plan to have a majority of the key pieces for the conference finished by August of 2016. The most recent CSIC meeting responded very positively to our plans thus far. We look forward to welcoming everyone to Indy in 2017!

Goal: Outreach
Responsibility: Regional Directors
Measure: Increase Size of Region by four Member Prides
Status: Ongoing
Update/Notes: We need a current listing of Active Member Prides and Lapsed Member Prides from Member Services so that we can prioritize this outreach appropriately. Additionally, we need updated recruitment materials to encourage non-member prides to join InterPride.
Goal: Attend Pride Celebrations in Region 4
Responsibility: Regional Directors
Measure: N/A
Status: Not Started
Update/Notes: N/A

Goal: Regional Conference
Responsibility: Region 4
Measure: Successfully hold a Regional Conference
Status: Ongoing
Update/Notes: N/A

Region 5 Report (POSE)
By James Hermansen-Parker and Dustin Brookshire
(Regional Directors)

Report: So far, our primary focus has been on helping Fort Lauderdale Pride plan and execute our annual regional conference, which is happening April 14-17. They have done an excellent job at procuring workshops and other educational opportunities for the members of our region.

With that, we are continuing to work on our regional scholarship program to help members of the region to attend the regional conference, with the hopes that we can reach more individuals and educate them directly. Currently there is just over $600 available in the regional scholarship fund and we plan to utilize some of it to help one organization bring more attendees to the conference.

Also, the Regional Director team has been working on helping members renew and update their event information for inclusion in the online calendar and the PrideLife Magazine.

Progress on Goals:
Goal: Grow the regional scholarship fund to support more attendees at the regional conference.
Progress: Ongoing.

This will be a long-term regional goal to help members attend the regional conference each year.
Committee Listing:
Human Rights Committee, Solidarity Committee, WorldPride Committee

Report:
Regional Director
This year Region 6 continued to grow under the leadership of Regional Directors. We attended a number of Prides and have had much success with our NERP conference.

Region 6 has elected a new team, Sylvain Bruni and Marcy Carr, who will continue the work on regional growth. Along with that task, we hope to increase the communication and visibility of our region within InterPride.

Future and ongoing projects are to create a website for NERP and create a volunteer group within the region. These projects will help centralize our communication and allow us to help prides other than our own.

Human Right Committee
This year Frank van Dalen and I continued to work on Pride Radar and are in the process of figuring out the way to best move forward with all the material gathered thus far. The project is in the beginning stages only in year three; however, we can already see the value to our movement as well as to InterPride. The information and research that can grow out of such a project is extensive and in the future may be used to create capital growth for InterPride.

Finally, we are creating webinars on human rights topics. The first webinar was presented in early April. They are a member benefit and we hope that the webinar will bring about more interest along with increased funds to InterPride.

Progress on Goals:
Region 6
Goal: Continued Growth within Region 6
Responsibility: Regional Director Team
Measure: Ongoing Task
Status: Ongoing
Update/Notes: Region has been growing effectively throughout the past 3 years.
Goal: Centralize Communication  
Responsibility: Regional Director Team  
Measure: Website created and used by region  
Status: In Process  
Update/Notes: We are early stages of discussion and hope to have this up and running by AGM

Goal: Regional Volunteer Team  
Responsibility: Regional Directors  
Measure: Regional Interest in assisting other prides.  
Status: In Process  
Update/Notes: Early stages of discussion.

Human Rights Committee  
Goal: Pride Radar  
Responsibility: Co-Chairs/Pride United  
Measure: Locating other prides around the world as well as gather information.  
Status: In Process  
Update/Notes: Trying to see how to use the information gathered to generate funding.

Goal: Webinar Series  
Responsibility: Co-Chairs  
Measure: Success in attendance and feedback of webinar  
Status: In Process  
Update/Notes: The first webinar is in April.

Region 7 Report (FCP)  
By Chrissy Taylor, Brice Field and Dominique Lavergne  
(Regional Directors and Alternate Regional Director)

In 2015, Vancouver Pride launched the Trans Equality Now (TEN) campaign. The campaign aims to raise awareness about human rights for trans people in Canada. Individuals can sign the TEN pledge which asks the Federal and Provincial governments to change legislation to include gender identity and gender expression in the Human Rights Code. In the Vancouver Pride parade, participants were required to sign the TEN pledge to be able to participate. This meant that trans people could look at the parade and know that every person marching signed a pledge to support trans rights. The TEN campaign was also adopted by Salt Spring pride and Victoria pride in 2015. Calgary Pride created a similar process. The TEN campaign is an ongoing campaign that will end once legislation changes and trans people are covered under the human rights code. There have been a number of other pride organizations that are considering adopting the TEN pledge in their parades in 2016, for anyone interested, Vancouver Pride has a package with pledge forms and instructions on how to implement it in other prides.
Please contact Chrissy at chrissy.taylor@interpride.org for more information.

Brice Field joined the 2016 FCP/Region 7 Conference Committee after the 2015 Fierté Canada Pride (FCP)/Region 7 Conference in Saskatoon, Saskatchewan. This allowed InterPride to have a voice at the table in planning the next regional conference. Brice facilitated an initial discussion in Las Vegas (Interpride AGM) with Canadian attendees on what workshop content was relevant and needed for the upcoming 2016 FCP Conference. This allowed Pride London to have direct feedback from potential attendees about desired content and “musthave’s” from previous conferences e.g. gender neutral washrooms. After the conference, Brice was involved in a subcommittee created to flesh out the feedback gathered in Las Vegas and create the final list of workshops to be delivered.

Dominique Lavergne attended the FCP/Region 7 Conference in London, Ontario. Dominique and FCP President Wilbur Turner set the tone for the conference by opening up the first evening with a welcoming speech. The President of London Pride Festival Andrew Rosser managed to bring the conference up a notch with a keynote address from Ontario Premier Kathleen about being the first openly gay head of government in Canada and how Ontario is one of the leading Provinces on LGBTQ civil rights and equality. Over 20 workshops were presented during the conference, from engaging the LGBTQ seniors to Pride in our youth and a women’s ally caucus which Dominique was a speaker. The next FCP/Region 7 Conference destination (Halifax) will have big shoes to fill. It was well organized, well participated and very interesting.

The city of London was decorated with Rainbow flags, Pride themed window displays and even the Tourism London buildings was lit up with rainbow colours in honour of the conference, it was impressive!

For the remainder of the time leading up to the 2016 AGM & World Conference the Region 7 Regional Director team will work towards improving communication and building a stronger relationship between InterPride and FCP.

Region 9 Report  
By Luis Conti  
(Regional Director)

Pride Movement situation on Region 9
The Region 9 is a vibrant, diverse and rich of cultures space. The Caribbean and Central America integrate this Region. At this moment Puerto Rico and Costa Rica are members of InterPride.

Since our last year, Pride research effort to knowing and contacting other prides in the region we found a fantastic list of events in the whole region. At the moment with Costa Rica in, we’re concentrating our
efforts on Dominican Republic. We're in constant communication and working on Media strategies together.

**Puerto Rico:**
With the Obergefell v Hodges ruling about Marriage Equality, Puerto Rico, as a non Incorporated Territory, now has the right to marry. This action represents a victory for the Pride Movement here on the Island. Two new organizations that held LGBT Pride events are getting contacted in order to present InterPride to their boards.

**Costa Rica:**
As the Board knows, Costa Rica joined InterPride this year as a member of our region. They also participated at the Las Vegas AGM, thanks to the support of Emilio Aguilera and Cain Williamson - who helped make this possible.

With Jaime Carrillo, as our Vice President of Operations support, we are holding conversations in order to see which alternatives we have to connect with other prides.

**Dominican Republic:**
We're paying special attention to the Dominican Republic situation with the US Ambassador and the Catholic Bishop. The LGBT Pride organization is still active in the media and their events are denouncing actions against the media violence from the Bishop not only to the Ambassador but also to the LGBT communities.

**The Progress on our last year Goals:**
**Caribbean Pride Network Project**
Started last year, COA - as a local Pride organization - keeps contacts on Pride issues in other regional countries as Dominican Republic, Costa Rica, Cuba and others. At this moment we continue developing these contacts in order to engage about InterPride networks and services. As a Regional Director and Chair of the LGBT Pride Committee in Puerto Rico I'm keeping this project under my supervision. This year the plan includes participating in Pride Events as a supporter, visiting local events and more.

**Pride Summit**
As an introduction for this year, after re-evaluated the work done already, we identified the necessity of focussing on one or two goals to keep our success on those ones. In a second phase of the Caribbean Pride
Network COA is talking about the possibilities of a Regional Summit (not a conference) as a way to begin the development of a few meetings to keep relations close between organizations, identifying common goals and the best strategies to reach them.

As a final comment, we want to thank our Co-Presidents for the support for our Region and for the friends from Region 6: Paul Sanders, Michelle Irimia-Bernabe and Alan Reiff.

Region 12 Report
By Stefan Baier and Uwe Hörner
(Regional Directors)

Since the last AGM we had two German regional conferences – one in Oldenburg and one at the Waldschlösschen academy near Göttingen. Again a meeting of the German Prides – the biggest part of Prides in Region 12. As always they are great for networking and talking about our experiences with our Prides. And this year was the first year we had workshops at the conference as well as Frank van Dalen, Vice President of Operations of Interpride speaking to the delegates. We are very proud that there is a fix half-year rhythm now in which the conferences take place. You can be sure InterPride and the InterPride AGM and World Conference is mentioned at our regional conferences and we did a lot of advertisement for EuroPride in Amsterdam this year and for WorldPride in Madrid in 2017. We are planning to have as space somewhere on a wall/tower where we can advertise our region 12 prides at both events.

The next regional conference will take place on 4th until 6th November in Nurnberg.

We think it is positive for the other Prides that we keep them up to date what is going on with InterPride, when and where the next AGM takes place, and so on. On the other side it is still difficult to bring our Prides in Region 12 to our AGM’s and to increase our membership here. The problem is that there are not really big benefits for Non-US-Prides, and the travel costs are expensive. We hope that we will have more Region 12 Prides joining our AGM and World Conference in Montpellier this year.

We think by now InterPride is well known by the Region 12 Prides.

There are 62 Prides (54 in Germany, 4 in Switzerland, 4 in Austria and no Pride in Lichtenstein) in Region 12. InterPride members are 8 of them: Vienna, Braunschweig, Hamburg, Mannheim, Berlin, Cologne, Konstanz and Zurich). As soon as we notice that there are new Prides in our region we try to get in contact with them, offer them our help and try to visit them at their Pride.

Since our last InterPride AGM there were no Prides in our Region. They take place from May to September. New Prides in the planning: Mülheim in Germany.
Promotion of the Association and the World Pride SPONSOR

- During the last Madrid International fair of tourism (FITUR) from 20th to 24th of January I made a special promotion from InterPride at the stand AEGAL had in the LGBT area of the fair.
- Took place several meetings and a workshop to Exchange experiences. The objetive of these actions, was to promote Madrid Pride, Madrid WorldPride 2017 and InterPride.
- Also I gave a presentation on the main stage of LGBT pavilion. It was a promotional presentation of InterPride and WorldPride 2017, which were invited Pride organizers of Spain, Portugal and Latin América.
- Also during the last edition of World Travel Market, London, (from 2-5/ November 2015) made another special promotion from InterPride and Madrid WorldPride 2017 and we have had meetings with IGLTA (International Gay & Lesbian Travel Association) with the objective to promote Madrid Pride 2016, WorldPride 2017 and InterPride.
- All this promotional events were performed with the collaboration of my team of volunteers and the support of AEGAL.
- Since I occupied the position of Regional Director 14, all printed programs, brouchures, and informative ítems of Madrid Pride, Madrid WorldPride 2017 are displaying the InterPride & EPOA logos following my instructions in order to promote the associations.
- All these materials were distributed all over Spain territory, certain tourist information corners of Spain in Europe and international fairs of tourism.

MEETINGS
National

- I have had meetings with COGAM (LGBT Association from Madrid), FELGTB (National Federation LGBT from Spain) & 28 June Platform: a group of Associations and LGBT groups in the Region of Madrid
These meetings had three objectives:

1 - Continue to work together
2 - Strengthen support of organizations to Madrid WorldPride 2017
3 - Increase the participation of all organizations in the WorldPride 2017

- Contact and keep meetings with the 23 Prides registered in Spain.
- I participated in the II National Meeting of Companies engaged with HIV & AIDS in Spain, organized by the “Federación Trabajando en Positivo” (Federation Working in Positive). Madrid, 11th of March 2016.

**International:**
- We organize various meetings during the inspection visit of WorldPride Committee Co-Chair: Alan Reiff in Madrid (from Thursday November 26 to Sunday November 29, 2015)
- With EPOA I have had two meetings in Brussels on Friday 13th of November 2015: with ILGA Europe and with Rainbow Rose (Rainbow Rose is LGBT people and their network in Socialist, Labour and Social Democratic parties in Europe).

I have had meetings with different International Prides:

Europe: Brussels Pride, Vienna Pride, LGP Montpellier and Tignes
Israel: Tel Aviv Pride and Israel Embassy in Spain
Latin América: Argentina, Costa Rica and Mexico DF

- I participated in the Skype call of InterPride Board from November 2014 to April 2015 (also in the WorldPride Committee, Human Rights Committee and CSIC Committee).
- I worked together with Lucien Spee (Amsterdam Pride) in organizing the participation of Madrid WorldPride 2017 during the Amsterdam EuroPride (23/7 to 7/8 2016).

**Work performed as Conference Coordinator on the EPOA Board of Directors:**
- I worked together with Montpellier Pride in the organization of the EPOA AGM during the Annual General Meeting & Conference of InterPride and EPOA in October 11-16, 2016 in Montpellier (France).
- The EPOA & InterPride AGM & World Conference is a unique and real opportunity for a Regional Conference of all Prides in Europe, and the rest of Prides from Region 14.
- In collaboration with Ruben De Keyser (EPOA’s Outreach and Member Services Coordinator) we are inviting all our associates to participate in the EPOA AGM and World Conference, and we aim to increase the participation of guest, not partners.
- Also in collaboration with Ruben De Keyser, another objective set for the year 2016 is to increase Prides associated to EPOA, and automatically InterPride. The result of this work is that they have achieved to date 5 new members:
2016 Mid-Year Report

Strasbourg Pride (France)
Tignes (France)
Helsinki Pride
Aarhus Pride (Denmark)
Pride in London
Rosa Lëtzebuerg asbl (Luxemburg)

- I participated with EPOA in the UK Prides Organizers Conference in Manchester (12th of March 2016)
- I have attended all the “EPOA extra Board Meeting” that had taken place to date:

Brussels (13th to 16th of November 2015)
Vienna (29th to 31 of January 2016)
Also I have participated in all monthly skype call of EPOA Board of Directors.

World AIDS Day Events:
November 30, as every year, HELP (Solidarity Week) in collaboration with COGAM and FELGTB organized the tribute to AIDS victims in Puerta de Alcalá, Madrid.

Region 20 Report
By Brett Hayhoe
(Co-President)

Although we do not have a Regional Director in Region 20, I have spent quite a lot of time speaking to Prides in the region – particularly Australia – regarding InterPride. The challenge has always been explaining the benefits of membership to Pride organizers so far removed from the majority of members of the organisation. The lack of International benefits also does not assist.

I deal with these questions by simply concentrating on the worldwide aspect of membership and the promotion to a broader audience by being involved. So far, to my absolute delight, that has worked quite successfully.

Since becoming Co-President, and following the dissolving of [long standing member] Pride March Victoria in to the larger Midsumma Festival, I have been able to secure both memberships and renewals from Goulburn Valley Pride (GV Pride) and Transgender Victoria (TGV).

Following a very long and detailed conversation last year, I am now delighted to announce a third member joining this region’s representation: the largest Pride event in Australia – Sydney Gay and Lesbian Mardi Gras.